

[Faint, illegible handwritten text, possibly bleed-through from the reverse side of the page.]

HANDBOUND
AT THE

UNIVERSITY OF
TORONTO PRESS



Digitized by the Internet Archive
in 2012 with funding from
University of Guelph, University of Windsor, York University and University of Toronto Libraries



Canada. Labour, Department of



THE
LABOUR GAZETTE

PUBLISHED MONTHLY

DEPARTMENT OF LABOUR, CANADA

(**INDEX**)

VOLUME LX

FOR THE YEAR
1960



Minister—Hon. MICHAEL STARR

Deputy Minister—ARTHUR H. BROWN

Editor—WILLIAM S. DRINKWATER

ROGER DUHAMEL, F.R.S.C.
QUEEN'S PRINTER AND CONTROLLER OF STATIONERY
OTTAWA, 1961

PAGE NUMBERS OF MONTHLY EDITIONS

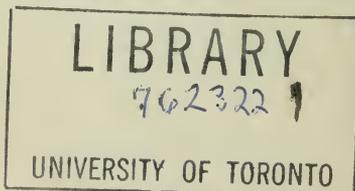
	<i>Month</i>
1- 112	January
113- 224	February
225- 328	March
329- 416	April
417- 532	May
533- 652	June
653- 764	July
765- 872	August
873- 982	September
985-1096	October
1097-1208	November
1209-1348	December

ERRATA

On page 950—under “Canadian Railway Board of Adjustment”
—Column 1—para. 3—6th line—for permitted *read* prohibited.

On page 1080—under Urban Areas— St. Catharines—June
1960—for \$35.65 *read* \$85.65.

HD
8101
A3
v.60
cop. 2



LIST OF ABBREVIATIONS

AASERE	— Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.
AFL-CIO	— American Federation of Labor and Congress of Industrial Organizations.
ANG	— American Newspaper Guild.
ARTEC	— Association of Radio and Television Employees of Canada.
BELU	— Barnhill's Employees' Labour Union.
BLE	— Brotherhood of Locomotive Engineers.
BLFE	— Brotherhood of Locomotive Firemen and Enginemen.
BPDPA	— Brotherhood of Painters, Decorators and Paperhangers of America.
BRSC	— Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
BRT	— Brotherhood of Railroad Trainmen.
CAALL	— Canadian Association of Administrators of Labour Legislation.
CALDA	— Canadian Air Line Dispatchers' Association.
CALFAA	— Canadian Air Line Flight Attendants' Association.
CALPA	— Canadian Air Line Pilots' Association.
CB	— Conciliation Board.
CBRT(GW)	— Canadian Brotherhood of Railway, Transport and General Workers.
CCA	— Canadian Construction Association.
CCC	— Canadian Chamber of Commerce.
CCCL	— Canadian and Catholic Confederation of Labour.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers Association.
CMCH	— Central Mortgage and Housing Corporation.
CMSG	— Canadian Merchant Service Guild.
CNRPA	— Canadian National Railways Police Association.
CO	— Conciliation Officer.
CSA	— Canadian Standards Association.
CSAC	— Civil Service Association of Canada.
CTU	— Commercial Telegraphers' Union.
CTWA	— Canadian Transport Workers' Association.
FEIA	— Flight Engineers' International Association.
FLC	— Farm Labour Conference.
HREBIU	— Hotel and Restaurant Employees' and Bartenders' International Union.
IAM	— International Association of Machinists.
IATSE	— International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.
IBBH	— International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.
IBT	— International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.
ICFTU	— International Confederation of Free Trade Unions.
ILA	— International Longshoremen's Association.
ILGW	— International Ladies' Garment Workers Union.
ILO	— International Labour Organization.
ILWU	— International Longshoremen's and Warehousemen's Union.
IRB	— International Railway Brotherhoods.
ISEUA	— International Stereotypers' and Electrotypers' Union of North America.
ITU	— International Typographical Union.
IUMMSW	— International Union of Mine, Mill and Smelter Workers.
IUOE	— International Union of Operating Engineers.
IWW	— International Woodworkers of America.
LPU	— Labourers' Protective Union
MFL	— Manitoba Federation of Labour.
MHPB	— Montreal Harbour Police Brotherhood (Ind.).

LIST OF ABBREVIATIONS—*Conc.*

- NABET — National Association of Broadcast Employees and Technicians.
NAME — National Association of Marine Engineers.
NCCL — National Council of Canadian Labour.
NES — National Employment Service.
NHBPB — National Harbours Board Police Brotherhood.
NLU — Newfoundland Labourers' Union.
NSMW — National Syndicate of Maritime Workers.
NUJP — Newfoundland Union of Journalists and Photographers.
NUOE — National Union of Operating Engineers of Canada.
NUPE — National Union of Public Employees (CLC).
NUPSE — National Union of Public Service Employees.
OCAWIU — Oil, Chemical and Atomic Workers' International Union.
OFL — Ontario Federation of Labour.
ORT — Order of Railroad Telegraphers.
PWALTEA — Pacific Western Airlines Traffic Employees' Association.
QFL — Quebec Federation of Labour.
RWDSU — Retail, Wholesale and Department Store Union.
SIU — Seafarers' International Union of North America.
UAW — United Automobile, Aircraft and Agricultural Implement Workers of America (International Union).
UBW — United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (International Union).
UMWA — United Mine Workers of America.
UN — United Nations.
UPMPW — United Paper Makers and Paper Workers.
UPWA — United Packinghouse Workers of America.
USWA — United Steel Workers of America.
VHEA — Vancouver Harbour Employees' Association.

A**Accidents, Industrial:**

46th convention of International Association of Industrial Accident Boards and Commissions, 1000.

Canada

industrial fatalities in 1959, 457.
industrial fatalities during the first quarter of 1960, 701; during the second quarter of 1960, 1021.

industrial fatalities during the 3rd quarter of 1959, 45; during the fourth quarter of 1959, 359.

Ontario

272,460 industrial injuries reported to Workmen's Compensation Board in 1959, 353.

Quebec

views expressed by QFL, 157.

United Kingdom

annual report of Chief Inspector of Factories, 183.

United States

work injuries disable 1,970,000 workers in 1959, 703.

Statistics

"Labour Statistics: H-Industrial Accidents". Quarterly feature accompanied by article "Industrial Fatalities in Canada".

Age and Employment:

See Old Age Homes; Older Workers.

Agreements:

See Collective Labour Agreements.

Agriculture:

See also Farm Homes.

Canada

employment in agriculture—views of FLC, 25.
European farmers' sons gaining experience on Canadian farms, 693.

Trends in the Agricultural Labour Force in Canada from 1921 to 1959—issued by Economics and Research Branch, Department of Labour, 1001.

Alberta Federation of Labour:

brief submitted to provincial Government, 246.
convention, 5th, 1284.

death of L. M. Messmer, Vice-President, 22.

Alberta Stockyards Limited (CPR):*BRSC*

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Alberta Wheat Pool:*IUOE*

dispute with Local 882: C.O. appointed, 604; settlement, 709.

UBW

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

Algom Uranium Mines Limited:*IUOE*

dispute with Local 796: C.O. appointed, 171; settlement, 468.

USWA

certification application on behalf of a unit of office and technical employees: received, 170; representation vote ordered, 367; granted, 465.

dispute: settlement, 469; report of Board, 472.

Algoma Central and Hudson Bay Railway Company:*Associated Non-Operating Unions (negotiating committee)*

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

CMSC

certification application on behalf of a unit of deck officers: rejected, 168.

SIU

certification application on behalf of a unit of deck officers: rejected, 168.

AMF Atomic (Canada) Limited:*UMWA*

dispute with Local 14193: C.O. appointed, 923; settlement, 1030.

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America:*CNR (Niagara, St. Catharines and Toronto Railway)*

dispute: C.O. appointed, 709; C.B. appointed, 1142; C.B. fully constituted, 1295.

Amalgamated Lithographers of America:

Kenneth J. Brown named President, 554.

American Federation of Labor and Congress of Industrial Organizations:

address of Walter Reuther, Vice-President, at Assumption University, Windsor, Ont., 247.

American Newspaper Guild:*Canadian Broadcasting Corporation*

dispute with Local 213: C.O. appointed, 923; C.B. appointed, 1142; C.B. fully constituted, 1142.

Anticosti Shipping Company:**CMSC**

certification application on behalf of a unit of deck officers on motor vessels *Anticosti*, *Castor Consol*, *Loutré Consol* and *Lievre Consol*: received, 813, 814; representation vote, 914; rejected, 1027, 1028.

SIU

certification application on behalf of a unit of deck officers on motor vessels *Anticosti*, *Castor Consol*, *Loutré Consol* and *Lievre Consol*: received, 814; representation vote, 914; rejected, 1027, 1028.

Apprenticeship:**Canada**

Apprenticeship in Manufacturing—bulletin published by Department of Labour, 437.
views expressed by CCA, 256.

Quebec

1959-60 report of Apprenticeship Commission of the Printing Trades for Montreal and District, 1325.

Laws and Regulations**Alberta**

Apprenticeship Act: amendments, 374; regulations, 611.

Tradesmen's Qualification Act: regulations, 283, 1168.

British Columbia

Apprenticeship and Tradesmen's Qualification Act: regulation, 479.

Manitoba

Apprenticeship Act: amendment, 1052.

New Brunswick

Apprenticeship Act: amendment, 1052.

Trades Examination Act: amendment, 1052.

Newfoundland

Apprenticeship Act: amendments, 375.

Ontario

Apprenticeship Act: regulations, 1057.

Saskatchewan

Apprenticeship and Tradesmen's Qualification Act: amendment, 1309.

Apprenticeship Training Advisory Committee:

meeting, 11th, 159; 12th, 1262.

Arbitration, Labour:**British Columbia**

compulsory arbitration urged by provincial division of CMA in brief to British Columbia Government, 136.

Arbitration, Labour—Conc.**Canada**

arbitration board's power to award damages for breach of agreement—report of board in dispute between Polymer Corporation Limited and Local 16-14, OCAWIU, 32.

Legal Decisions

Ontario Court of Appeal quashes arbitration board's award on grounds that issue not determined according to agreement, 75.

U.S. Supreme Court holds courts can enforce labour arbitrator's award but cannot review the merits of the award, 1054.

Arctic Shipping Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel employed aboard MV *Arctic Rover*: received, 1140; granted, 1293.

Leslie Armstrong Mail Service:**IBT**

certification application by Local 879 on behalf of a unit of employees: received, 1140.

Associated Non-operating Unions (Negotiating Committee):**Algoma Central and Hudson Bay Railway**

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Canadian National Railways

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Canadian Pacific Railway Company

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Midland Railway of Manitoba

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Ontario Northland Railway

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Toronto, Hamilton and Buffalo Railway Company

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Association of Lake Carriers:**SIU**

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Association of Radio and Television Employees of Canada:*Canadian Broadcasting Corporation*

dispute: (building and maintenance employees): C.O. appointed, 1029.

Atomic Energy:*Laws and Regulations
Canada*

Atomic Energy Control Act: revised regulations, 609.

Atomic Energy of Canada Limited:*CLC*

dispute with Local 1569: C.O. appointed, 814; settlement, 815.

Automation:

IAM devises 8-point program to alleviate hardships resulting from automation, 923.

ILO Advisory Committee on Salaried Employees and Professional Workers studies effects of office mechanization and automation, 364.

"Effects of Mechanization and Automation in Offices"—first in a series of three articles published by ILO, 503.

Canada

CLC resolution urges establishment of national advisory committee on re-training and relocation of workers displaced by automation, 568.

Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries, 1115.

views expressed at Industrial Relations Conference at Laval University, 689.

United States

how to increase employee skills automation's chief problem, 1288.

introduction of automation slows growth of office employment, survey shows, 776.

two plans operating to aid workers whose jobs are threatened by technological advances, 249.

Automobile Industry:*Canada*

appointment of one-member Royal Commission to inquire into situation in and prospects for Canadian automobile and parts industries, 892.

Miss Elizabeth Leitch appointed secretary of Royal Commission on automobile industry, 1024.

Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries, 1115.

Aviation:

See Civil Aviation.

93822-5-2

B**Baker, Albert G., Limited:***BRSC*

dispute: C.O. appointed, 709; settlement, 923.
Barnhill's Employees' Labour Union:

Barnhill's Transfer Limited

certification application on behalf of a unit of employees: rejected, 268.

Barnhill's Transfer Limited:*BELU*

certification application on behalf of a unit of employees: rejected, 268.

IBT

certification application by Locals 976 and 927 on behalf of a unit of employees: received, 708; granted, 812

dispute with Locals 76 and 927: C.O. appointed, 1295.

Bay of Fundy Steamship Service (CPR):*BRSC*

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Beaconsfield Steamships Limited:*NAME*

application for revocation of certification on behalf of a unit of employees: granted, 170.

Belgium:

retraining of unemployed for new jobs, 358.

Bendickson Towing Company Limited:*CBRT*

certification application on behalf of a unit of unlicensed personnel employed aboard tow-boats: received, 814; representation vote, 1027; granted, 1293.

SIU

certification application on behalf of a unit of unlicensed personnel employed aboard tow-boats: representation vote, 1027; granted, 1293.

Benefits:*Canada*

survey on fringe benefits in 1959 by Industrial Relations Counselors Service, Inc., 1072.

Bicroft Uranium Mines Limited:*USWA*

dispute: C.O. appointed, 171; settlement, 468.

Bill of Rights:

views expressed by CLC, 148.

Bladen, Professor Vincent W.:

appointed as one-member Royal Commission to inquire into situation in and prospects for Canadian automobile and parts industries, 892.

Blindness Allowances:

statistics, 137, 778, 1114.

Boilers:*Laws and Regulations**British Columbia*

Boiler and Pressure-Vessel Act: amendments, 374; regulation, 612.

Saskatchewan

Boiler and Pressure Vessel Act: amendments, 182.

Branch Lines Limited:*NAME*

application for revocation of certification on behalf of a unit of employees: granted, 170.

Bricklayers, Masons and Plasterers' International Union:

John J. Murphy named President, 554.

Vice-President in Canada John McLeod, honoured at testimonial dinner, 664.

British Columbia Air Lines Limited:*CBRT*

dispute: settlement, 468.

British Columbia Coast Steamship Service (CPR):*BRSC*

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

British Columbia Federation of Labour:

brief submitted to provincial Cabinet, 136. convention, 5th, 1281.

temporary suspension of affiliation of B.C. Government Employees' Association, 1113.

British Columbia Government Employees' Association:

convention, 1113.

temporary suspension of affiliation with B.C. Federation of Labour, 1113.

British Columbia Lake and River Service (CPR):*BRSC*

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

British Columbia Provincial Council, United Brotherhood of Carpenters and Joiners:

annual convention, 1112.

British Columbia Telephone Company:*Federation of Telephone Workers of British Columbia*

dispute: (employees in clerical, plant and traffic divisions): C.O. appointed, 468; settlement, 604.

British Yukon Navigation Company Limited:*CBRT*

certification application on behalf of a unit of marine engineers: received, 270; granted, 465.

IBT

dispute with Local 605: C.O. appointed, 55; settlement, 171.

British Yukon Railway Company:*IBT*

dispute with Local 605: C.O. appointed, 55; settlement, 171.

Broadcasting:

See Radio Broadcasting.

Brotherhood of Locomotive Engineers:

Roy E. Davidson named Grand Chief Engineer, 554.

CPR (including Quebec Central Railway Company)

certification application on behalf of a unit of employees (locomotive engineers in Eastern, Prairie and Pacific Regions): withdrawn, 170.

Northern Alberta Railways Company

dispute: C.B. appointed, 56; report of Board, 815, 823; settlement, 1142.

Brotherhood of Locomotive Firemen and Enginemen:

referendum on question of establishment of Canadian Division, 555.

CNR (Western Region)

application for revocation of certification on behalf of a unit of bus drivers: granted, 170.

application for revocation of certification on behalf of a unit of employees: received, 55.

CPR (including Quebec Central Railway Company)

certification application on behalf of a unit of employees (locomotive engineers in Eastern, Prairie and Pacific Regions): withdrawn, 170.

Brotherhood of Locomotive Firemen and Enginemen—Conc.

Ontario Northland Railway

dispute: C.O. appointed, 55; settlement, 171.

Brotherhood of Maintenance of Way Employees:

Quebec North Shore and Labrador Railway Company

certification application on behalf of a unit of employees: granted, 52.

Brotherhood of Painters, Decorators and Paperhangers of America:

National Harbours Board (Vancouver)

certification application by Local 138 on behalf of a unit of employees: withdrawn, 55.

Brotherhood of Railroad Trainmen:

CPR (Eastern, Prairie and Pacific Regions)

dispute: C.B. report, 56, 58; settlement, 171.

Canadian Pacific Transport Company

dispute: C.B. appointed, 171; C.B. fully constituted, 171; settlement, 469; report of Board, 474.

Grand River Railway Company

dispute: C.B. appointed, 171; C.B. fully constituted, 171; settlement, 469; report of Board, 474.

Lake Erie and Northern Railway Company

dispute: C.B. appointed, 171; C.B. fully constituted, 171; settlement, 469; report of Board, 474.

Ontario Northland Railway

certification application on behalf of a unit of employees: rejected, 54.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees:

Alberta Stockyards, Limited (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Albert G. Baker Limited

dispute: C.O. appointed, 709; settlement, 923.

Bay of Fundy Steamship Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

B.C. Coast Steamship Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees—Con.

B.C. Lake and River Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Canadian Pacific Railway Company

certification application on behalf of a unit of garage mechanics (Merchandise Services Department): received, 170; rejected, 367. certification application by Local 31 on behalf of a unit of truck drivers (Merchandise Service Department): received, 170; rejected, 368.

certification application by Locals 31 and 885 on behalf of a unit of employees (Merchandise Services Department): rejected, 914; reasons for judgment, 917.

Canadian Pacific Railway Company (and certain ancillary services and subsidiary companies)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Canadian Pacific Steamships Limited (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Clarke Steamship Company Limited

dispute: C.O. appointed, 709; settlement, 923.

Dominion Atlantic Railway (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Eastern Canada Stevedoring Company Limited

dispute with Local 264; C.O. appointed, 1141.

Eastern Public Markets Limited (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Esquimalt and Nanaimo Railway (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Great Lakes Steamship Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Lakehead Terminal Elevators Association

certification application on behalf of a unit of employees employed by various terminal

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees—Conc.

Lakehead Terminal—Conc.

elevator companies at Fort William and Port Arthur: received, 369; withdrawn, 467.

National Harbours Board (Montreal)

dispute: (grain shovellers): settlement, 55.

New Brunswick Cold Storage Company (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Northwest Airlines, Inc.

dispute: (transportation agents at Winnipeg and Edmonton): C.O. appointed, 468; settlement, 604.

Quebec Terminals Limited

dispute: C.O. appointed, 709; settlement, 923.

Terminus Maritime Inc.

dispute: C.O. appointed, 709; settlement, 923.

Building and Construction:

See Building Supplies; Construction Industry.

Building Service Employees' International Union:

David Sullivan named President, 554.

Building Supplies:

Canada

"Do It Now" winter work campaign prevented lay-offs by building supply firms, 1108.

400 Canadian building supply merchants participate in Department's "Do It Now" National Winter Work Campaign sponsored by Department of Labour, 348.

Buntain, Bell and Company Limited:

LPU

dispute: settlement, 56.

Burdon, George, President, United Rubber Workers:

appointment, 1113.

Burrard Terminals Limited:

UBW

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

Bute Towing Limited:

CBRT

certification application on behalf of a unit of unlicensed personnel aboard tugs and scows: granted, 52.

C

Cadwell Marine Limited:

SIU

dispute: C.O. appointed, 467.

Caledon Terminals Limited:

ILA

certification application on behalf of a unit of employees: rejected, 168.

Can-Met Explorations Limited:

IUOE

dispute with Local 796: C.O. appointed, 370; settlement, 1142.

Canadian Air Line Dispatchers Association:

Pacific Western Airlines Limited

certification application on behalf of a unit of dispatchers: granted, 168.

TransAir Limited

certification application on behalf of a unit of dispatchers: received, 914; granted, 1027.

Canadian Air Line Flight Attendants' Association:

Trans-Canada Air Lines

dispute: C.O. appointed, 1140.

Canadian Air Line Pilots Association:

Canadian Pacific Air Lines Limited

dispute: C.O. appointed, 369.

Quebecair Inc.

certification application on behalf of a unit of pilots: received, 369; granted, 465.

dispute: C.O. appointed, 815; C.B. appointed, 1142; C.B. fully constituted, 1295.

Trans-Canada Air Lines

dispute: C.O. appointed, 55; settlement, 171.

Wheeler Air Lines Limited

certification application on behalf of a unit of pilots: received, 54; granted, 168.

Canadian and Catholic Confederation of Labour:

brief to federal Government, 257.

brief submitted to provincial Government, 43.

change of name to Confederation of National Trade Unions (CNTU), 1264.

convention, 39th, 1264.

reply of Hon. Michael M. Starr to CCCL brief, 259.

reply of Prime Minister Diefenbaker to CCCL brief, 259.

The Woman Worker and the Labour Movement—report to CCCL's 39th convention, 1120.

Canadian and Catholic Confederation of Labour—Conc.*General President*

Labour Day message of Roger Mathieu, 795.
report of Roger Mathieu to convention, 1267.

Canadian Arsenals Limited:*IUOE*

dispute with Local 796: C.O. appointed, 1141;
settlement, 1295.

USWA

dispute: (Gun Ammunition Division): settle-
ment, 171.

Canadian Association of Administrators of Labour Legislation:

annual conference, 1309.

A. H. Brown, Deputy Minister of Labour,
named Honorary President, 1280.

Statistics Committee—second annual meeting,
437.

Canadian Broadcasting Corporation:

Citizens' Forum presenting three programs on
employment, 1229.

ANG

dispute with Local 213: C.O. appointed, 923;
C.B. appointed, 1142; C.B. fully constituted,
1142.

ARTEC

dispute: (building and maintenance em-
ployees): C.O. appointed, 1029.

IATSE

dispute: C.B. fully constituted, 468; C.B. re-
port, 1030, 1043.

L'Union des Artistes

certification application on behalf of a unit
of performers in the Province of Quebec:
received, 369; withdrawn, 467.

NABET

certification application on behalf of a unit of
janitors and janitor-watchmen at Winnipeg:
received, 466; withdrawn, 603.

certification application on behalf of a unit of
stationary engineers and helpers: received,
603.

UMWA

certification application on behalf of a unit of
stationary engineers and helpers: received,
603; rejected, 813.

Canadian Brotherhood of Railway, Transport and General Workers:*Arctic Shipping Limited*

certification application on behalf of a unit of
unlicensed personnel employed aboard MV
Arctic Rover: received, 1140; granted, 1293.

Canadian Brotherhood of Railway, Transport and General Workers—Con.*Bendickson Towing Company Limited*

certification application on behalf of a unit of
unlicensed personnel employed aboard tow-
boats: received, 814; representation vote,
1027; granted, 1293.

British Columbia Airlines Limited

dispute: settlement, 468.

British Yukon Navigation Company Limited

certification application on behalf of a unit of
marine engineers: received, 270; granted,
465.

Bute Towing Limited

certification application on behalf of a unit of
unlicensed personnel aboard tugs and scows:
granted, 52.

Canadian National Railways

application for revocation of certification in
respect of a unit of stevedores and freight
handlers employed at Mulgrave, N.S.: re-
ceived, 814; rejected, 1028.

certification application on behalf of a unit of
bus drivers at Kamloops, B.C.: received,
369; granted, 465.

certification application on behalf of a unit of
grain door repairmen: received, 369; granted,
465.

certification application on behalf of a unit of
truck drivers, fire wachers and watchmen-
gatekeepers employed in hump yard at
Moncton: received, 1294.

dispute: employees on MV *Bluenose*: C.O.
appointed, 270; C.B. appointed, 370; C.B.
fully constituted, 469; report of Board, 815,
819; settlement, 923.

Canadian National Steamship Company Limited

certification application on behalf of a unit of
unlicensed personnel in deck and engineroom
departments of SS *Prince George*: received,
170; representation vote, 268; rejected, 367.

Canadian Pacific Railway Company

certification application by Locals 31 and 885
on behalf of a unit of employees employed
in Merchandise Services Department: re-
jected, 914; reasons for judgment, 917.

certification application on behalf of a unit of
marine engineers employed aboard vessels
in its Bay of Fundy Steamship Service: re-
ceived, 915; granted, 1027.

certification application by Local 31 on behalf
of a unit of truck drivers in its Merchandise
Services Department: received, 170; rejected,
368.

Canadian Brotherhood of Railway, Transport and General Workers—Con.***Canadian Tugboat Company Limited***

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: granted, 52.

Coast Ferries Limited

certification application on behalf of a unit of employees: received, 603; granted, 812.

Continental Explosives Limited

certification application on behalf of a unit of employees: received, 603; granted, 707.

Eastern Transport Limited

certification application on behalf of a unit of truck drivers: received, 1029; granted, 1293.

Foremost Marine Transporters Limited

certification application on behalf of a unit of marine engineers employed aboard tug *Melanie Fair*: received, 1029.

certification application on behalf of a unit of unlicensed personnel employed aboard tug *Melanie Fair*: received, 1028

Foundation Maritime Limited

dispute: settlement, 55.

Gilley Bros. Limited

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: granted, 52.

Great West Towing and Salvage Limited

certification application on behalf of a unit of unlicensed personnel on board tugs: granted, 52.

Greyhound Lines of Canada Limited

certification application on behalf of a unit of employees: received, 914; withdrawn, 916.

Griffiths Steamship Company Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Mogul*: granted, 52.

Gulf of Georgia Towing Company Limited

certification application on behalf of a unit of unlicensed personnel aboard tugs: rejected, 53.

Island Tug and Barge Limited

certification application on behalf of a unit of unlicensed personnel on tugs and barges: granted, 52.

Kingcome Navigation Company Limited

certification application on behalf of a unit of unlicensed personnel aboard towboats: received, 170; representation vote, 268; rejected 367, 368; request for review of decision,

Canadian Brotherhood of Railway, Transport and General Workers—Con.

467; request for review under Section 61 (2) rejected, 602.

certification application on behalf of a unit of unlicensed personnel employed aboard towboats: received, 1029; representation vote, 1293.

McKenzie Barge and Marine Ways Limited

certification application on behalf of a unit of cook-deckhands on board tugs: received, 170; representation vote, 268; granted, 367; rejected, 367.

Pacific Tanker Company Limited

certification application on behalf of a unit of employees: rejected, 53.

Packers Steamship Company Limited

application for revocation of certification on behalf of a unit of marine engineers on *Teco*, *P.W.* and *Cloverleaf*: 603; granted, 708.

certification application on behalf of a unit of marine engineers: received, 170; granted, 367.

Point Grey Towing Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard tugs: received, 709; granted, 812.

Pontiac Bus Lines Limited

certification application on behalf of a unit of bus drivers and maintenance mechanics: granted, 168.

River Towing Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard towboats: received, 814; representation vote, 914; granted, 1293.

St. Lawrence Seaway Authority

certification application on behalf of a unit of employees: received, 170; granted, 268.
dispute: C. O. appointed, 55.

Shell Canadian Tankers, Limited

certification application on behalf of a unit of unlicensed personnel employed aboard MV *Tyee Shell*: received, 465; representation vote, 707; granted, 812; rejected, 812.

Stone Brothers Limited

certification application on behalf of a unit of deckhands and cook-deckhands on tugs: received, 170; representation vote, 268; granted, 367; rejected, 369.

Straits Towing Limited

certification application on behalf of a unit of marine engineers on tugs: received, 170; granted, 367.

Canadian Brotherhood of Railway, Transport and General Workers—Conc.

certification application on behalf of a unit of unlicensed personnel aboard barges: rejected, 54.

certification application on behalf of a unit of unlicensed personnel aboard tugs: rejected, 53.

Sydney Transfer and Storage Limited

certification application on behalf of a unit of employees: received, 1294.

Thompson's Transfer Company Limited

application for revocation of certification in respect of a unit of drivers, helpers and warehousemen operating in and out of Middleton and Halifax, N.S.: received, 1029; rejected, 1293.

dispute: C. O. appointed, 1295.

Tippet-Richardson (Ottawa) Limited

certification application on behalf of a unit of employees: received, 1140.

Vancouver Barge Transportation Limited

dispute with Local 425: C. O. appointed, 815.

Vancouver Tug Boat Company Limited

certification application on behalf of a unit of unlicensed personnel: granted, 52.

Westward Shipping Limited

certification application on behalf of a unit of marine engineers: received, 466; granted, 707.

certification application on behalf of a unit of unlicensed personnel: received, 54; representation vote, 168; granted, 268.

F.M. Yorke and Son Limited

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: granted, 29.

Canadian Chamber of Commerce:

brief to federal Government, 1285.

meeting, 31st, 1122.

Canadian Conference of Operating Engineers:

established by IUOE, 133.

Canadian Construction Association:

annual meeting, 42nd, 252.

brief to federal Government, 357.

briefs to Governments of Newfoundland, Nova Scotia, New Brunswick and Prince Edward Island, 24, 997.

Canadian Federation of Agriculture:

remarks of R. A. Stewart at FLC, 27.

Canadian Federation of the Printing Trades and Information:

new name of Federation of Printing Trades of Canada Registered (CCCL), 556.

Canadian Labour Congress:

brief to federal Cabinet, 146.

CLC Executive Council—meeting, 663.

code of organizing practices adopted by CLC Executive, 1231.

convention, 3rd, 559.

discusses role of organized labour in Canadian social structure in its brief to federal Cabinet, 151.

establishes national council of broadcast unions, 250.

Executive Council rejects affiliation bid from IUMMSW, 133.

expulsion of IBT constitution not abided by, 563.

expulsion of SIU, 563.

ILO Governing Body to discuss complaint filed with ILO against Government of Canada concerning Newfoundland legislation, 998.

pronounces formal sentence of expulsion on IBT, 663.

publishes booklet instructing affiliates in handling of public relations, 894.

6th convention of NUPE, 999.

UIC Employees' Association severs connection with CLC, 133.

Atomic Energy of Canada Limited

dispute with Local 1569: C.O. appointed, 814; settlement, 815.

Executive Vice-President

remarks of Wm. Dodge at QFL convention, 155.

Manitoba Federation of Labour

convention, 6th, 1131.

Nova Scotia Federation of Labour

annual convention, 5th, 1130.

President

address of Claude Jodoin at 3rd constitutional convention, 559.

Canadian Histadrut Humanitarian Award presented to Claude Jodoin, 574.

Claude Jodoin leads delegation to 6th World Congress of ICFTU, 161.

Labour Day message of Claude Jodoin, 794.

New Year message from Claude Jodoin, 1237.

remarks of Claude Jodoin at presentation of brief to federal Cabinet, 151.

suggests federal Government convene Labour-Management Conference, 133.

Union Label Trades Department

convention, 2nd, 577.

Upper Lakes Shipping Limited

certification application by Local 23736 on behalf of a unit of employees: received, 814; granted, 914.

dispute with Local 23736: C.O. appointed, 1140; settlement, 1295.

Canadian Manufacturers' Association:

annual meeting, 89th, 676.

brief submitted to British Columbia Government by provincial division, 136.

brief submitted to New Brunswick Government, 24.

briefs presented to Ministers of Finance, Trade and Commerce, and National Revenue, 247.

Canadian Merchant Service Guild Inc.:**Algoma Central and Hudson Bay Railway Company**

certification application on behalf of a unit of deck officers: rejected, 168.

Anticosti Shipping Company

certification application on behalf of a unit of deck officers on motor vessels *Anticosti*, *Castor Consol*, *Loure Consol* and *Lievre Consol*: received, 813, 814; representation vote, 914; rejected, 1027, 1028.

Carryore Limited

certification application on behalf of a unit of deck officers on SS *Menihkek Lake*: received, 708; granted, 812.

Transit Tankers and Terminals Limited

certification application on behalf of a unit of deck officers: rejected, 168.

Vancouver Barge Transportation Limited

dispute with Local 425: C.O. appointed, 815.

Canadian National Explorations Limited:**IUOE**

dispute with Local 796: C.O. appointed, 370.

Canadian National Hotels, Limited (Nova Scotian Hotel):**HRE**

dispute with Local 662: C.O. appointed, 923.

Canadian National Railways:

completes conversion to diesel locomotives, 556.

Associated Non-Operating Unions (negotiating committee)

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Canadian National Railways—Conc.**CBRT**

application for revocation of certification in respect of a unit of stevedores and freight handlers employed at Mulgrave, N.S.: received, 814; rejected, 1028.

certification application on behalf of a unit of bus drivers at Kamloops, B.C.: received, 369; granted, 465.

certification application on behalf of a unit of grain door repairmen: received, 369; granted, 465.

certification application on behalf of a unit of truck drivers, fire watchers and watchmen-gatekeepers employed in hump yard at Moncton: received, 1294.

dispute: employees on MV *Bluenose*: C.O. appointed, 270; C.B. appointed, 370; C.B. fully constituted, 469; report of Board, 815, 819; settlement, 923.

CNRPA

certification application on behalf of a unit of railway police: received, 369; granted, 707.

Canadian National Railways (Niagara, St. Catharines and Toronto Railway):**AASERE**

dispute: C.O. appointed, 709; C.B. appointed, 1142; C.B. fully constituted, 1295.

Canadian National Railways (Western Region):**BLFE**

application for revocation of certification on behalf of a unit of bus drivers: granted, 170.

application for revocation of certification on behalf of a unit of employees: received, 55.

Canadian National Railways Police Association:**CNR**

certification application on behalf of a unit of railway police: received, 369; granted, 707.

Canadian National Steamships Company Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel in deck and engineroom departments of SS *Prince George*: received, 170; representation vote, 268; rejected, 367.

ILWU

certification application by Local 509 on behalf of a unit of coastwise longshoremen: received, 915; granted, 1027.

certification application on behalf of a unit of checkers: received, 813, 914, 916-17, 1152. (name amended to read Canadian National Railways).

Canadian National Steamships Company Limited—Conc.**SIU**

certification application on behalf of a unit of unlicensed personnel in deck and engineroom departments of SS *Prince George*: representation vote, 268; rejected, 367.

Canadian National Telegraph Company:**CTU (Canadian National System Division No. 43)**

certification application on behalf of a unit of radio maintenance employees: received, 54; application under Section 19 of Act received, 55; granted, 168; application under Section 19 of Act, granted, 269.

certification application on behalf of a unit of telegraph operators: received, 602; withdrawn, 709.

Canadian Pacific Air Lines Limited:**CALPA**

dispute: C.O. appointed, 369.

HREBIU

dispute with Local 28: C.O. appointed, 814; settlement, 923.

IBT

certification application by Local 31 on behalf of a unit of employees in Cafeteria and Flight Kitchen Department, Vancouver Airport: received, 813; granted, 914.

dispute with Local 31 (Vancouver Airport—Flight Kitchen Section at Sea Island): C.O. appointed, 1140; settlement, 1295.

Canadian Pacific Railway Company:**Associated Non-Operating Unions (negotiating committee)**

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

BRSC

certification application by Locals 31 and 885 on behalf of a unit of employees employed in Merchandise Services Department: rejected, 914; reasons for judgment, 917.

certification application on behalf of a unit of garage mechanics employed in Merchandise Services Department: received, 170; rejected, 367.

certification application by Local 31 on behalf of a unit of truck drivers in its Merchandise Services Department: received, 170; rejected, 368.

CBRT

certification application by Locals 31 and 885 on behalf of a unit of employees employed in Merchandise Services Department: rejected, 914; reasons for judgment, 917.

Canadian Pacific Railway Company—Conc.

certification application by Local 31 on behalf of a unit of truck drivers in its Merchandise Services Department: received, 170; rejected, 368.

certification application on behalf of a unit of marine engineers employed aboard vessels in its Bay of Fundy Steamship Service: received, 915; granted, 1027.

IAM

certification application on behalf of a unit of garage mechanics employed in Merchandise Services Department: received, 170; rejected, 367.

IBT

certification application by Locals 31 and 885 on behalf of a unit of employees employed in Merchandise Services Department: received, 602; rejected, 914; reasons for judgment, 917.

certification application by Local 31 on behalf of a unit of truck drivers in its Merchandise Services Department: received, 170; rejected, 368.

ORT

certification application by Locals 31 and 885 on behalf of a unit of employees employed in Merchandise Services Department: rejected, 914; reasons for judgment, 917.

SIU

dispute: certain employees on SS *Princess Helene*: C.O. appointed, 923; C.B. appointed, 1142; C.B. fully constituted, 1295.

Canadian Pacific Railway Company (and certain ancillary services and subsidiary companies):**BRSC**

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions):**BRT**

dispute: C.B. report, 56, 58; settlement, 171.

Canadian Pacific Railway Company (including Quebec Central Railway Company):**BLE**

certification application on behalf of a unit of employees (locomotive engineers in Eastern, Prairie and Pacific Regions): withdrawn, 170.

BLFE

certification application on behalf of a unit of employees (locomotive engineers in Eastern,

Canadian Pacific Railway Company (including Quebec Central Railway Company)—Conc.

Prairie and Pacific Regions): withdrawn, 170.

Canadian Pacific Steamships Limited (CPR):**BRSC**

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Canadian Pacific Transport Company:**BRT**

dispute: C.B. appointed, 171; C.B. fully constituted, 171; settlement, 469; report of Board, 474.

Canadian Railway Board of Adjustment No. 1:

decisions, 172, 934, 1046, 1296.

Canadian Stevedoring Company Limited:**ILWU**

certification application by Local 505 on behalf of a unit of longshoremen: received, 369; granted, 707.

certification application on behalf of a unit of longshoremen at Terminal Docks in Vancouver: received, 814; withdrawn, 915.

Canadian Transport Workers Association:**Dominion Auto Carriers Limited**

certification application on behalf of a unit of truck drivers: received, 170; rejected, 465.

Canadian Tugboat Company Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: granted, 52.

SIU

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: rejected, 54.

Capital Expenditure:

See Expenditure.

Carryore Limited:**CMSC**

certification application on behalf of a unit of deck officers on SS *Menihok Lake*: received, 708; granted, 812.

SIU

dispute: C. O. appointed, 370; C. B. appointed, 468; C. B. fully constituted, 604; C. B. report, 923, 924; settlement after strike after Board procedure, 1296.

Central Mortgage and Housing Corporation (Benny Farm Housing Project):**NUOE**

certification application by Local 14850 (formerly Local 850): request for review of decision, 467.

UMWA

certification application by Local 13946 (formerly Local 139-G): request for review of decision, 467; request for review under Section 61 (2), granted, 601.

certification application by Local 14850 (formerly Local 850): request for review of decision, 467.

Central Mortgage and Housing Corporation (Villeray Terrace Project):**UMWA**

certification application by Local 13946 (formerly Local 139-J): request for review of decision, 467; request for review under Section 61 (2), granted, 601.

Certification:

Certification and Other Proceedings before the Canada Labour Relations Board (monthly feature).

Legal Decisions

Man. Court of Queen's Bench holds as valid an authorization to apply for certification given at union meeting held on Sunday, 1053.

N.B. Supreme Court quashes a certification order on ground that employees not resident in province did not vote, 1302.

Ont. Court of Appeal upholds Labour Relations Board's jurisdiction, dismisses an appeal to quash certification order, 1300.

Sask. Court of Appeal dismisses Labour Relations Board appeal from a judgment quashing certification order made by it, 71.

Charlottetown and District Labour Council:

brief submitted to provincial Government, 135.

Check-off:**British Columbia**

temporary suspension of affiliation of B.C. Government Employees' Association with B.C. Federation of Labour, 1113.

Chignecto Canal:

Economic Research Corporation of Montreal says canal "technically feasible", 663.

Civil Aviation:

ILO Ad Hoc Civil Aviation Meeting, 1138.

Civil Service:**Ontario**

report of Committee on the Organization of Government in Ontario, 272.

Civil Service Association of Canada:*National Harbours Board (Prescott)*

dispute: (casual employees of National Harbours Board Elevator Group): C. O. appointed, 1030; settlement, 1141.

Civilian Rehabilitation:

See Vocational Rehabilitation.

Clarke Steamship Company Limited:*BRSC*

dispute: C.O. appointed, 709; settlement, 923.

Coal Mining:*Canada*

Royal Commission on Coal—report, 1117.

Coast Ferries Limited:*CBRT*

certification application on behalf of a unit of employees: received, 603; granted, 812.

Collective Bargaining:

strike essential part of bargaining only in Canada and United States, 777.

Canada

Collective Bargaining Review (monthly feature).

Laws and Regulations

See Labour Laws and Regulations.

United States

address of Walter Reuther, UAW President and AFL-CIO Vice-President, at Assumption University, Windsor, Ont., 247.

Collective Labour Agreements:*Provisions
United States*

agreement between Pennsylvania Railroad and the Transport Workers Union and System Federation No. 152, Railway Employees Department (AFL-CIO), 1231.

two-thirds of plant workers covered by collective agreements, 665.

72 per cent of agreements provide 7 or more paid holidays, 249.

Colombo Plan:

Canada's contribution, 438.

Commercial Caterers Limited:*RWDSU*

certification application by Local 1060 on behalf of a unit of food service employees: received, 465; granted, 707.

Commercial Telegraphers' Union (Canadian National System Division No. 43):*Canadian National Telegraph Company*

certification application on behalf of a unit of radio maintenance employees: received, 54; application under Section 19 of Act received, 55; granted, 168; application under Section 19 of Act, granted, 269.

certification application on behalf of a union of telegraph operators: received, 602; withdrawn, 709.

Communism in Labour Unions:

See Labour Unions—Factionalism.

Compulsory Arbitration:

See Arbitration, Labour.

Conciliation:

See also Mediation and Conciliation.

Conciliation and Other Proceedings before the Minister of Labour (monthly feature).

Confederation of National Trade Unions:

change of name from Canadian and Catholic Confederation of Labour, 1264.

CNTU's suggestion *re* establishment of labour courts to lighten work of Quebec Labour Relations Board, approved by Premier Jean Lesage, 1232.

statement of principles, 1266-68.

General President

New Year message of Roger Mathieu, 1238.

Consolidated Denison Mines Limited:*IUOE*

dispute with Local 796: C.O. appointed, 369; settlement, 1141.

USWA

dispute with Local 5815 (office and technical employees): settlement, 270.

dispute: (production workers): C.O. appointed, 55; C.B. appointed, 468; C.B. fully constituted, 709; report of Board (settlement), 815, 828.

Construction Industry:

See also Canadian Construction Industry.

Canada

huge construction project likely to begin in 1961 on B.C. storage dams, 1110.

promotion of wintertime construction stressed at CCA convention, 256.

Quebec

province joins two federal-provincial road-building programs—Trans-Canada Highway and the "Roads to Resources" plan, 1110.

Consultation:

text of ILO Recommendation Concerning Consultation and Co-operation between Public Authorities and Employers' and Workers' Organizations at the Industrial and National Level, 810.

Continental Explosives Limited:**CBRT**

certification application on behalf of a unit of employees: received, 603; granted, 707.

Co-operative Associations:**Canada**

Co-operation in Canada, 28th annual edition, 957.

Coyne, James, Governor of the Bank of Canada:

address at convention of CCC, 1127.

Credit Unions:**Canada**

Credit Unions in Canada, 1959, published by Department of Agriculture, 1232.

Cullen Stevedoring Company Limited:**ILA**

certification application on behalf of a unit of employees: rejected, 169.

D**Dennison Mines Limited:****USWA**

dispute with Local 5185 (office and technical employees): C.O. appointed, 1140.

Department of Labour:**Canada**

Dr. R. M. Adams, chief of Labour-Management Division of Economics and Research Branch, Department of Labour, 1110.

400 Canadian building supply merchants participate in Department's "Do It Now" National Winter Work Campaign sponsored by Department of Labour, 348.

Analyses prepared by national committees appointed by the Department of Labour: *Steamfitting Trade, Construction*, 348; *Tool-making Trade*, 443. *Cooking Trade, Commercial*, 778; *Radio and Television Service Trade*, 778.

Assistant Deputy Minister

address of Gordon G. Cushing to CCA, 254.

Canadian Vocational Training Branch

Training Programs and Courses for Canadian Government Employees, 998.

Deputy Minister

A. H. Brown named chairman of committee to be established to consider changes in monthly statistical report on employment and unemployment, 348.

A. H. Brown named Honorary President of CAALL, 1280.

Economics and Research Branch

Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries, 1115.

Labour Organizations in Canada, 1960 edition, 1111.

Trends in the Agricultural Labour Force in Canada from 1921 to 1959, 1001.

Working Conditions in Canadian Industry, 1959, 1111.

Minister

Hon. Michael Starr—

address at Industrial Relations Conference at 89th meeting of CMA, 678.

on attitudes and older workers, 1135.

to CLC convention, 561.

announces over 960 projects approved by Municipal Winter Works Incentive Program, 1108.

advises young people to stay in school, 349.

urges building supply manufacturers, building supply dealers and building contractors to concentrate on advancing winter work projects, 997.

Labour Day message, 793.

New Year message, 1236.

on establishment of committee to consider changes in monthly statistical report on employment and unemployment, 348.

outlines Government action to meet "greater and greater demand for skilled workers", 132.

reply to CLC memorandum, 151.

reply to IRB brief, 262.

3,000 replies to Minister of Labour's enquiry to employers *re* older workers, 363.

Parliamentary Secretary

address on Canada's National Employment Service given by Richard D. Thrasher, 582.

Special Services Branch

retirement of Director, Walter W. Dawson, 21.

Women's Bureau

issues bulletin—Occupational Histories of Married Women Working for Pay in Eight Canadian Cities, 263.

Diesel Locomotives:

CNR completes conversion to diesels, 556.

Disabled Persons:

more special education for the handicapped urged by Associate Professor of Education at University of Saskatchewan, 163.

Disabled Persons Allowances:

statistics, 137, 555, 778, 1114.

Discrimination in Employment:

Canadian Labour in the Struggle Against Employment Discrimination—pamphlet issued by Department of Labour, 132.

Laws and Regulations*Manitoba*

Fair Accommodation Practices Act: regulations, 999.

United States

two more Fair Employment Practices Acts passed in 1959, 270.

Dominion Atlantic Railway (CPR):**BRSC**

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Dominion Auto Carriers Limited:**CTWA**

certification application on behalf of a unit of truck drivers: received, 170; rejected, 465.

E**East-West Transport Limited:****IBT**

certification application by Local 979 on behalf of a unit of truck drivers and warehousemen at Winnipeg terminal: received, 466; withdrawn, 709.

Eastern Canada Stevedoring Company Limited:**BRSC**

dispute with Local 264: C.O. appointed, 1141.

ILA

certification application on behalf of a unit of employees: rejected, 169.

Eastern Public Markets Limited (CPR):**BRSC**

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Eastern Transport Limited:**CBRT**

certification application on behalf of a unit of truck drivers: received, 1029; granted, 1293.

Economic Development:

Canada's economic outlook for 1960, 145.

Economic Policy:*Canada*

views expressed by CLC, 564.

Education:

See also Technical Education.

Alberta

in 7 years, number of students matriculating, doubles, 998.

Canada

CLC resolution requests federal aid to education at all levels, 569.

Hon. Michael Starr, Minister of Labour, advises young people to stay in school, 349.

views expressed by CLC, 148.

Eldorado Mining and Refining Limited:**UMWA**

dispute with Local 13173: settlement, 56.

Electric Inspection:**Laws and Regulations***Alberta*

Electrical Protection Act: regulations, 282.

Elevators:**Laws and Regulations***New Brunswick*

Elevators and Lifts Act: regulations, 905.

Factories Act: amendment, 905.

Nova Scotia

Elevators and Lifts Act: amendment, 1305.

Ontario

Elevators and Lifts Act: amendment, 906.

Employment:

See also Unemployment, Seasonal.

ILO comparison of recent data for 32 countries indicates upward trend, 1229.

Canada

CBC's Citizens' Forum presenting three programs on employment, 1229.

employment conference supports plan for National Productivity Council, 1108.

employment in agriculture—views of FLC, 25.

Employment—Conc.**Canada**

Employment in Canada—industrial and farm—
in 1959, 139.

Employment Review: Current Situation—Local
Employment Picture, 1960; Employment
Situation in Local Areas; Current Labour
Statistics (monthly feature).

Government committee to consider changes in
monthly statistical report on employment
and unemployment, set up, 348.

*Trends in the Agricultural Labour Force in
Canada from 1921 to 1959*—issued by
Economics and Research Branch, Depart-
ment of Labour, 1001.

Ontario

plans to stimulate employment disclosed in
Throne Speech, 1230.

United States

employment at record high in February, unem-
ployment less, 353.

Statistics

“Labour Statistics: C-Employment, Hours and
Earnings” (monthly feature).

Employment Agencies:**Laws and Regulations****Ontario**

Employment Agencies Act: regulations, 1052.

United Kingdom

50th anniversary of opening of first national
employment exchange, 850.

Employment Committees:

See National Employment Committee.

Employment Opportunities:**Canada**

women as part-time and part-year workers, 668.

Quebec

views expressed by QFL, 158.

Saskatchewan

South Saskatchewan River dam project gives
employment to 500 men and provides win-
ter employment, 351.

Employment Stabilization:**Government Programs**

resolution adopted at conference of Ontario
locals of UPWA, 1113.

Employment Standards:**Laws and Regulations****Manitoba**

Employment Standards Act: regulation, 715.

Energy:

See Fuel.

Engineers:

See also National Union of Operating Engineers
of Canada.

Canada

Canada should produce more engineering tech-
nicians—Vice-President of Canadian General
Electric Company, 22.

Ontario

Operating Engineer's Handbook, issued by
provincial Department of Labour, 378.

Laws and Regulations**Ontario**

Operating Engineers Act (1953): amendments,
377, 614.

Equal Pay for Equal Work:

Costa Rica and Denmark deposit ratifications
of ILO Convention concerting equal remun-
eration for men and women workers for
work of equal value, 1116.

34 ratifications of ILO convention concerning
equal remuneration for men and women
workers for work of equal value, 1116.

views expressed at 14th session of UN Com-
mission on Status of Women, 594.

Esquimalt and Nanaimo Railway (CPR):**BRSC**

certification application on behalf of a unit of
certain non-operating personnel: received,
466; withdrawn, 709.

Expenditure:**Canada**

planned capital spending in 1960 largest pro-
gram on record, 350.

Export Packers Company Limited:**IBT**

certification application by Local 938 on behalf
of a unit of employees: received, 1029.

Exports:

See Trade Policy.

F**Factories:**

See also Accidents, Industrial.

Canada

working conditions of plant employees, 298.

Factories—Conc.*United Kingdom*

annual report of Chief Inspector of Factories, 183.

*Laws and Regulations**Alberta*

Factories Act: regulations, 178, 282, 835-36.

British Columbia

Factories Act: regulation, 77.

New Brunswick

Factories Act: amendment, 905.

United Kingdom

Factories Act: regulations, 186.

Fair Accommodation Practices:

See Discrimination in Employment.

Fair Wages:*Laws and Regulations**Canada*

Fair Wages and Hours of Labour Act: amendments, 835.

Manitoba

Fair Wage Act: regulations, 718.

Legal Decisions

Man. Court of Queen's Bench holds road construction workers not "building labourers" within meaning of Fair Wage Schedule, 608.

Family Allowances:*United Kingdom*

Family Allowances and National Insurance (Canada) Order, 1959, 249.

Faraday Uranium Mines Limited:*IUMMSW*

dispute: settlement, 604.

Farm Homes:*Canada*

Special Study of Ontario Farm Homes and Homemakers, 1136.

Farm Income:

See Income.

Farm Safety:

See Safety.

Federal-Provincial Farm Labour Conference:

annual conference, 17th, 25.

Federation of Printing Trades of Canada Registered (CCCL):

Gerard Picard named President, 556.

Federation of Telephone Workers of British Columbia:*British Columbia Telephone Company*

dispute: (employees in clerical, plant and traffic divisions): C.O. appointed, 468; settlement, 604.

Finance:*Laws and Regulations**Canada*

Financial Administration Act: regulations, 282.

Fire:*Laws and Regulations**Newfoundland*

Fire Prevention Act (1954): regulations, 719.

Flight Engineers' International Association:*Trans-Canada Air Lines*

dispute: C.O. appointed, 604; settlement, 1141.

Food:*Canada*

report of Royal Commission on Price Spreads of Food Products, 39.

Foremost Marine Transporters Limited:*CBRT*

certification application on behalf of a unit of marine engineers employed aboard tug *Melanie Fair*: received, 1029.

certification application on behalf of a unit of unlicensed personnel employed aboard tug *Melanie Fair*: received, 1028.

Forestry:*British Columbia*

revised government forest policy urged by IWW (District 1), 1112.

Foundation Maritime Limited:*CBRT*

dispute: settlement, 55.

Fringe Benefits:

See Benefits.

Fuel:*Laws and Regulations**Ontario*

Energy Act: regulations, 1170.

Fuel Board Act: regulation, 375.

G**Gas, Natural:****Laws and Regulations***Alberta*

Factories Act: regulation, 835.

Gas Protection Act: amendments, 76.

Oil and Gas Conservation Act: regulations, 77.

British Columbia

Gas Act: amendment, 907; regulations, 1169.

Canada

Public Lands Grants Act—Canada Oil and Gas Regulations, 715.

Territorial Lands Act—Canada Oil and Gas Regulations, 715.

Gilley Bros. Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: granted, 52.

SIU

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: rejected, 54.

Government Organization:*See* Organization of Government.**Grain Elevators:****Laws and Regulations***Alberta*

Factories Act: regulations, 836.

Grand River Railway Company:**BRT**

dispute: C.B. appointed, 171; C.B. fully constituted, 171; settlement, 469; report of Board, 474.

Graphic Arts Industry:

four unions in industry approve fusion of memberships—ITU, ANG, UPMPW and ISEUA, 1113.

Great Lakes Steamship Service (CPR):**BRSC**

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Great West Towing and Salvage Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel on board tugs: granted, 52.

SIU

certification application on behalf of a unit of unlicensed personnel on board tugs: rejected, 54.

Greyhound Lines of Canada Limited:**CBRT**

certification application on behalf of a unit of employees: received, 914; withdrawn, 916.

Griffiths Steamship Company Limited:**CBRT**certification application on behalf of a unit of unlicensed personnel aboard MV *Mogul*: granted, 52.**SIU**certification application on behalf of a unit of unlicensed personnel aboard MV *Mogul*: rejected, 54.**Gross National Product:***See* National Product.**Gulf and Lake Navigation Company Limited:****NAME**

application for revocation of certification on behalf of a unit of employees: granted, 169.

Gulf and Northern Shipping Company:**LPU**

dispute: settlement, 56.

Gulf Islands Navigation Limited:**SIU**

dispute: C.O. appointed, 923.

Gulf of Georgia Towing Company Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel aboard tugs: rejected, 53.

SIU

certification application on behalf of a unit of unlicensed personnel aboard tugs: granted, 53; rejected, 53.

H**Hall Corporation of Canada:***SIU*

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Hamilton Harbour Commissioners:*ILA*

certification application on behalf of a unit of longshoremen: received, 709.
 certification application on behalf of a unit of longshoremen: received, 814; granted, 914.
 dispute: C.O. appointed, 1295.

Handicapped Persons:

See Disabled Persons Allowances.

Hanson Bros. Cartage Limited:*NCCL*

certification application by Union 158 on behalf of a unit of truck drivers: received, 814; granted, 1027.

Health Insurance:

See Insurance, Health.

Hill the Mover (Canada) Limited:*IBT*

dispute with Local 31: C.O. appointed, 171; settlement, 604.

Histadrut:

Canadian Histadrut Humanitarian Award presented to Claude Jodoin, CLC President, 574.

Holden Sand and Gravel Limited:*SIU*

dispute: C.O. appointed, 467.

Holidays:

See also Vacations.

*Laws and Regulations**Canada*

Labour Legislation of the Past Decade—Part 1—Labour Standards—Public Holidays, 1254,

Homes for the Aged:

See Old Age Homes.

Hospitalization Insurance:

See Insurance, Hospitalization.

Hotel and Restaurant Employees' and Bartenders' International Union:*Canadian Pacific Air Lines*

dispute with Local 28: C.O. appointed, 814; settlement, 923.

Nova Scotian Hotel

dispute with Local 662: C.O. appointed, 923; settlement, 1141.

Hours of Work:

discussion on reduction of hours of work, at 44th ILO Conference, 598.

more pay, fewer hours needed to increase jobs, convention of Tobacco Workers' International Union told, 1000.

views expressed by USWA, 1112.

Canada

wages and working conditions, 1959, 144.

*Laws and Regulations**Alberta*

Labour Act: amendment, 77.

British Columbia

Hours of Work Act: regulations, 179, 480, 842, 1168-69.

Canada

Fair Wages and Hours of Labour Act: amendments, 835.

Labour Legislation of the Past Decade Part 1—Labour Standards—Hours of Work, 1248.

Saskatchewan

Hours of Work Act: amendments, 1049; regulations, 1170.

One Day's Rest in Seven Act: amendment, 1050.

Housing:*Canada*

housing starts in 1959 drop 14 per cent from 1958, 352.

views expressed by CCA, 256.

views expressed by CLC, 148.

views of IRB, 261.

*Laws and Regulations**Canada*

National Housing Act: amendments, 1109.

Hull City Transport Employees Union:*Hull City Transport Limited*

dispute: C.O. appointed, 1029; C.B. appointed, 1142; C.B. fully constituted, 1295.

Hull City Transport Limited:*Hull City Transport Employees Union*

dispute: C.O. appointed, 1029; C.B. appointed, 1142; C.B. fully constituted, 1295.

Human Rights:*Canada*

views expressed by QFL, 157.

Hutchinson, A. A.:

See International Railway Brotherhoods.

I**Immigration—Emigration:***Canada*

fewer persons emigrated to Canada in 1959 than in 1958, 352.

statistics, 1133.

views expressed by CLC, 148.

views expressed at FLC, 26.

views of IRB, 261.

Imports:

See also Trade Policy.

Canada

commodity imports in 1959 up 8.9 per cent from 1958, 353.

Quebec requests federal Government to put stop to textile imports, 22.

Income:*Canada*

farm cash income during 1959, 87, 623.

Labour Income, 1926-58—DBS report, 394.

net income of farmers in 1959 seven per cent less than in 1958, 352.

Statistics

"Labour Statistics: B-Labour Income" (monthly feature).

Income Tax:*Canada*

views expressed by CMA in briefs submitted to Ministers of Finance, Trade and Commerce and National Revenue, 247.

views of IRB, 261.

Industrial Disputes:

See Labour Disputes; Railroad Disputes.

Industrial Expansion:*United States*

industrialization retarded where "right-to-work" laws adopted, reports National Council for Industrial Peace, 249.

Industrial Health:*Laws and Regulations**Newfoundland*

Logging Camps Act: regulations, 908.

Industrial Injuries:

See Accidents, Industrial.

Industrial Relations:

See also Labour Laws and Regulations; Laval University—Industrial Relations Department; McGill University—Industrial Relations Conference.

effective employer-employee communications discussed at sixth session of ILO Petroleum Committee, 599.

Canada

Collective Bargaining Review (monthly feature).

Industrial Relations and Conciliation (monthly feature).

Industrial Relations Department of Queen's University reconstituted as Industrial Relations Centre, 778.

labour relations legislation in 1960, 1153.

views of CCA, 252.

New Brunswick

views expressed by N.B. Federation of Labour, 246.

Ontario

views expressed by OFL, 1277.

Quebec

CNTU's suggestion *re* establishment of labour courts to lighten work of Labour Relations Board, approved by Premier Jean Lesage, 1232.

members of enlarged Labour Relations Board, named, 22.

Sweden

description of labour-management dispute settlement and workings of the Labour Court, 1287.

Injunctions, Labour:*Legal Decisions*

B.C. Supreme Court refuses injunction to compel an employer to discharge employees after expulsion from union, 478.

N.B. Supreme Court issues injunction against peaceful picketing when strike illegal under Labour Relations Act, 605.

Insurance, Health:*British Columbia*

comprehensive program urged by IWW (District 2), 1112.

Canada

views of IRB, 261.

Insurance, Hospitalization:*Canada*

11th agreement under Hospital Insurance and Diagnostic Services Act signed with Yukon Territory, 662.

Manitoba

views expressed by Manitoba Federation of Labour, 1132.

Northwest Territories

Northwest Territories signs federal hospital insurance agreement, 353.

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada:*Canadian Broadcasting Corporation*

dispute: C.B. fully constituted, 468; C.B. report, 1030, 1043.

International Association of Governmental Labour Officials:

convention, 1110.

International Association of Machinists:*Canadian Pacific Railway Company*

certification application on behalf of a unit of garage mechanics in its Merchandise Services Department: received, 170; rejected, 367.

Northern Wings Limited

certification application on behalf of a unit of ground personnel: received, 466; granted, 707.

dispute: C.O. appointed, 923.

Quebecair Inc.

certification application on behalf of a unit of hostesses and flight agents: received, 465; granted, 707.

certification application on behalf of a unit of traffic, service and maintenance personnel: received, 54; granted, 168; withdrawn, 170.

certification application on behalf of a unit of watchmen: received, 466; withdrawn, 603.

dispute: C.O. appointed, 370; settlement, 468.

TransAir Limited

dispute: C.O. appointed, 370; settlement, 468.

International Association of Machinists—Conc.*Vancouver Hotel Company*

dispute: C.O. appointed, 1029; settlement, 1141.

International Association of Personnel in Employment Security:

convention, 47th, 776.

International Brotherhood of Electrical Workers:*Vancouver Hotel Company*

dispute: C.O. appointed, 1029; settlement, 1141.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:

CLC Executive Council pronounces formal sentence of expulsion, 663.

expulsion by CLC if constitution not abided by, 563.

Alberta Stockyards Limited (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Leslie Armstrong Mail Service

certification application by Local 879 on behalf of a unit of employees: received, 1140.

Barnhill's Transfer Limited

certification application by Locals 76 and 927 on behalf of a unit of employees: received, 708; granted, 812.

dispute with Locals 76 and 927: C.O. appointed, 1295.

Bay of Fundy Steamship Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

B.C. Coast Steamship Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

B.C. Lake and River Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

British Yukon Navigation Company Limited

dispute with Local 605: C.O. appointed, 55; settlement, 171.

British Yukon Railway Company

dispute with Local 605: C.O. appointed, 55; settlement, 171.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America—Con.

Canada Pacific Air Lines Limited

certification application by Local 31 on behalf of a unit of employees in Cafeteria and Flight Kitchen Department, Vancouver Airport: received, 813; granted, 914.
dispute with Local 31 (Vancouver Airport—Flight Kitchen Section at Sea Islands): C.O. appointed, 1140; settlement, 1295.

Canadian Pacific Railway Company

certification application by Local 31 on behalf of a unit of truck drivers in its Merchandise Services Department: received, 170; rejected, 368.

certification application by Locals 31 and 885 on behalf of a unit of employees employed in Merchandise Services Department: received, 602; rejected, 914.

CPR (and certain ancillary services and subsidiary companies)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Canadian Pacific Steamships Limited

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Dominion Atlantic Railway

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Dominion Auto Carriers, Limited

certification application on behalf of a unit of truck drivers: rejected, 465.

East-West Transport Limited

certification application by Local 979 on behalf of a unit of truck drivers and warehousemen at Winnipeg terminal: received, 466; withdrawn, 709.

Eastern Public Markets Limited

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Esquimalt and Nanaimo Railway

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Export Packers Company Limited

certification application by Local 938 on behalf of a unit of employees: received, 1029.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America—Con.

Great Lakes Steamship Service

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Hill the Mover (Canada) Limited

dispute with Local 31: C.O. appointed, 171; settlement, 604.

John Kron and Son Limited

dispute with Local 979: C.O. appointed, 370; settlement, 468.

McCabe Grain Company Limited

certification application by Local 514 on behalf of a unit of employees employed in feed and seed cleaning mills: received, 603; granted, 707.

dispute with Local 514: C.O. appointed, 1140.

McNamara-Hislop

certification application by Local 213 on behalf of a unit of truck drivers on micro-wave tower line project in Yukon Territory: received, 814.

Merchants Cartage Company Limited

certification application by Local 31 on behalf of a unit of longshoremen in Port of New Westminster: withdrawn, 467.

Milne's Van and Storage Limited

certification application by Local 565 on behalf of a unit of truck drivers and warehousemen: received, 369; withdrawn, 467.

Moloughney's Van and Storage Limited

certification application by Local 938 on behalf of a unit of employees: received, 1294.

New Brunswick Cold Storage Company

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Ottawa Pre-Mixed Concrete Limited

certification application by Local 230 on behalf of a unit of employees: received, 1294.

D. S. Scott Transport Limited

certification application by Local 605 on behalf of a unit of employees: received, 602; granted, 707.
dispute with Local 605: C.O. appointed, 923.

Scott Haulage Limited

certification application by Local 938 on behalf of a unit of employees: received, 814; withdrawn, 916.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America—Conc.

Soo-Security Motorways Limited

certification application by Local 605: received, 270; granted, 465.

dispute with Local 605: C.O. appointed, 814; settlement, 923.

Tank Truck Transport Limited

certification application by Local 880 and Local 938 on behalf of a unit of employees: received, 1029; representation vote, 1293.

dispute with Local 880 and Local 938: C.O. appointed, 1029.

Western Terminals Limited

certification application by Local 998 on behalf of a unit of longshoremen: received, 369; representation vote, 601; rejected, 707.

International Confederation of Free Trade Unions:

CLC resolution, 575.

ILO Governing Body to discuss complaint filed with ILO against Government of Canada concerning Newfoundland legislation, 998.

J. H. Oldenbroek, Secretary-General, resigns, 663.

sixth World Congress, 161.

International Labour Organization:

Ad Hoc Civil Aviation Meeting, 1138.

Costa Rica and Denmark deposit ratifications of ILO Convention concerning equal remuneration for men and women workers for work of equal value, 1116.

"Effects of Mechanization and Automation in Offices"—first in a series of three articles published by International Labour Office, 503.

Governing Body to discuss complaint filed by CLC and ICFTU against Government of Canada concerning Newfoundland legislation, 998.

ILO Advisory Committee on Salaried Employees and Professional Workers studies effects of office mechanization and automation, 364.

membership reaches 89—Gabon Republic, Nigeria, Central African Republic, and Malagasy (formerly Madagascar) join ILO, 1138.

total of ILO Labour Conventions as at June, 1960, 811.

General Conference

Session, 44th, 596, 799.

International Labour Organization—Conc.

Governing Body

International Institute for Labour Studies approved at 144th session, 463.

Session, 144th, 462.

Session, 146th, 811.

Petroleum Committee

Session, 6th, 598.

International Ladies Garment Workers:

pre-convention meeting, 577.

International Longshoremen's and Warehousemen's Union:

Canadian National Steamships

certification application by Local 509 on behalf of a unit of coastwise longshoremen: received, 915; granted, 1027.

certification application on behalf of a unit of checkers: received, 813, 914, 916-17, 1152. (name amended to read Canadian National Railways).

Canadian Stevedoring Company Limited

certification application by Local 505 on behalf of a unit of longshoremen; received, 369; granted, 707.

certification application on behalf of a unit of longshoremen at Terminal Docks in Vancouver: received, 814; withdrawn, 915.

Merchants Cartage Company Limited

certification application by Local 502 on behalf of a unit of longshoremen in the Port of New Westminster: received, 369; withdrawn, 467.

Pacific Coast Terminals Company Limited

certification application by Local 511 on behalf of a unit of longshoremen employed in bulk loading operations at Port Moody, B.C.: received, 814; representation vote, 1027; rejected, 1028; received, 1028; granted, 1293.

Pacific Stevedoring and Contracting Company Limited

certification application by Local 505 on behalf of a unit of longshoremen: received, 602; granted, 812.

Packers Steamship Company Limited

application by Local 505 for revocation of certification in respect of a unit of coastwise longshoremen: 603.

application by Local 509 for revocation of certification in respect of a unit of coastwise longshoremen: 603; granted, 708.

International Longshoremen's and Warehousemen's Union—Conc.**Shipping Federation of British Columbia**

dispute with Locals 501, 502, 503, 504 and 508: C.O. appointed, 468; C.B. appointed, 815; C.B. fully constituted, 815; C.B. report, 1030, 1040.

dispute with Locals 506, 507 and 510: C.O. appointed, 815.

Tahsis Company Limited

certification proceedings by Local 503 on behalf of a unit of deepsea longshoremen: received, 1140.

Vancouver Barge Transportation Limited

dispute with Local 512: C.O. appointed, 1295.

Vancouver Wharves Limited

certification application by Local 512 on behalf of a unit of longshoremen: received, 1140.

West Coast Stevedoring Company Limited

certification application by Local 31 on behalf of a unit of longshoremen in Port of New Westminster: withdrawn, 467.

certification application by Local 505 on behalf of a unit of employees: withdrawn, 55.

certification proceedings by Local 509 on behalf of a unit of coastwise longshoremen: received, 915; granted, 1027.

Louis Wolfe and Sons (Vancouver)

certification application by Local 512 on behalf of a unit of longshoremen: received, 915; withdrawn, 1029.

certification application by Local 512 on behalf of a unit of longshoremen: received, 1029; granted, 1293.

International Longshoremen's Association:**Caledon Terminals Limited**

certification application on behalf of a unit of employees: rejected, 168.

Cullen Stevedoring Limited

certification application on behalf of a unit of employees: rejected, 169.

Eastern Canada Stevedoring Company Limited

certification application on behalf of a unit of employees: rejected, 169.

Hamilton Harbour Commissioners

certification application on behalf of a unit of longshoremen: received, 709.

certification application on behalf of a unit of longshoremen: received, 814; granted, 914. dispute: C.O. appointed, 1295.

International Longshoremen's Association—Conc.**Shipping Federation of Canada**

dispute: (employees at Halifax, Saint John, Quebec, Three Rivers and Montreal): C.B. report, 56; settlement, 469.

Terminal Warehouses Limited

certification application on behalf of a unit of employees: rejected, 169.

International Printing Pressmen and Assistants Union of North America:

convention, 1113.

International Railway Brotherhoods:**National Legislative Committee**

brief submitted to federal Cabinet, 260.

Labour Day message of Chairman, A. A. Hutchinson, 796.

New Year message of Chairman, A. A. Hutchinson, 1239.

International Society for the Rehabilitation of the Disabled:

Hall H. Popham elected President, 1134.

International Union of Mine, Mill and Smelter Workers:

affiliation bid rejected by CLC executive council, 133.

Faraday Uranium Mines Limited

dispute: settlement, 604.

Yukon Consolidated Gold Corporation Limited

dispute with Local 564: C.O. appointed, 171.

International Union of Operating Engineers:

establishes Canadian Conference of Operating Engineers, 133.

Alberta Wheat Pool

dispute with Local 882: C.O. appointed, 604; settlement, 709.

Algom Uranium Mines Limited

dispute with Local 796: C.O. appointed, 171; settlement, 468.

Can-Met Explorations Limited

dispute with Local 796: C.O. appointed, 370; settlement, 1142.

Canadian Arsenals Limited

dispute with Local 796: C.O. appointed, 1141; settlement, 1295.

International Union of Operating Engineers—Conc.

Consolidated Denison Mines Limited

dispute with Local 796: C.O. appointed, 369; settlement, 1141.

McNamara-Hislop

certification application by Local 115 on behalf of a unit of construction equipment operators, Yukon Territory: received, 270; withdrawn, 603.

Milliken Lake Uranium Mines Limited

dispute with Local 796: C.O. appointed, 171; settlement, 468.

Northspan Uranium Mines Limited

dispute with Local 796: C.O. appointed, 171; settlement, 468.

Pacific Elevators Limited

dispute with Local 882: C.O. appointed, 604; settlement, 709.

Saskatchewan Wheat Pool

certification application by Local 882 on behalf of a unit of stationary engineers: received, 369; granted, 601.

United Grain Growers Limited

dispute with Local 882: C.O. appointed, 604; settlement, 709.

Vancouver Hotel Company

dispute: C.O. appointed, 1029; settlement, 1141.

International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America:

Alberta Wheat Pool

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

Burrard Terminals Limited

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

Pacific Elevators Limited

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

Saskatchewan Wheat Pool

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America—Conc.

United Grain Growers Limited

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

International Union, United Automobile, Aircraft and Agricultural Implement Workers of America:

establishment of Royal Commission on automobile industry requested by Canadian Council of the UAW. 23.

meeting of Canadian Council, 23.

International Woodworkers of America:

annual conventions of Districts 1 and 2, 1112.

Investment:

Canada

federal-provincial "roads to resources" investment \$145 million, 244.

Ionizing Radiation:

See Radiation Hazards.

Island Fertilizers Inc.:

LPU

dispute with No. 9568: C.O. appointed, 923.

Island Tug and Barge Limited:

CBRT

certification application on behalf of a unit of unlicensed personnel on tugs and barges: granted, 52.

SIU

certification application on behalf of a unit of unlicensed personnel on tugs and barges: rejected, 54.

J

Jodoin, Claude:

See Canadian Labour Congress—President.

K

Kingcome Navigation Company Limited:

CBRT

certification application on behalf of a unit of unlicensed personnel aboard towboats: received, 170 representation vote, 268; rejected, 367, 368; request for review of decision, 467; request for review under Section 61(2) rejected, 602.

**Kingcome Navigation Company Limited—
Conc.****CBRT**

certification application on behalf of a unit of unlicensed personnel employed aboard towboats: received, 1029; representation vote, 1293.

SIU

certification application on behalf of a unit of unlicensed personnel aboard towboats: representation vote, 268; received, 269; rejected, 367, 368; request for review of decision, 467; request for review under Section 61(2) rejected, 602.

certification application on behalf of a unit of unlicensed personnel employed aboard towboats: received, 1029; representation vote, 1293.

**Kitchener-Waterloo Broadcasting Company
Limited (Radio Station CKCR):****NABET**

certification application on behalf of a unit of employees: received, 603; granted, 812.
dispute: C.O. appointed, 1295.

John Kron and Son Limited:**IBT**

dispute with Local 979: C.O. appointed, 370;
settlement, 468.

L**La Compagnie de Radiodiffusion CKCH Li-
mitée:****Printing Industry Syndicate**

certification application on behalf of a unit of employees: received, 55; granted, 268.

Labour Code:

See Labour Laws and Regulations.

Labour Conditions:**Alberta**

legislation enacted in 1960, 1158.

Canada

Labour Conditions in Federal Government
Contracts (monthly feature).

wages and working conditions (1959), 144.

Working Conditions in Canadian Industry,
1959, 1111.

working conditions in manufacturing, 297.

Newfoundland

legislation enacted in 1960, 1158.

Labour Courts:**Quebec**

CNTU's suggestion *re* establishment of labour courts to lighten work of Labour Relations Board, approved by Premier Jean Lesage, 1232.

Sweden

description of labour-management dispute settlement and workings of the Labour Court, 1287.

Labour Day:

Labour Day message of Hon. Michael Starr,
Minister of Labour, 793.

Labour Day messages of labour leaders, 793.

Labour Departments:**British Columbia**

Hon. Leslie Peterson, Minister of Education
given Labour portfolio too, 1230.

Labour Disputes:

See also Railroad Disputes.

Quebec

Trade Disputes Act: regulations, 377.

Sweden

description of labour-management dispute settlement and workings of the Labour Court, 1287.

Legal Decisions

B.C. Supreme Court enjoins picketing interfering with activities of employer who was neutral to a labour dispute, 175.

Labour Force:**Canada**

agricultural labour force—figures presented at
FLC, 28.

Employment Review: Current Situation—
Local Employment Picture, 1960; Employment
Situation in Local Areas; Current
Labour Statistics (monthly feature).

granting of tax concessions that have effect of
replacing labour warned against as labour
surplus threatens country's internal growth,
996.

manufacturing employment lags behind growth
of labour force, 894.

national estimate of unemployment, 1109.

United States

Manpower: Challenge of the 1960's—Depart-
ment of Labour study says shifts in labour
force to bring changed hiring policies, 248.
white-collar workers increase faster than total
work force, 1230.

Labour Force—Conc.*Statistics*

"Labour Statistics: A-Labour Force" (monthly feature).

"Labour Statistics: D-Employment Service Statistics" (monthly feature).

Labour Gazette:

60th anniversary, 896.

Labour Income:

See Income.

Labour Laws and Regulations:

See also Canadian Association of Administrators of Labour Legislation.

Alberta

Labour Act: amendments, 77, 556, 1049.

Labour Act: views expressed by AFL, 246.

labour relations legislation in 1960: 1153, 1154, 1156, 1158, 1159, 1161, 1165, 1166.

legislation enacted in 1960: 1049, 1051.

Public Welfare Act: amendments, 1257, 1259.

British Columbia

views expressed by B.C. Federation of Labour, 136.

Canada

changes in general assistance legislation from November 1959 to October 1960, 1256.

changes in mothers' allowances legislation, 1259.

Labour Legislation of the Past Decade—Part 1—Labour Standards, 1240.

labour relations legislation in 1960, 1153.

Legislation Affecting Women's Work—paper prepared in Legislation Branch, Department of Labour, 672.

Unemployment Assistance Act: regulations, 1256.

views expressed by CCA, 357.

views expressed by CLC, 148.

Manitoba

legislation enacted in 1960: 1049, 1051, 1052.

Social Allowances Act: proclaimed, 1259; provisions, 1259.

New Brunswick

changes in mothers' allowances legislation, 1259.

Labour Relations Act: amendments, 179.

Social Assistance Act: regulations, 1256.

Labour Laws and Regulations—Conc.*Newfoundland*

labour relations legislation in 1960: 1153, 1155, 1156, 1157, 1158, 1159, 1162.

legislation enacted in 1960: 1051, 1053.

Senior Citizens (Housing) Act: regulations, 1260.

Social Assistance Act: amendments, 1258, 1259.

Nova Scotia

changes in legislation, 1259.

Judge A. H. McKinnon appointed to make a study of labour legislation in Nova Scotia and elsewhere, 1167.

Social Assistance Act: amendment, 1257.

views expressed by N.S. Federation of Labour, 135.

Ontario

Know Your Rights!—leaflet published by Department of Labour, 1024.

labour relations legislation in 1960: 1153, 1154, 1156, 1157, 1158, 1160, 1161, 1165, 1166.

legislation enacted in 1960: 1049, 1052.

Labour Relations Act: regulations, 1305.

report of Committee on the Organization of Government in Ontario, 272.

views expressed by OFL, 134.

Prince Edward Island

labour relations legislation in 1960: 1153, 1155.

legislation enacted in 1960: 1049, 1050.

Quebec

labour relations legislation in 1960: 1160, 1161, 1164.

legislation enacted in 1960: 1050.

Public Charities Act: amendment, 1256.

Saskatchewan

legislation enacted in 1960: 1049, 1050.

Social Aid Act: amendment, 1258.

United Kingdom

annual report of Minister of Labour, 1020.

Labour Legislation:

See Labour Laws and Regulations.

Labour-Management Co-operation:

See also Consultation.

U.S. Congressional Record—Senate includes reports on Canadian labour-management co-operation, 665.

Labour-Management Co-operation—Conc.*Canada*

Dr. R. M. Adams Chief of Labour-Management Division of Economics and Research Branch, Department of Labour, 1110.

representatives of labour movement suggest federal Government convene Labour-Management Conference, 133.

United States

address of Walter Reuther, UAW President and AFL-CIO Vice-President at Assumption University, Windsor, Ont., 247.

Labour-Management Reporting and Disclosure Act (U.S.A.):

activities under Act during first six months, 469.

first annual report of Department of Labor under Act, 1263.

Labour Movement:

participation of women in trade unions—survey carried out by ICFTU, 909.

Canada

code of organizing practices adopted by CLC Executive, 1231.

Labour Organizations in Canada, 1960 edition, 1111.

representatives of labour movement suggest federal Government convene Labour-Management Conference, 133.

role of organized labour in Canadian social structure discussed by CLC in its brief to federal Cabinet, 151.

United States

a critical analysis of trade unionism in the United States, 152.

Labour Organization:

See Labour Movement.

Labour Organizations:

See Labour Unions.

Labour Relations:

See Industrial Relations.

Labour Standards:

See also Labour Laws and Regulations.

*Laws and Regulations**Canada*

Labour Legislation of the Past Decade—Part 1—Labour Standards, 1240.

Labour Standards—Conc.*Laws and Regulations**Canada*

Provincial Labour Standards—December 1959—publication of federal Department of Labour, 352.

Labour Statistics:*Canada*

Current Labour Statistics (monthly feature).
Labour Statistics—tabular reports (monthly feature)

meeting of Statistics Committee, CAALL, 437.
1959 edition of ILO Year Book of Labour Statistics, 463.

Labour Surplus:

See Labour Force.

Labour Surveys:

See Labour Statistics.

Labour Unions:

See also Labour Movement.

participation of women in trade unions—survey carried out by ICFTU, 909.

Canada

Canadian Conference of Operating Engineers established by IUOE, 133.

CLC establishes national council of broadcast unions, 250.

CLC resolutions *re* ICFTU, 575.

The Status of Trade Unions in Canada, 828.

United States

first report of Labour-Management Reporting and Disclosure Act, 1263.

members of 11 non-operating rail unions will receive major health, insurance and vacation improvements and 5 per cent an hour pay increase, 1230.

*Constitution and by-laws**Legal Decisions*

Alta. Supreme Court dismisses constable's claim for overtime pay because claim is not presented within time limits, 174.

Alta. Supreme Court rules that decision of a conciliation board is not subject to review by a superior court, 477.

B.C. Court of Appeal confirms right of courts to review and quash decisions of Workmen's Compensation Board, 939.

Labour Unions—Con.***Constitution and by-laws******Legal Decisions***

- B.C. Court of Appeal declares void arbitration award affecting the interests of union not party to the arbitration, 943.
- B.C. Court of Appeal dismisses appeal against injunction restraining picketing against company not involved in dispute, 68.
- B.C. Court of Appeal finds union and its officers not guilty of contempt of court, allows appeal from conviction, 279.
- B.C. Supreme Court asserts company's rights under agreement to allocate work pending the settlement of a dispute, 69.
- B.C. Supreme Court enjoins picketing interfering with activities of employer who was neutral to a labour dispute, 175.
- B.C. Supreme Court finds discharge of employees after expulsion from union not in contravention of IRDI Act, 372.
- B.C. Supreme Court holds Workmen's Compensation Board decision that is wrongful on points of law is reviewable, 941.
- B.C. Supreme Court refuses injunction to compel an employer to discharge employees after expulsion from union, 478.
- B.C. Supreme Court refuses union application for "mandamus" order directing Minister of Labour to take strike vote, 607.
- Man. Court of Queen's Bench holds as valid an authorization to apply for certification given at union meeting held on Sunday, 1053.
- Man. Court of Queen's Bench holds road construction workers not "building labourers" within meaning of Fair Wage Schedule, 608.
- Man. Court of Queen's Bench holds that consent to prosecute under Labour Relations Act, unlike that under Lord's Day Act, restricted to aggrieved person, 713.
- N.B. Supreme Court issues injunction against peaceful picketing when strike illegal under Labour Relations Act, 605.
- N.B. Supreme Court quashes a certification order on ground that employees not resident in province did not vote, 1302.
- N.S. Supreme Court dismisses application to quash certification order issued by Labour Relations Board, 832.
- Ont. Court of Appeal quashes arbitration board's award on grounds that issue not determined according to agreement, 75.
- Ont. Court of Appeal upholds Labour Relations Board's jurisdiction, dismisses an appeal to quash certification order, 1300.

Labour Unions—Con.***Constitution and by-laws******Legal Decisions***

- Ont. High Court upholds certification order of CLRB; rules no excess of jurisdiction, 176.
- Ont. Supreme Court dismisses company's application for order to quash Labour Relations Board certification order, 280.
- Que. Court of Queen's Bench rules granting of permission to prosecute is within jurisdiction of Labour Relations Board, 371.
- Que. Court of Queen's Bench rules suspension of union member for disregarding boycott that union not empowered to order is illegal, and orders reinstatement, 1166.
- Que. Superior Court enjoins picketing that might cause irreparable damage to plant and endanger life of non-strikers, 177.
- Sask. Court of Appeal dismisses Labour Relations Board appeal from a judgment quashing certification order made by it, 71.
- Sask. Court of Appeal dismisses application by company to quash a certification order of the Labour Relations Board, 74.
- Sask. Court of Appeal upholds Labour Relations Board order requiring a company to negotiate revision of its agreement, 73.
- Supreme Court of Canada rules PEI municipality and its employees are subject to the province's Trade Union Act, 830.
- Supreme Court of Canada rules that under Quebec law unincorporated body has no legal capacity to sue in own name, 829.
- Supreme Court of Canada rules union to be legal entity, dismisses its appeal from judgment granting damages against it, 276.
- U.S. Supreme Court holds courts can enforce labour arbitrator's award but cannot review the merits of the award, 1054.

Co-operation and Federation

- four unions in graphic arts industry approve fusion of memberships—ITU, ANG, UPMPW and ISEUA, 1113.

Canada

- CLC executive council rejects affiliation bid from IUMMSW, 133.
- code of organizing practices adopted by CLC Executive, 1231.
- Quebec locals form USWA's third Canadian district, 1231.
- resolution adopted at CLC convention *re* CLC-CCCL merger, 575.
- views expressed at CCCL convention, 1270.

Labour Unions—Conc**Factionalism**

resolution on communist-dominated unions defeated at CLC convention, 566.

Laws and Regulations*Prince Edward Island*

Trade Union Act: regulations, 1057.

Membership

trade union membership declines in United Kingdom and United States, 137.

British Columbia

union membership in 1959, 604.

Canada

industrial and geographic distribution of union membership in Canada, 1959, 782.

labour organizations in 1960, 1111.

views expressed by CCA *re* compulsory union membership, 357.

Organization

trade union organization in the petroleum industry discussed at sixth session of ILO Petroleum Committee, 599.

Policies and Programs

labour briefs to federal Cabinet: CCCL, 257; CLC, 146.

labour briefs to provincial governments—Alberta Federation of Labour, 246, N.B. Federation of Labour, 246.

pre-convention meeting of ILGWU, 577.

USWA national policy conference, 576.

views expressed by CLC, 559, 562.

Labourers Protective Union:*Buntain Bell and Company Limited*

dispute: settlement, 56.

Gulf and Northern Shipping Company

dispute: settlement, 56.

Island Fertilizers Inc.

dispute with No. 9568: C.O. appointed, 923.

H. B. Willis, Inc.

dispute: settlement, 56.

Lake Erie and Northern Railway Company:**BRT**

dispute: C.B. appointed, 171; C.B. fully constituted, 171; settlement, 469; report of board, 474.

Lakehead Terminal Elevators Association:**BRSC**

certification application on behalf of a unit of employees employed by various terminal elevator companies at Fort William and Port Arthur: received, 369; withdrawn, 467.

Laval University:**Industrial Relations Department**

annual industrial relations conference, 15th, 689.

Lay-offs:*Canada*

"Do It Now" winter work campaign prevented lay-offs by building supply firms, 1108.

Legal Decisions:

See Labour Unions—Constitution and by-laws—Legal Decisions.

Lewis, John L., President, United Mine Workers of America:

retirement, 21.

Logging:

See Lumber and Wood Products Industry.

Lumber and Wood Products Industry:**Laws and Regulations***Newfoundland*

Logging Camps Act: regulations, 908, 1051, 1170.

L'Union des Artistes:**Canadian Broadcasting Corporation**

certification application on behalf of a unit of performers in the Province of Quebec: received, 369; withdrawn, 467.

M**Manitoba Federation of Labour:**

brief submitted to provincial Government, 23. convention, 6th, 1131.

Manpower Utilization:*Canada*

Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries, 1115.

Manufacturing Industries:*Canada*

CMA survey on sales dollar profits in 1959, 735.

manufacturing employment lags behind growth of labour force, 894.

working conditions in manufacturing, 297.

Marine Industries Limited:*NAME*

dispute: (Dredging Division): dispute lapsed, 469.

Maritime Airline Pilots Association:*Maritime Central Airways Limited*

certification application on behalf of a unit of stewardesses, dispatchers, ticket agents, and general duty employees (cooks): received, 1294.

Maritime Central Airways Limited:*MALPA*

certification application on behalf of a unit of stewardesses, dispatchers, ticket agents, and general duty employees (cooks): received, 1294.

Mathieu, Roger:

See Confederation of National Trade Unions—General President.

McAllister Towing Limited:*SIU*

dispute: (Sincennes-McNaughton Division): C.O. appointed, 468; C.B. appointed, 709; C.B. fully constituted, 815; C.B. report, 1142.

McCabe Grain Company Limited:*IBT*

certification application by Local 514 on behalf of a unit of employees employed in feed and seed cleaning mills: received, 603; granted, 707.

dispute with Local 514: C.O. appointed, 1140.

McGill University:*Industrial Relations Conference*

conference, 12th, 1002.

McKenzie Barge and Marine Ways Limited:*CBRT*

certification application on behalf of a unit of cook-deckhands on board tugs: received, 170; representation vote, 268; granted, 367 rejected, 367.

SIU

certification application on behalf of a unit of cook-deckhands on board tugs: representation vote, 268; received, 269; granted, 367; rejected, 367.

McNamara-Hislop:*IBT*

certification application by Local 213 on behalf of a unit of truck drivers on micro-wave tower line project in Yukon Territory: received, 814.

IUOE

certification application by Local 115 on behalf of a unit of construction equipment operators, Yukon Territory: received, 270; withdrawn, 603.

Mechanization:

See Automation.

Mediation and Conciliation:

See also Labour Unions—Constitution and by-laws—Legal Decisions.

Canada

Hon. Mr. Justice J.V. Milvain appointed Chairman of conciliation board established in dispute between non-operating railway employees and certain railways, 354.

majority report of conciliation board in dispute between six Canadian railways and 17 unions proposes 14-cent wage increase, 893.

Merchants Cartage Company Limited:*IBT*

certification application by Local 31 on behalf of a unit of longshoremen in Port of New Westminster: withdrawn, 467.

ILWU

certification application by Local 502 on behalf of a unit of longshoremen in the Port of New Westminster: received, 369; withdrawn, 467.

Mergers:

See Labour Unions—co-operation and federation.

Metal Mining:*Laws and Regulations**British Columbia*

Metalliferous Mines Regulation Act: amendment, 906.

Midland Railway of Manitoba:*Associated Non-Operating Unions
(negotiating committee)*

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Milliken Lake Uranium Mines Limited:*IUOE*

dispute with Local 796: C.O. appointed, 171; settlement, 468.

USWA

dispute: settlement, 469; report of Board, 473.

Milne's Van and Storage Limited:*IBT*

certification application by Local 565 on behalf of a unit of truck drivers and warehousemen: received, 369; withdrawn, 467.

Minimum Wages:*Quebec*

views expressed by QFL, 158.

*Laws and Regulations**Alberta*

Labour Act: amendment, 77.

British Columbia

Female Minimum Wage Act: regulations, 77, 945.

Male Minimum Wage Act: regulations, 77, 945, 1056.

Canada

Labour Legislation of the Past Decade—Part 1—Labour Standards—Minimum Wages, 1240.

New Brunswick

Minimum Wage Act: revision of two female minimum wage orders, 719.

Ontario

Minimum Wage Act: amendment, 720.

Prince Edward Island

Minimum Wage for Men Act: regulations, 1050.

Minimum Wages—Conc.*Quebec*

Minimum Wage Act: amendments, 179, 721, 946.

Minimum Wage Act: renewal of Order No. 3 (1957) providing for annual vacations with pay, 614.

Minimum Wage Act: replacement of four minimum wage orders by new orders, 480.

Saskatchewan

Minimum Wage Act: amendments, 1050; regulations, 286.

United States

N. Y. State minimum wage law, 722.

Mining:

See also Metal Mining.

*Laws and Regulations**Newfoundland*

Regulation of Mines Act: Mines (Safety of Workmen) (Amendment) (No. 1) and (No. 2) Regulations, 614.

Mohawk Navigation Company Limited:*NAME*

application for revocation of certification on behalf of a unit of employees: granted, 170.

Moloughney's Van and Storage Limited:*IBT*

certification application by Local 938 on behalf of a unit of employees: received, 1294.

Montreal Harbour Police Brotherhood:*National Harbours Board**(Port of Montreal)*

certification application on behalf of a unit of security officers: received, 1029.

Mothers' Allowances:*Laws and Regulations**Alberta*

Public Welfare Act: amendment, 1259.

Canada

changes in legislation, 1259.

Manitoba

Social Allowances Act: provisions, 1259.

Mothers' Allowances—Conc.***Laws and Regulations—Conc******New Brunswick***

changes in mothers' allowances legislation, 1259.

Newfoundland

Social Assistance Act: amendments, 1259.

Nova Scotia

changes in legislation, 1259.

N**National Advisory Committee on Rehabilitation:**

meeting, ninth, 552.

National Association of Broadcast Employees and Technicians:***Canadian Broadcasting Corporation***

certification application on behalf of a unit of janitors and janitor-watchmen at Winnipeg: received, 466; withdrawn, 603.

Kitchener-Waterloo Broadcasting Company Limited

certification application on behalf of a unit of employees: received, 603; granted, 812.
dispute: C.O. appointed, 1295.

Newfoundland Broadcasting Company Limited

certification application by Local 1593 on behalf of a unit of newsroom staff: withdrawn, 1029.

Radio Laurentides Inc.

certification application on behalf of a unit of employees: received, 54; granted, 268.
dispute: C.O. appointed, 468; settlement, 604.

Radio Richmond Hill Limited

certification application on behalf of a unit of employees of radio station CJRH: received, 55; withdrawn, 270.

Radio Station CHVC Limited

certification application on behalf of a unit of employees: received, 465; granted, 601; application for revocation received, 709; application for revocation rejected, 813.
dispute: C.O. appointed, 1029; C.B. appointed, 1142.

Radio Station CJMS Limited

dispute: C.O. appointed, 1295.

National Association of Broadcast Employees and Technicians—Conc.***Radio Victoriaville Ltée.***

certification application on behalf of a unit of employees: received, 915; representation vote, 1027; rejected, 1293.

Three Rivers Radio Inc.

certification application on behalf of a unit of employees: received, 708; granted, 914.
dispute: C.O. appointed, 1141.

National Association of Marine Engineers of Canada, Inc.:***Beaconsfield Steamships Limited***

application for revocation of certification on behalf of a unit of employees: granted, 170.

Branch Lines Limited

application for revocation of certification on behalf of a unit of employees: granted, 170.

Gulf and Lake Navigation Company Limited

application for revocation of certification on behalf of a unit of employees: granted, 169.

Marine Industries Limited

dispute: (Dredging Division): dispute lapsed, 469.

Mohawk Navigation Company Limited

application for revocation of certification on behalf of a unit of employees: granted, 170.

Transit Tankers and Terminals Limited

application for revocation of certification on behalf of a unit of employees: granted, 169.

National Council of Canadian Labour:

resolution passed by CLC, 574.

Hanson Bros. Cartage Limited

certification application by Union 158 on behalf of a unit of truck drivers: received, 814; granted, 1027.

National Employment Committee:

representatives to 75th meeting of National Employment Committee urge expansion of vocational training facilities for unemployed persons, 1111.

National Employment Service:

address on Canada's National Employment Service given by Richard D. Thrasher, Parliamentary Secretary to Minister of Labour, 582.

National Employment Service—Conc.

functions described in pamphlet *NES, Geared to Canada's Employment Needs*, 779.

NES older worker counselling service, 1289.
placement of persons over 45 years of age, 1229.

Statistics

"Labour Statistics: D-National Employment Service Statistics" (monthly feature).

National Harbours Board (Fleet Department, Montreal Harbour):**SIU**

dispute: C.O. appointed, 467; C.B. appointed, 709; C.B. fully constituted, 815; C.B. report, 1142, 1150.

National Harbours Board (Montreal):**BRSC**

dispute: (grain shovellers): settlement, 55.

NHBPB

certification application on behalf of a unit of harbour and bridge security officers: received, 1140.

NUOE

certification application by Local 14850 (formerly Local 850) on behalf of a unit of employees (refrigeration plant): request for review of decision, 467; request for review under Section 61(2) granted, 601.

UMWA

certification application by Local 14850 (formerly Local 850) on behalf of a unit of employees (refrigeration plant): request for review of decision, 467.

National Harbours Board (Port of Montreal):**MHPB**

certification application on behalf of a unit of security officers: received, 1029.

National Harbours Board (Prescott):**CSAC**

dispute: (casual employees of National Harbours Board Elevator Group): C.O. appointed, 1030; settlement, 1141.

National Harbours Board (Vancouver):**BPDPA**

certification application by Local 138 on behalf of a unit of employees: withdrawn, 55.

National Harbours Board (Vancouver)—Conc.**VHEA**

certification application by Local 138 on behalf of a unit of employees: withdrawn, 55.

National Harbours Board Police Brotherhood:**National Harbours Board (Montreal)**

certification application on behalf of a unit of harbour and bridge security officers: received, 1140.

National Office Management Association:

conference, 41st, 557.

National Product:**Canada**

gross national product declined in second quarter of 1960, 1070.

gross national product in 1959 six per cent above 1958 total, 350.

National Productivity Council:

employment conference supports plan for establishment of, 1108.

National Syndicate of Maritime Workers of Lake St. John:**Price Bros. and Company Limited**

certification application on behalf of a unit of employees engaged in the transportation of pulpwood by boat: received, 1140.

National Union of Operating Engineers of Canada:**Canadian Broadcasting Corporation**

certification application on behalf of a unit of stationary engineers and helpers: received, 603.

CMHC (Benny Farm Housing Project)

certification application by Local 14850 (formerly Local 850): request for review of decision, 467; request for review under Section 61 (2) granted, 601.

National Harbours Board (Montreal)

certification application by Local 14850 (formerly Local 850) on behalf of a unit of employees (refrigeration plant); request for review of decision, 467; request for review under Section 61 (2) granted, 601.

National Union of Public Employees (CLC):

convention, sixth, 999.

National Union of Public Service Employees:
convention, 15th, 1112.

Natural Resources:

Canada

views expressed by CCCL, 258.

New Brunswick Cold Storage Company (CPR):

BRSC

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

New Brunswick Federation of Labour:

brief submitted to provincial Government, 246.
convention, 4th, 1013.

New Year's Day:

New Year messages from labour leaders, 1237.

New Year message of Hon. Michael Starr, Minister of Labour, 1236.

Newfoundland Broadcasting Company Limited:

NABET

certification application by Local 1593 on behalf of a unit of newsroom staff: withdrawn, 1029.

NUJP

certification application by Local 1593 on behalf of a unit of newsroom staff: received, 915; withdrawn, 1029.

Newfoundland Federation of Labour:

convention, 24th, 1014.

Newfoundland Labourers Union:

Western Terminals Limited

certification application on behalf of a unit of longshoremen: received, 465; representation vote, 601; granted, 707; rejected, 707.

Newfoundland Union of Journalists and Photographers (CLC):

Newfoundland Broadcasting Company Limited

certification application by Local 1593 on behalf of a unit of newsroom staff: received, dispute: C.O. appointed, 1029.

Niagara, St. Catharines and Toronto Railway (CNR):

AASERE

dispute: C.O. appointed, 709.

Northern Alberta Railways Company:

BLE

dispute: C.B. appointed, 56; report of Board, 815, 823; settlement, 1142.

Northern Wings Limited:

IAM

certification application on behalf of a unit of ground personnel: received, 466; granted, 707.

dispute: C.O. appointed, 923.

Northland Navigation Company Limited:

SIU

dispute: C.O. appointed, 1029.

Northspan Uranium Mines Limited:

IUOE

dispute with Local 796: C.O. appointed, 171; settlement, 468.

USWA

dispute with Local 5816 (office and technical employees): report of Board, 270, 271.

dispute (production employees), 56; settlement, 469; report of Board, 470.

Northwest Airlines Inc.:

BRSC

dispute (transportation agents at Winnipeg and Edmonton): C.O. appointed, 468; settlement, 604.

Nova Scotia Federation of Labour (CLC):

annual convention, 5th, 1130.

brief submitted to provincial Government, 135.

Nova Scotian Hotel (Canadian National Hotels, Limited):

Hotel and Restaurant Employees' and Bartenders' International Union

dispute with Local 662: C.O. appointed, 923; settlement, 1141.

O

Obituaries:

Coats, Dr. Robert H., first Dominion Statistician and former editor of the Labour Gazette, 244.

Ford, R. Fred (Bob), President of Ottawa and District Labour Council and Ottawa Allied Printing Trades Council, 1232.

Obituaries—Conc.

MacGowan, Charles, Vice-President of AFL-CIO, and President Emeritus of IBBH, 1280.

McLeod, John, officer of Bricklayers, Masons and Plasterers' International Union, 1232.

Messmer, L. M., Vice-President, Alberta Federation of Labour, 22.

Skaling, Hon. Arthur E., Minister of Labour in New Brunswick, 554.

Stapleton, George, Manitoba representative of UPWA, 137.

Occupational Monographs:

Office Occupations, issued by Department of Labour, 775.

Office Employees' International Union:*Sea-Van Express Limited*

dispute with Local 15: settlement, 171

Office Workers:

Effects of Mechanization and Automation in Offices—first in a series of three articles published by International Labour Office, 503.

ILO Advisory Committee on Salaried Employees and Professional Workers studies effects of office mechanization and automation, 364.

Canada

CLC resolution urges intensification of campaign to organize white collar workers, 574.

National Office Management Association, 41st conference, 557.

office mechanization makes few inroads into employment, 557.

working conditions of office employees, 299.

United States

white-collar workers increase faster than total work force, 1230.

Oil:*Laws and Regulations**Alberta*

Factories Act: regulation, 835.

Canada

Public Lands Grants Act—Canada Oil and Gas Regulations, 715.

Territorial Lands Act—Canada Oil and Gas Regulations, 715.

Oil, Chemical and Atomic Workers International Union:

arbitration board's power to award damages for breach of agreement—report of board in dispute between Polymer Corporation Limited and Local 16-14, OCAWIU, 32.

Old Age Assistance:

statistics, 137, 555.

Old Age Homes:*Laws and Regulations**Alberta*

regulations setting rates to be charged in municipal homes for the aged, 1261.

British Columbia

Elderly Citizens Housing Aid Act: 1261.

Municipal Act: amendment, 1261.

Manitoba

Elderly Persons Housing Act: regulations, 1261.

New Brunswick

Municipal Homes Act: repealed, 1260.

Social Assistance Act: regulations, 1260.

Newfoundland

Senior Citizens (Housing) Act: regulations, 1260.

Ontario

Homes for the Aged Act: amendment, 1260.

Prince Edward Island

Provincial Homes for the Aged Act: regulations, 1260.

Quebec

Public Charities Act: amendment, 1260.

Saskatchewan

increase in provincial maintenance subsidy paid annually to hostels or homes for the aged, 1261.

Older Workers:

See also Old Age Homes.

Canada

address of Hon. Michael Starr, Minister of Labour, on attitudes and older workers, 1135.

How Older Workers Rate—replies to Minister's appeal and surveys on North American continent, 264.

manual on older worker problem issued by Department of Labour, 704.

Older Workers—Conc.

Minister of Labour's campaign to create job opportunities produces results, 459.

NES older worker counselling service, 1289.
older worker survey by Edmonton Club, 1023.
placement of persons over 45 years of age by NES, 1229.

3,000 replies to Minister of Labour's enquiry to employers *re* older workers, 363.

study of 117 pension plans tends to refute argument against hiring older workers, 910.

two broadcasts on older worker problem by officials of federal Department of Labour, 788.

Norway

problem of older women workers, 49.

Saskatchewan

Moose Jaw studies older people's needs at 3-day regional conference, 593

United States

older worker panels bring results, 164.

study of relationship between job performance and age among clerical workers, 245.

survey on attitude of men nearing 65 with respect to working beyond age 65 . . . 48.

One Day's Rest in Seven:

See Hours of Work.

Ontario Federation of Labour:

brief submitted to provincial Government, 134.
convention, 4th, 1274.

Education Conference, 2nd, 497.

OFL sets up Women's Committee as basis for women's trade union organization in Ontario, 1290.

Ontario Northland Railway:**Associated Non-Operating Unions
(negotiating committee)**

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

BLFE

dispute: C.O. appointed, 55; settlement, 171.

BRT

certification application on behalf of a unit of employees rejected, 54.

ORCB

certification application on behalf of a unit of employees: rejected, 54.

Operating Engineers:

See Engineers; National Union of Operating Engineers of Canada.

Order of Railroad Telegraphers:**Alberta Stockyards Limited (CPR)**

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Bay of Fundy Steamship Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

B.C. Coast Steamship Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

B.C. Lake and River Service (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

**Canadian Pacific Railway
Company**

certification application by Locals 31 and 885 on behalf of a unit of employees employed in Merchandise Services Department: rejected, 914; reasons for judgment, 917.

CPR (and certain ancillary services and subsidiary companies)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Canadian Pacific Steamships Limited (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Dominion Atlantic Railway (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Eastern Public Markets Limited (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Esquimalt and Nanaimo Railway (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Order of Railroad Telegraphers—Conc.***Great Lakes Steamship Service (CPR)***

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

New Brunswick Cold Storage Company (CPR)

certification application on behalf of a unit of certain non-operating personnel: received, 466; withdrawn, 709.

Order of Railway Conductors and Brakemen:***Ontario Northland Railway***

certification application on behalf of a unit of employees: rejected, 54.

Organization of Government:

report of Committee on the Organization of Government in Ontario, 272.

Ottawa Pre-Mixed Concrete Limited:***IBT***

certification application by Local 230 on behalf of a unit of employees: received, 1294.

Overtime:***Legal Decisions***

Alta. Supreme Court dismisses constable's claim for overtime pay because claim is not presented within time limits, 174.

P**Pacific Coast Terminals Company Limited:*****ILWU***

certification application by Local 511 on behalf of a unit of longshoremen employed in bulk loading operations at Port Moody, B.C.: received, 814; representation vote, 1027; rejected, 1028; received, 1028; granted, 1293.

Pacific Elevators Limited:***IUOE***

dispute with Local 882: C.O. appointed, 604; settlement, 709.

UBW

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

Pacific Stevedoring and Contracting Company Limited:***ILWU***

certification application by Local 505 on behalf of a unit of longshoremen: received, 602; granted, 812.

Pacific Tanker Company Limited:***CBRT***

certification application on behalf of a unit of employees: rejected, 53.

SIU

certification application on behalf of a unit of employees: rejected, 53.

Pacific Western Air Line Traffic Employees Association:***Pacific Western Airlines Limited***

certification application on behalf of a unit of traffic department employees: received, 603; granted, 812.

Pacific Western Airlines Limited:***CALDA***

certification application on behalf of a unit of dispatchers: granted, 168.

PWALTEA

certification application on behalf of a unit of traffic department employees: received, 603; granted, 812.

Packers Steamship Company Limited:***CBRT***

application for revocation of certification on behalf of a unit of marine engineers on *Teco*, *P.W.* and *Cloverleaf*: 603; granted, 708.

certification application on behalf of a unit of marine engineers: received, 170; granted, 367.

ILWU

application by Local 505 for revocation of certification in respect of a unit of coastwise longshoremen: 603.

application by Local 509 for revocation of certification in respect of a unit of coastwise longshoremen: 603; granted, 708.

SIU

application for revocation of certification on behalf of a unit of unlicensed personnel: 603; granted, 708.

Part-time Employment:*Canada*

women as part-time and part-year workers, 668.

N. M. Paterson and Sons Limited:*SIU*

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Pensions:*Canada*

study of 117 pension plans tends to refute argument against hiring older workers, 910.

Ontario

"portable" pensions to be studied by provincial Government, 721.

United Kingdom

Family Allowances and National Insurance (Canada) Order, 1959, 249.

United States

majority of negotiated pension plans contain vesting provisions and provide for voluntary retirement, 245.

Laws and Regulations*Ontario*

Labour Relations Act: regulations, 1308.

Personnel Association of Toronto:

conference, 18th, 578.

Peterson, Hon. Leslie:

B.C. Minister of Education given Labour portfolio too, 1230.

Picketing:*Canada*

views expressed by CCA, 357.

views expressed by CLC, 567.

New Brunswick

views expressed by CMA in brief to Government, 24.

Legal Decisions

B.C. Court of Appeal dismisses appeal against injunction restraining picketing against company not involved in dispute, 68.

B.C. Supreme Court enjoins picketing interfering with activities of employer who was neutral to a labour dispute, 175.

Picketing—Conc.

N.B. Supreme Court issues injunction against peaceful picketing when strike illegal under Labour Relations Act, 605.

Que. Superior Court enjoins picketing that might cause irreparable damage to plant and endanger life of non-strikers, 177.

Pipe Lines:**Laws and Regulations***British Columbia*

Pipe-Lines Act: regulations, 283.

Plant Employees:

See Factory Workers.

Point Grey Towing Company Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel employed aboard tugs: received, 709; granted, 812.

Political Action:*British Columbia*

views expressed by Provincial Council of Carpenters and Joiners, 1112.

Canada

CLC convention sanctions creation of new political party, 562.

views expressed by NUPSE, 1112.

views expressed by QFL, 156.

Manitoba

views expressed by MFL, 1132.

Ontario

views expressed by OFL, 1275.

Polymer Corporation Limited:

arbitration board's power to award damages for breach of agreement—report of board in dispute between Polymer Corporation Limited, and Local 16-14, OCAWIU, 32.

Pontiac Bus Lines Limited:**CBRT**

certification application on behalf of a unit of bus drivers and maintenance mechanics: granted, 168.

"Portable" Pensions:

See Pensions.

Pressure Vessels:

See Boilers.

Price Brothers and Company Limited:*NSMW (of Lake St. John)*

certification application on behalf of a unit of employees engaged in the transportation of pulpwood by boat: received, 1140.

Prices:

Prices and the Cost of Living (monthly feature).

Canada

establishment of price arbitration boards requested by CCCL, 258.

report of Royal Commission on Price Spreads of Food Products, 39.

Statistics

"Labour Statistics: F-Prices" (monthly feature).

Printing Industry Syndicate:*La Compagnie de Radiodiffusion CKCH, Limitée*

certification application on behalf of a unit of employees: received, 55; granted, 268.

Printing Trades of the City of Montreal:*Apprenticeship Commission*

annual report, 1325.

Pronto Uranium Mines Limited:*USWA*

dispute: settlement, 469; report of board, 471.

Public Health:*Laws and Regulations**Nova Scotia*

Public Health Act: amendment, 908.

Quebec

Public Health Act: amendment, 907.

Public Holidays:

See Holidays.

Public Relations:

resolution adopted by CLC, 568.

Q**Quarrying:***Laws and Regulations**Alberta*

Quarries Regulation Act: amendments, 178.

Quebec:

Hon. Antonio Barrette, Minister of Labour, becomes Premier of Province, 132.

Quebec Federation of Labour:

annual convention, 4th, 154.
brief submitted to provincial Government, 43.

Quebec North Shore and Labrador Railway Company:*BMWE*

certification application on behalf of a unit of employees: granted, 52.

SIU

certification application on behalf of a unit of deck officers; rejected, 168.
dispute: C.O. appointed, 467.

Quebec Superior Labour Council:

meeting, 351.

Quebec Terminals Limited:*BRSC*

dispute: C.O. appointed, 709; settlement, 923.

Quebecair Inc.:*CALPA*

certification application on behalf of a unit of pilots: received, 369; granted, 465.
dispute: C.O. appointed, 815; C.B. appointed, 1142; C.B. fully constituted, 1295.

IAM

certification application on behalf of a unit of hostesses and flight agents: received, 465; granted, 707.

certification application on behalf of a unit of traffic, service and maintenance personnel: received, 54; granted, 168; withdrawn, 170.
certification application on behalf of a unit of watchmen: received, 466; withdrawn, 603.
dispute: C.O. appointed, 370; settlement, 468.

Queen's University:

Industrial Relations Department reconstituted as Industrial Relations Centre, 778.

R**Radiation Hazards:**

text of ILO convention concerning protection of workers against ionizing radiations, 806.
text of ILO recommendation concerning protection of workers against ionizing radiations, 808.

Laws and Regulations*Nova Scotia*

Public Health Act: amendment, 908.

Quebec

Public Health Act: amendment, 907.

Radio Broadcasting:*Canada*

CLC establishes national council of broadcast unions, 250.

two broadcasts on older worker problem by officials of federal Department of Labour, 788.

views expressed by CLC, 148.

Radio Laurentides Inc.:**NABET**

certification application on behalf of a unit of employees: received, 54; granted, 268.
dispute: C.O. appointed, 468; settlement, 604.

Radio Richmond Hill Limited:**NABET**

certification application on behalf of a unit of employees of radio station CJRH: received, 55; withdrawn, 270.

Radio Station CHVC Limited:**NABET**

certification application on behalf of a unit of employees: received, 465; granted, 601; application for revocation received, 709; application for revocation rejected, 813.

dispute: C.O. appointed, 1029; C.B. appointed, 1142.

Radio Station CJMS Limited:**NABET**

dispute: C.O. appointed, 1295.

Radio Victoriaville Limitée:**NABET**

certification application on behalf of a unit of employees: received, 915; representation vote, 1027; rejected, 1293.

Raiding:

expulsion of IBT by CLC if constitution not abided by, 563.

Railroad Disputes:*Canada*

Hon. Mr. Justice J. V. Milvain appointed Chairman of conciliation board established in dispute between non-operating railway employees and certain railways, 354.

majority report of conciliation board in dispute between six Canadian railways and 17 unions proposes 14-cent wage increase, 893.

United States

Presidential Commission appointed in railway dispute, 1299.

Railroad Unions:*Canada*

majority report of conciliation board in dispute between six Canadian railways and 17 unions proposes 14-cent wage increase, 893.

United States

agreement between the Pennsylvania Railroad and the Transport Workers Union and System Federation No. 152, Railway Employees Department (AFL-CIO), 1231.

members of 11 non-operating rail unions will receive major health, insurance and vacation improvements and 5 cent an hour pay increase, 1230.

Railroads:

railway employment decreases in Canada and the United States, 893.

Canada

operating revenue and expenses in 1959, 1321.
views of IRB, 260.

Rand, Hon. Ivan C.:

submits report—Royal Commission on Coal, 1117.

Rehabilitation:

See Vocational Rehabilitation.

Retail Trade:*Canada*

women in retail stores, 797.

Retail, Wholesale and Department Store Union:*Commercial Caterers Limited*

certification by Local 1060 on behalf of a unit of food service employees: received, 465; granted, 707.

Reuther, Walter:

address at Assumption University, Windsor, Ont., 247.

"Right-to-Work"*Laws and Regulations**United States*

industrialization retarded where "right-to-work" laws adopted, reports National Council for Industrial Peace, 249.

River Towing Company Limited:*CBRT*

certification application on behalf of a unit of unlicensed personnel employed aboard tow-boats: received, 814; representation vote, 914; granted, 1293.

SIU

certification application on behalf of a unit of unlicensed personnel employed aboard tow-boats: received, 814; representation vote, 914; granted, 1293.

Road-Building:

See Construction Industry.

Robin Hood Flour Mills Limited:*UPWA*

dispute with Local 326: C.O. appointed, 604; settlement, 709.
dispute with Local 416: settlement, 55.

Royal Commission on Automobile Industry:

secretary appointed, 1024.

Royal Commission on Coal:

report, 1117.

Royal Commission on Price Spreads of Food Products:

report, 39.

S**Safety, Industrial:***Laws and Regulations**Alberta*

Factories Act: CSA Code of Practice for Window Cleaning, 282.

Safety, Industrial—Conc.*British Columbia*

Metalliferous Mines Regulation Act: amendment, 906.

Canada

CSA publishes Code of Practice for Window Cleaning, 288.

New Brunswick

Elevators and Lifts Act: regulations, 905.

Factories Act: amendment, 905.

Newfoundland

Logging Camps Act: regulations, 908.

Ontario

Elevators and Lifts Act: amendment, 906.

meeting considers establishment of Ontario Farm Safety Council, 361.

United Kingdom

annual report of Chief Inspector of Factories, 183.

St. Lawrence Seaway Authority:*CBRT*

certification application on behalf of a unit of employees: received, 170; granted, 268.
dispute: C.O. appointed, 55.

Salaries:*Canada*

increase in officers' salaries approved at CLC convention, 569.

Saskatchewan Federation of Labour:

convention, 5th, 1283.

Saskatchewan Wheat Pool:*IUOE*

certification application by Local 882 on behalf of a unit of stationary engineers: received, 369; granted, 601.

UBW

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

Schools:*United Kingdom*

school-leavers soon at peak, more seeking skilled training, 349.

Scott Haulage Limited:***IBT***

certification application by Local 938 on behalf of a unit of employees: received, 814; withdrawn, 916.

Scott Misener Steamships Limited:***SIU***

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

D.S. Scott Transport Limited:***IBT***

certification application by Local 605 on behalf of a unit of employees: received, 602; granted, 707.
dispute with Local 605: C.O. appointed, 923.

Sea-Van Express Limited:***OEIU***

dispute with Local 15: settlement, 171.

Seafarers' International Union of North America:

expulsion of SIU by CLC, 563.

Algoma Central and Hudson Bay Railway Company

certification application on behalf of a unit of deck officers: rejected, 168.

Anticosti Shipping Company

certification application on behalf of a unit of deck officers on motor vessels *Anticosti*, *Castor Consol*, *Loutre Consol* and *Lievre Consol*: received, 814; representation vote, 914; rejected, 1027, 1028.

Association of Lake Carriers

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Bendickson Towing Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard towboats: representation vote, 1027; granted, 1293.

Cadwell Marine Limited

dispute: C.O. appointed, 467.

Seafarers' International Union of North America—Con.***Canadian National Steamships Company***

certification application on behalf of a unit of unlicensed personnel in deck and engineroom departments of SS *Prince George*: representation vote, 268; rejected, 367.

Canadian Pacific Railway

dispute: certain employees on SS *Princess Helene*: C.O. appointed, 923; C.B. appointed, 1142; C.B. fully constituted, 1295.

Canadian Tugboat Company Limited

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: granted, 52.

Carryore Limited

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Gilley Bros. Limited

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: rejected, 54.

Great West Towing and Salvage Limited

certification application on behalf of a unit of unlicensed personnel on board tugs: rejected, 54.

Griffiths Steamship Company Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Mogul*: rejected, 54.

Gulf Islands Navigation Limited

dispute: C.O. appointed, 923.

Gulf of Georgia Towing Company Limited

certification application on behalf of a unit of unlicensed personnel aboard tugs: granted, 53; rejected, 53.

Hall Corporation of Canada

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Holden Sand and Gravel Limited

dispute: C.O. appointed, 467.

Seafarers' International Union of North America—Con.

Island Tug and Barge Limited

certification application on behalf of a unit of unlicensed personnel on tugs and barges: rejected, 54.

Kingcome Navigation Company Limited

certification application on behalf of a unit of unlicensed personnel aboard towboats: representation vote, 268; received, 269; rejected 367, 368; request for review of decision, 467; request for review under Section 61(2) rejected, 602.

certification application on behalf of a unit of unlicensed personnel employed aboard towboats: received, 1029; representation vote, 1293.

McAllister Towing Limited

dispute: (Sincennes-McNaughton Division): C.O. appointed, 468; C.B. appointed, 709; C.B. fully constituted, 815; C.B. report, 1142.

McKenzie Barge and Marine Ways Limited

certification application on behalf of a unit of cook-deckhands on board tugs: representation vote, 268; received, 269; granted, 367; rejected, 367.

National Harbours Board (Fleet Department, Montreal Harbour)

dispute: C.O. appointed, 467; C.B. appointed, 709; C.B. fully constituted, 815; C.B. report, 1142, 1150.

Northland Navigation Company Limited

dispute: C.O. appointed, 1029.

Pacific Tanker Company Limited

certification application on behalf of a unit of employees: rejected, 53.

Packers Steamship Company Limited

application for revocation of certification on behalf of a unit of unlicensed personnel: 603; granted, 708.

N. M. Paterson and Sons Limited

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Quebec North Shore and Labrador Railway Company

certification application on behalf of a unit of deck officers: rejected, 168.
dispute: C.O. appointed, 467.

Seafarers' International Union of North America—Con.

River Towing Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard towboats: received, 814; representation vote, 914; granted, 1293.

Scott Misener Steamships Limited

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Shell Canadian Tankers Limited

certification application on behalf of a unit of unlicensed personnel employed aboard MV *Tyee Shell*: representation vote, 707; granted, 812; rejected, 812.

certification application on behalf of a unit of unlicensed personnel on MV *Tyee Shell* and the *Western Shell*: received, 602; rejected, 812.

Stone Bros. Limited

certification application on behalf of a unit of deckhands and cook-deckhands on tugs: representation vote, 268; received, 269; granted, 367; rejected, 369.

Straits Towing Limited

certification application on behalf of a unit of unlicensed personnel aboard tugs: granted, 53; rejected, 53.

Transit Tankers and Terminals Limited

certification application on behalf of a unit of deck officers: rejected, 168.

Upper Lakes Shipping Limited

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Valley Camp Coal Company of Canada Limited

dispute: C.O. appointed, 604.

Vancouver Barge Transportation Limited

dispute: C.O. appointed, 1295.

Vancouver Tug Boat Company Limited

certification application on behalf of a unit of unlicensed personnel: rejected, 54.

Seafarers' International Union of North America—Conc.*Westward Shipping Limited*

dispute: (unlicensed personnel): C.O. appointed, 55; representation vote, 168; dispute lapsed, 270.

F. M. Yorke and Son Limited

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: rejected, 54.

Seasonal Unemployment:

See Unemployment, Seasonal.

Severance Pay:*Canada*

Unemployment Insurance Regulations amended re holiday and severance pay, 439.

Shell Canadian Tankers, Limited:*CBRT*

certification application on behalf of a unit of unlicensed personnel employed aboard MV *Tyee Shell*: received 465; representation vote, 707; granted, 812; rejected, 812.

SIU

certification application on behalf of a unit of unlicensed personnel employed aboard MV *Tyee Shell*: representation vote, 707; granted, 812; rejected, 812.

certification application on behalf of a unit of unlicensed personnel on MV *Tyee Shell* and the *Western Shell*: received, 602; rejected, 812.

Shipping Federation of British Columbia:*ILWU*

dispute with Locals 501, 502, 503, 504 and 508: C.O. appointed, 468; C.B. appointed, 815; C.B. fully constituted, 815; C.B. report, 1030, 1040.

dispute with Locals 506, 507 and 510: C.O. appointed, 815.

Shipping Federation of Canada, Inc.:*ILA*

dispute: (employees at Halifax, Saint John, Quebec, Three Rivers and Montreal): C.B. report, 56; settlement, 469.

Ski Tows:*Laws and Regulations**Alberta*

Factories Act: regulations, 178.

Skilled Manpower:

See Training.

Skilled Work:

See Training.

Social Allowances:

See Mothers' Allowances.

Social Security:*Canada*

views expressed by CLC, 147, 565.

Soo-Security Motorways Limited:*IBT*

certification application by Local 605: received, 270; granted, 465.

dispute with Local 605; C.O. appointed, 814; settlement, 923.

South Africa:

resolution passed at CLC convention, 568.

Stanleigh Uranium Mining Corporation Limited:*USWA*

dispute: (employees at Elliot Lake), C.O. appointed, 369; C.B. appointed, 370; C.B. fully constituted, 468; report of Board (settlement), 815, 827.

Steel Industry:

resolution adopted at national policy conference of USWA, 576.

Stone Bros. Limited:*CBRT*

certification application on behalf of a unit of deckhands and cook-deckhands on tugs: received, 170; representation vote, 268; granted, 367; rejected, 369.

SIU

certification application on behalf of a unit of deckhands and cook-deckhands on tugs: representation vote, 268; received, 269; granted, 367; rejected, 369.

Straits Towing Limited:*CBRT*

certification application on behalf of a unit of unlicensed personnel aboard barges: rejected, 54.

Straits Towing Limited—Conc.

certification application on behalf of a unit of marine engineers on tugs: received, 170; granted, 367.

certification application on behalf of a unit of unlicensed personnel aboard tugs: rejected, 53.

SIU

certification application on behalf of a unit of unlicensed personnel aboard tugs: granted, 53; rejected, 53.

Strike Benefits:

strike fund discussed by CLC, 567.

Strike Votes:**Legal Decisions**

B.C. Supreme Court refuses union application for "mandamus" order directing Minister of Labour to take strike vote, 607.

Strikes and Lockouts:

strike essential part of bargaining only in Canada and United States, 777.

Canada

views expressed by CCA, 357.

Statistics

"Labour Statistics: G-Strikes and Lockouts" (monthly feature).

Surplus Labour Areas:**Ontario**

asks Government to declare Deloro and Atikokan, Ont., surplus labour areas, 1110.

Sweden:

description of labour-management dispute settlement and workings of the Labour Court, 1287.

Sydney Transfer and Storage Limited:**CBRT**

certification application on behalf of a unit of employees: received, 1294.

T**Tahsis Company, Limited:****ILWU**

certification proceedings by Local 503 on behalf of a unit of deepsea longshoremen: received, 1140.

Tank Truck Transport Limited:**IBT**

certification application by Local 880 and Local 938 on behalf of a unit of employees: received, 1029; representation vote, 1293. dispute with Local 880 and Local 938: C.O. appointed, 1029.

Taxation:**Canada**

views of CCC, 1285.
views expressed by CLC, 148.

Taxicabs:**Laws and Regulations****Manitoba**

Taxicab Act: regulations, 480.

Technical Education:**Canada**

tremendous growth in post-secondary technical education reported by DBS, 349.

Technicians:**Canada**

Canada should produce more engineering technicians—Vice-President of Canadian General Electric Company, 22.

Technological Changes:

See Automation.

Terminal Warehouses Limited:**ILA**

certification application on behalf of a unit of employees: rejected, 169.

Terminus Maritime Inc.:**BRSC**

dispute: C.O. appointed, 709; settlement, 923.

Textile Industry:

Quebec requests federal Government to put stop to textile imports, 22.

Thompson's Transfer Company Limited:**CBRT**

application for revocation of certification in respect of a unit of drivers, helpers and warehousemen operating in and out of Middleton and Halifax, N.S.: received, 1029; rejected, 1293.
dispute: C.O. appointed, 1295.

Three Rivers Radio Inc.:**NABET**

certification application on behalf of a unit of employees: received, 708; granted, 914.

dispute: C.O. appointed, 1141.

Tippet-Richardson (Ottawa) Limited:**CBRT**

certification application on behalf of a unit of employees: received, 1140.

Tobacco Workers' International Union:

convention, 12th, 1000.

Toronto, Hamilton and Buffalo Railway Company:**Associated Non-Operating Unions
(negotiating committee)**

dispute: C.B. appointed, 370; C.B. fully constituted, 468; C.B. report, 1030.

Trade Disputes:

See Labour Disputes.

Trade Policy:**Canada**

views expressed by CLC, 147.

Trade Schools:

See Vocational Education.

Trade Standards:**Canada**

Analyses prepared by national committees appointed by the Department of Labour: *Cooking Trade, Commercial*, 778; *Radio and Television Service Trade*, 778; *Steam-fitting Trade, Construction*, 348; *Toolmaking Trade*, 443.

Trade Union Membership:

See Labour Unions—Membership.

Trades Union Congress (Great Britain):

meeting, 92nd, 1015.

Tradesmen's Qualifications:

See Apprenticeship.

Training:

See also Agriculture; Department of Labour—Canadian Vocational Training Branch; Vocational Training Advisory Council.

Belgium

retraining of unemployed for new jobs, 358.

Canada

Government action to meet "greater and greater demand for skilled workers" outlined by Minister of Labour in House of Commons, 132.

increase Federal contribution to training of unemployed, 775.

many skilled workers trained abroad Department of Labour survey reveals, 662.

representatives to 75th meeting of National Employment Committee urge expansion of vocational training facilities for unemployed persons, 1111.

Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries, 1115.

United Kingdom

school-leavers soon at peak, more seeking skilled training, 349.

Transair Limited:**CALDA**

certification application on behalf of a unit of dispatchers: received, 914; granted, 1027.

IAM

dispute: C.O. appointed, 370; settlement, 468.

Trans-Canada Air Lines:**CALFAA**

dispute: C.O. appointed, 1140.

CALPA

dispute: C.O. appointed, 55; settlement, 171.

FEIA

dispute: C.O. appointed, 604; settlement, 1141.

Transit Tankers and Terminals Limited:**CMSC**

certification application on behalf of a unit of deck officers: rejected, 168.

NAME

application for revocation of certification on behalf of a unit of employees: granted, 169.

Transit Tankers and Terminals Limited—Conc.**SIU**

certification application on behalf of a unit of deck officers: rejected, 168.

Underdeveloped Countries:

views expressed at convention of CCCL, 1271, 1274.

Unemployment:

See also Vocational Training Advisory Council.

Canada

Government committee to consider changes in monthly statistical report on employment and unemployment, set up, 348.

increase Federal contribution to training of unemployed, 775.

national estimate of unemployment, 1109.

Prime Minister Diefenbaker to confer with business, industry, farm and labour leaders on unemployment problem, 994.

representatives to 75th meeting of National Employment Committee urge expansion of vocational training facilities for unemployed persons, 1111.

views expressed by CCC, 1122.

views expressed by CCCL, 257, 1265.

Manitoba

views expressed by MFL, 1132.

New Brunswick

views expressed by Federation of Labour, 246.

Ontario

asks Government to declare Deloro and Atikokan, Ont., surplus labour areas, 1110.

views expressed by OFL, 1275.

United Kingdom

annual report of Minister of Labour, 1020.

Unemployment Assistance:

See Unemployment Relief.

Unemployment Insurance:**Canada**

NUPE (CLC) requests unemployment insurance coverage for 90,000 non-professional hospital employees, 728.

resolution adopted at CLC convention, 565.

views expressed by CCC, 1285.

views expressed at FLC, 26.

views of IRB, 260.

Unemployment Insurance—Conc.

will not use Municipal Winter Works Incentive Program to enable more workers to qualify for unemployment insurance, 20.

United Kingdom

annual report of Ministry of Pensions and National Insurance, 1175.

Laws and Regulations**Canada**

Report on Operation of the Unemployment Insurance Act (monthly feature).

Unemployment Insurance Regulations amended *re* holiday and severance pay, 439.

United States

23 states amend unemployment insurance laws in 1959, 378.

Statistics

"Labour Statistics: E—Unemployment Insurance" (monthly feature).

Unemployment Insurance Advisory Committee:

annual report (1960), 902.

annual report (1959), 187.

Unemployment Insurance Commission:

issues booklet *NES, Geared to Canada's Employment Needs*, 779.

UIC Employees' Association severs connection with CLC, 133.

Chairman

appointment of Laval Fortier, 436.

J.G. Bisson, OBE, appointed Canadian Consul-General at New Orleans, 436.

NES

placement of persons over 45 years of age, 1229.

Personnel and Administrative Services

T.G. Morry appointed Director, 555.

Technical Services

M.D. Fidler appointed Director, 555.

Umpire—Decisions

Decisions, CUB, 1657A, 487; 1684, 80; 1697, 81; 1704, 190; 1707, 191; 1710, 290; 1712, 291; 1720, 380; 1721, 381; 1725, 616; 1727, 617; 1729, 725; 1738, 725; 1759, 1060; 1760, 1062; 1767, 1172; 1768, 1173; 1772, 1311; 1779, 1313.

Unemployment Relief:**Laws and Regulations***Alberta*

Public Welfare Act: Amendment, 1257.

Canada

changes in general assistance legislation from November 1959 to October 1960, 1256.

Unemployment Assistance Act: regulations, 1256.

Manitoba

Social Allowances Act: proclaimed, 1259.

New Brunswick

Social Assistance Act: regulations, 1256.

Newfoundland

Social Assistance Act: amendment, 1258.

Nova Scotia

Social Assistance Act: amendment, 1257.

Ontario

General Welfare Assistance Act: amendment, 1258.

Quebec

Public Charities Act: amendment, 1256.

Saskatchewan

Social Aid Act: amendment, 1258.

Unemployment, Seasonal:

Governments of Ontario and Quebec to share in cost of federal Government's Municipal Winter Works Incentive Program, 997.

British Columbia

study of seasonal unemployment completed by Research Council, 892.

Canada

advance starting date of 1960-61 winter works incentive program, 995.

CLC Executive Council requests prompt action by federal Government on proposals made at 1958 National Winter Employment Conference, 663.

"Do It Now" winter work campaign prevented lay-offs by building supply firms, 1108.

400 Canadian building supply merchants participate in "Do It Now" National Winter Works Campaign sponsored by Department of Labour, 348.

Unemployment, Seasonal—Conc.

Hon. Michael Starr, Minister of Labour, urges building supply manufacturers, building supply dealers and building contractors to concentrate on advancing winter work projects, 997.

Municipal Winter Works Incentive Program during 1959-60, 441.

National Employment Committee recommends expansion of winter works program, 623.

\$100,000,000 program of winter work announced by Minister of Public Works, 1108.

over 960 projects approved by Municipal Winter Works Incentive Program, 1108.

renewal and expansion of Municipal Winter Works Incentive Program announced by Prime Minister Diefenbaker, 774.

series of articles prepared by Department of Labour: Part 1—Seasonal Variations in Employment and Unemployment, 444; Part 2—Characteristics of the Seasonally Unemployed, 584; Part 3—Steps Taken to Deal with Seasonal Unemployment Problem: Summary and Conclusions, 694.

605 winter works projects accepted under Municipal Winter Works Incentive Program first week program became effective, 20.

will not use Municipal Winter Works Incentive Program to enable more workers to qualify for unemployment insurance, 20.

New Brunswick

seasonal unemployment progressively more serious social and economic problem, 995.

Union Label:

See Canadian Labour Congress—Union Label Trades Department.

Union Shop:**Collective Labour Agreements***United States*

union shop provisions increase during past five years, 370.

United Brotherhood of Carpenters and Joiners (B.C. Provincial Council):

annual convention, 1112.

United Grain Growers Limited:**IUOE**

dispute with Local 882: C.O. appointed, 604; settlement, 709.

United Grain Growers Limited—Conc.**UBW**

dispute with Local 333: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; report of Board, 815, 816.

United Mine Workers of America:

retirement of John L. Lewis, President, 21.

AMF Atomics (Canada) Limited

dispute with Local 14193: C.O. appointed, 923; settlement, 1030.

Canadian Broadcasting Corporation

certification application on behalf of a unit of stationary engineers and helpers: received, 603; rejected, 813.

CMHC (Benny Farm Housing Project)

certification application by Local 13946 (formerly Local 139-G): request for review of decision, 467; request for review under Section 61(2) granted, 601.

certification application by Local 14850 (formerly Local 850): request for review of decision, 467.

CMHC (Villeray Terrace Project)

certification application by Local 13946 (formerly Local 139-J): request for review of decision, 467; request for review under Section 61(2) granted, 601.

Eldorado Mining and Refining Limited

dispute with Local 13173: settlement, 56.

National Harbours Board (Montreal)

certification application by Local 14850 (formerly Local 850) on behalf of a unit of employees (refrigeration plant); request for review of decision, 467.

United Nations:

fourteenth (14th) session of UN Commission on the Status of Women, 439.

United Packinghouse Workers of America:

conference of Ontario locals, 1113.

Robin Hood Flour Mills Limited

dispute with Local 326: C.O. appointed, 604; settlement, 709.

dispute with Local 416: settlement, 55.

United Rubber, Cork, Linoleum, and Plastic Workers of America:

convention, 1113.

United Steelworkers of America:

asks Government to declare Deloro and Atikokan, Ont., surplus labour areas, 1110.

national policy conference, 576.

Quebec locals form USWA's third Canadian district, 1231.

Algom Uranium Mines Limited

certification application on behalf of a unit of office and technical employees: received, 170; representation vote ordered, 367; granted, 465.

dispute: settlement, 469; report of Board, 472.

Bicroft Uranium Mines Limited

dispute: C.O. appointed, 171; settlement, 468.

Canadian Arsenals Limited

dispute: (Gun Ammunition Division); settlement, 171.

Consolidated Denison Mines Limited

dispute with Local 5815 (office and technical employees): settlement, 270.

dispute: (production workers): C.O. appointed, 55; C.B. appointed, 468; C.B. fully constituted, 709; report of Board (settlement), 815, 828.

Dennison Mines Limited

dispute with Local 5185 (office and technical employees): C.O. appointed, 1140.

Milliken Lake Uranium Mines Limited

dispute: settlement, 469; report of Board, 473.

Northspan Uranium Mines Limited

dispute with Local 5816 (office and technical employees): report of Board, 270, 271.

dispute: (production employees), 56; settlement, 469; report of Board, 470.

Pronto Uranium Mines Limited

dispute: settlement, 469; report of Board, 471.

Stanleigh Uranium Mining Corporation Limited

dispute: (employees at Elliot Lake); C.O. appointed, 369; C.B. appointed, 370; C.B. fully constituted, 468; report of Board (settlement), 815, 827.

Upper Lakes Shipping Limited:**CLC**

certification application by Local 23736 on behalf of a unit of employees: received, 814; granted, 914.

Upper Lakes Shipping Limited—Conc.

dispute with Local 23736: C.O. appointed, 1140; settlement, 1295.

SIU

dispute: C.O. appointed, 370; C.B. appointed, 468; C.B. fully constituted, 604; C.B. report, 923, 924; settlement after strike after Board procedure, 1296.

Vacations:**Collective Labour Agreements****United States**

72 per cent of agreements provide 7 or more paid holidays, 249.

Laws and Regulations**Canada**

Labour Legislation of the Past Decade Part 1—Labour Standards—Vacations With Pay, 1250.

Unemployment Insurance Regulations amended *re* holiday and severance pay, 439.

Manitoba

Vacations with Pay Act: amendment, 1049.

Saskatchewan

Annual Holidays Act: regulations, 721, 1049.

Valley Camp Coal Company of Canada Limited:**SIU**

dispute: C.O. appointed, 604.

Vancouver Barge Transportation Limited:**CBRT**

dispute with Local 425: C.O. appointed, 815.

CMSG

dispute with Local 425: C.O. appointed, 815.

ILWU

dispute with Local 512: C.O. appointed, 1295.

SIU

dispute C.O. appointed, 1295.

Vancouver Hotel Company Limited:**IAM**

dispute: C.O. appointed, 1029; settlement, 1141.

IBEW

dispute: C.O. appointed, 1029; settlement, 1141.

IUOE

dispute: C.O. appointed, 1029; settlement, 1141.

Vancouver Tug Boat Company Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel: granted, 52.

SIU

certification application on behalf of a unit of unlicensed personnel: rejected, 54.

Vancouver Wharves Limited:**ILWU**

certification application by Local 512 on behalf of a unit of longshoremen: received, 1140.

Vocational Education:

vocational guidance for girls—excerpts from recent ILO report on the problems of women non-manual workers, 265.

Laws and Regulations**Newfoundland**

Regulation of Trade Schools Act: regulations, 1053.

Ontario

Trade Schools Regulation Act: regulations, 614.

Vocational Rehabilitation:

See also National Advisory Committee on Rehabilitation.

Hall H. Popham elected president of International Society for the Rehabilitation of the Disabled, 1134.

Canada

Civilian Rehabilitation (monthly report on activities).

Vocational Training:

See also Training.

views expressed at 14th session of UN Commission on Status of Women, 594.

Vocational Training Advisory Council:

meeting, 29th, 30; 30th, 553; 31st, 1263.

Wages and Salaries:

more pay, fewer hours needed to increase jobs, convention of Tobacco Workers' International Union told, 1000.

Canada

wages and working conditions, (1959), 144.

Wages and Salaries—Conc.*Laws and Regulations**Alberta*

Industrial Wages Security Act: amendment, 1051.

Manitoba

Wages Recovery Act: amendment, 1051.

Newfoundland

Logging Camps Act: regulations, 1051.

Ontario

Wages Act: amendment, 1051.

Weekly Rest:*Laws and regulations**Canada*

Labour Legislation of the Past Decade: Part 1 Labour Standards—Weekly Rest, 1255.

Welding:*Canada*

An Analysis of the Welding Trade, 23.

West Coast Stevedoring Company Limited:*ILWU*

certification application by Local 31 on behalf of a unit of longshoremen in Port of New Westminster: withdrawn, 467.

certification application by Local 505 on behalf of a unit of employees: withdrawn, 55.

certification proceedings by Local 509 on behalf of a unit of coastwise longshoremen: received, 915; granted, 1027.

Western Terminals Limited:*IBT*

certification application by Local 998 on behalf of a unit of longshoremen: received, 369; representation vote, 601; rejected, 707.

NLU

certification application on behalf of a unit of longshoremen: received 465; representation vote, 601; granted, 707; rejected, 707.

Westward Shipping Limited:*CBRT*

certification application on behalf of a unit of marine engineers: received, 466; granted, 707.

Westward Shipping Limited—Conc.

certification application on behalf of a unit of unlicensed personnel: received, 54; representation vote, 168; granted, 268.

SIU

dispute: (unlicensed personnel): C.O. appointed, 55; representation vote, 168; dispute lapsed, 270.

Wheeler Air Lines Limited:*CALPA*

certification application on behalf of a unit of pilots: received, 54; granted, 168.

White-Collar Workers:

See Office Workers.

H.B. Willis, Inc.:*LPU*

dispute: settlement, 56.

Window Cleaners:

CSA publishes Code of Practice for Window Cleaning, 288.

Winter Work:

See Unemployment, Seasonal.

Louis Wolfe and Sons (Vancouver):*ILWU*

certification application by Local 512 on behalf of a unit of longshoremen: received, 915; withdrawn, 1029.

certification application by Local 512 on behalf of a unit of longshoremen: received, 1029; granted, 1293.

Women in Industry:

Women's Bureau (monthly feature).
fourteenth session of UN Commission on the Status of Women, 439.

ILO official says lack of opportunities for adequate vocational training major problem facing women trying to reach high positions in business and industry, 894.

participation of women in trade unions—survey carried out by ICFTU, 909.

report of ILO Panel of Consultants on the Problems of Women Workers, 165.

UN Commission on the Status of Women, 14th session, 594.

women non-manual workers discussed by sub-committee of ILO Advisory Committee on Salaried Employees and Professional Workers, 460.

Women in Industry—Conc.*Alberta*

equal pay brief submitted by Business and Professional Women's Clubs, 49.

Canada

functions of the Women's Bureau, 667.

Legislation Affecting Women's Work—paper prepared in Legislation Branch, Department of Labour, 672.

Miss Elizabeth Leitch appointed secretary of Royal Commission on automobile industry, 1024.

Occupational Histories of Married Women Working for Pay in Eight Canadian Cities—bulletin published by Women's Bureau, Department of Labour, 263.

Special Study of Ontario Farm Homes and Homemakers, 1136.

The Woman Worker and the Labour Movement—report to CCCL's 39th convention, 1120.

women as part-time and part-year workers, 668.

women in retail stores, 797.

New Zealand

survey of women's training and employment, 1024.

Norway

problem of older women workers, 49.

Ontario

Know Your Rights!—leaflet published by Department of Labour, 1024.

OFL sets up Women's Committee as basis for women's trade union organization in Ontario, 1290.

United States

graduate training in business for women—survey of graduates of Harvard-Radcliffe Program in Business Administration, 675.

Working Conditions:

See Labour Conditions.

Workmen's Compensation:

See also Accidents, Industrial.

Ontario

Workmen's Compensation Board: report of Committee on the Organization of Government in Ontario, 272.

*Laws and Regulations**Alberta*

Workmen's Compensation Act: regulations, 77, 612, 715, 836, 1304.

British Columbia

Workmen's Compensation Act: regulations, 248, 284, 482, 613, 842.

Workmen's Compensation—Conc.*Canada*

Workmen's Compensation in Canada—annual comparison of compensation laws by Legislation Branch, Department of Labour, 248.

Manitoba

report of inquiry commissioner on Workmen's Compensation Act, 63.

Workmen's Compensation Act: amendments, 248, 711; regulations, 285, 614.

New Brunswick

Workmen's Compensation Act: amendments, 248, 711, 713.

Newfoundland

Workmen's Compensation Act: amendments, 248, 712.

Nova Scotia

Workmen's Compensation Act: amendments, 179, 710, 711, 712, 713; regulations, 78, 248, 286.

Ontario

views expressed by OFL, 134.

Workmen's Compensation Act: amendments, 179, 711.

Prince Edward Island

Workmen's Compensation Act: amendment, 248, 710, 711.

Quebec

Workmen's Compensation Act: amendments, 22, 710, 711, 712; regulation, 721.

Saskatchewan

Workmen's Compensation Act: amendments, 710, 711; regulations, 183, 248.

Legal Decisions

B.C. Court of Appeal confirms right of courts to review and quash decisions of Workmen's Compensation Board, 939.

B.C. Supreme Court holds Workmen's Compensation Board decision that is wrongful on points of law is reviewable, 941.

F.M. Yorke and Son Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel on board tugs and barges; granted, 52.

SIU

certification application on behalf of a unit of unlicensed personnel on board tugs and barges: rejected, 54.

Yukon Consolidated Gold Corporation Limited:**IUMMSW**

dispute with Local 564: C.O. appointed, 171.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be clearly documented and supported by appropriate evidence. This ensures transparency and accountability in the financial process.

Furthermore, it is noted that regular audits are essential to identify any discrepancies or errors. By conducting these audits frequently, potential issues can be addressed promptly, preventing them from escalating into larger problems. This proactive approach is key to maintaining the integrity of the financial system.

In addition, the document highlights the need for clear communication between all parties involved. Regular meetings and reports should be used to keep everyone informed of the current status and any changes that may occur. This collaborative effort is necessary to ensure that all objectives are met and that the organization remains on track.

Finally, it is stressed that adherence to established policies and procedures is crucial. These guidelines provide a framework for consistent and fair treatment of all transactions. By following these rules, the organization can avoid conflicts and ensure that its operations are conducted in a professional and ethical manner.

The second part of the document provides a detailed overview of the current financial performance. It includes a summary of the budget for the current period and compares it against actual results. This analysis shows that while there have been some variances, overall the organization is performing well within its financial goals.

A key area of focus is the management of expenses. It is noted that there has been a significant reduction in unnecessary costs, which has helped to improve the overall financial health. However, it is also recognized that certain areas still require attention to ensure that resources are being used as efficiently as possible.

The document also discusses the impact of market conditions on the organization's financial position. It notes that while there are challenges, the organization has successfully navigated these conditions by maintaining a strong focus on its core business and by exploring new opportunities for growth. This resilience is a testament to the organization's strategic planning and execution.

Looking forward, the document outlines the financial strategy for the next period. This includes setting realistic targets and identifying the key areas for improvement. It is clear that continued vigilance and a commitment to excellence are required to achieve these goals. The organization is confident that with the right approach, it can continue to thrive in a competitive market.

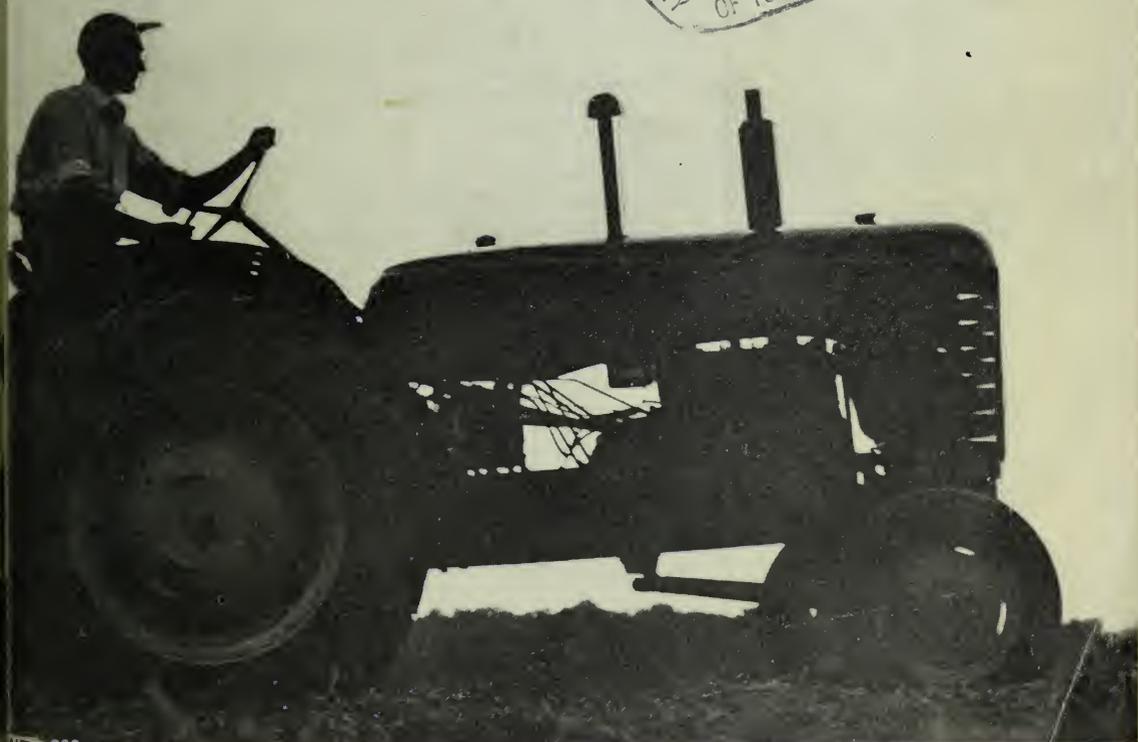


CANADA

THE

LABOUR GAZETTE

LIBRARY
 FEB 16 1960
 UNIVERSITY OF TORONTO



933

Federal-Provincial Farm Labour Conference (p. 25)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

JANUARY 29

No. 1

1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 1 . . .	CONTENTS	January 29, 1960
Employment Review		1
Collective Bargaining Review		13
Notes of Current Interest		20
Federal-Provincial Farm Labour Conference		25
Vocational Training Advisory Council, 29th Meeting		30
Arbitration Board's Power to Award Damages		32
Report of Royal Commission on Price Spreads		39
CCCL and OFL Briefs to Quebec Cabinet		43
Industrial Fatalities in Canada, Third Quarter of 1959		45
Work Attitudes at Age 65		48
Alberta Equal Pay Brief		49
50 Years Ago This Month		50
Teamwork in Industry		51
Industrial Relations:		
Certification Proceedings		52
Conciliation Proceedings		55
Labour Law:		
Report on Manitoba Workmen's Compensation Act		63
Legal Decisions Affecting Labour		68
Recent Regulations under Provincial Legislation		76
Unemployment Insurance:		
Monthly Report on Operation		79
Decisions of the Umpire		80
Labour Conditions in Federal Government Contracts		83
Prices and the Cost of Living		88
Publications Recently Received in Department's Library		90
Labour Statistics		93

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada; \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Employment advanced substantially between 1958 and 1959, both in the number at work and in the length of the work week. In the last half of the year, however, progress in several industries was much slower than in the late spring and early summer months. Some of the forces tending to check the expansion were the relatively high price of money and the scarcity of mortgage funds. Other important restraining influences were the steel shortages stemming from the steelworkers' strike in the United States and the strike in British Columbia that shut down the lumber industry there for two months.

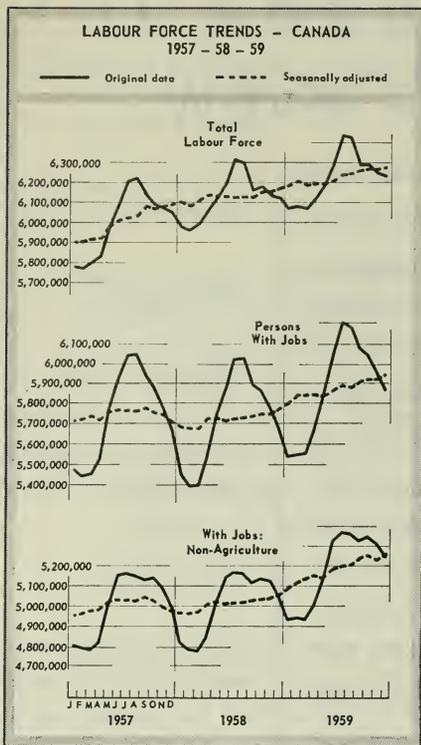
Current Employment

The effects of some of these developments were partially dissipated during December. Total employment fell by about the usual seasonal amount between mid-November and early December. About 20 per cent of the decline was in agriculture and most of the remainder was in other outdoor activities. Almost 90 per cent of the decline occurred in Quebec and the four Atlantic provinces. In Ontario, the seasonal decline was checked by the resumption of motor vehicle production; output in this industry was close to capacity by the month-end. In the Prairie Provinces the relatively mild December weather delayed many layoffs in construction.

The number of persons with jobs was estimated to be 5,861,000 in December, down 90,000 from the previous month. The total was 181,000 or 3.2 per cent higher than the year earlier. This increase was shared by all regions, the largest proportion of gains being in Ontario and the Prairie Provinces. Most industrial groups employed more people than a year ago but few showed a substantial increase over previous peaks. The service-producing industries continued to provide the greatest number of new jobs. Community services (mainly education and health services) and trade experienced the sharpest advance over the year, accounting for more than half of the total increase. Pulp cutting programs were also generally larger than last season and as a result forestry employment was higher during the late autumn months than it had been for two years. Manufacturing employment was still above the year-earlier figure but by a considerably smaller margin than formerly.

Unemployment in December

Persons without jobs and seeking work increased by 74,000 to 370,000 between November and December; this total was 70,000 less than in December



1958. Male workers accounted for virtually all of the increase over the month and more than three-quarters of it was in the Quebec and Atlantic regions. Almost all of the additional job seekers came from seasonal layoffs in the primary industries and transportation. Job seekers had been looking for work for an average of $3\frac{1}{4}$ months in December, slightly longer than the figure reported the previous month. As might be expected, the increased period of unemployment was most noticeable among males. Duration of unemployment was still down considerably from a year earlier.

The number on temporary layoff was somewhat higher in December, than a year earlier—35,000 against 26,000. The higher figure last month resulted, in part, because some of the workers laid off earlier because of steel shortages were still on layoff.

Employment Review, 1959

Expansionary influences were clearly evident during most of 1959. In the first nine months, the Gross National Product was 7 per cent higher than in the corresponding period in 1958. After allowing for price increases, the Dominion Bureau of Statistics estimated the increase in volume to be 5 per cent, slightly higher than the average of 4 per cent for the years 1947-1958.

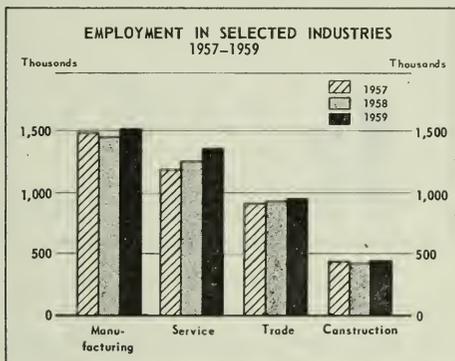
The over-all advance in output during the last half of the year was impeded by a series of adverse developments. Of particular importance in the third quarter was the strike of some 27,000 forestry workers in British Columbia, the effect of which was great enough to cause a drop of one-half a percentage point in the index of industrial production. At the same time the scarcity of money was having a country-wide impact on housing, on provincial and municipal capital expenditures and, indirectly, on the manufacture of building materials. The decline in housing was stemmed temporarily by the CMHC program of direct mortgage lending to builders. Nevertheless, the housing carryover into 1960 is estimated to be 5 to 10 per cent smaller than last year. The strike of steel workers in the United States also had a restraining influence on production and employment, more particularly in the last quarter of 1959. Available reports indicate that up to 20,000 workers, mainly in the motor vehicle manufacturing industry, were laid off for periods of from one to five weeks.

In spite of these unfavourable developments, substantial advances were made in employment. Total employment surpassed the pre-recession peak early in the summer and since then there has been a further improvement.

For the year as a whole, the average number of persons with jobs was estimated to be 5,878,000 compared with 5,722,000 in 1958, an increase of 2.7 per cent. Employment in non-farm industries showed an annual increase of 176,000 during 1959; farm employment continued its chronic decline. The average work week in manufacturing increased steadily during the first half of the year, recouping most of the losses that took place in 1957; in the third quarter the work week was half an hour longer than in the corresponding periods in both 1958 and 1957. Reflecting the increase in employment and the advance in average weekly earnings, labour income rose to an annual rate of \$17.7 billion in the third quarter. This was almost 8 per cent higher than in the comparable period in 1958.

Unemployment was noticeably lower in 1959 than in the previous year. The number of persons without jobs and seeking work averaged 5.6 per cent of the labour force compared with 6.6 per cent in 1958. Not only did the number of job seekers show a considerable drop over the year, but they were unemployed for shorter periods and there was less partial unemployment. In November, some 63,000 job seekers, representing 21 per cent of the total, had been seeking work for four months or more. A year before there were 98,000, or 27 per cent of the total, seeking work for this length of time.

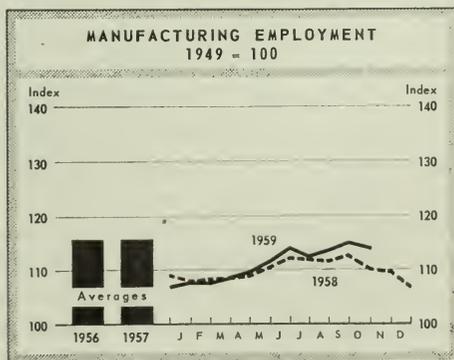
Employment gains during 1959 were fairly widespread, with increases in all regions and most industrial divisions. Service, manufacturing and trade registered the largest advances. Approximately half of the increase in non-farm employment occurred in service, notably education, health and government. Manufacturing and trade each accounted for about one-fifth. Mining was the only major industry to suffer a setback during the year. Coal mining, which experienced one of the



Source: Labour Force Survey, D.B.S.

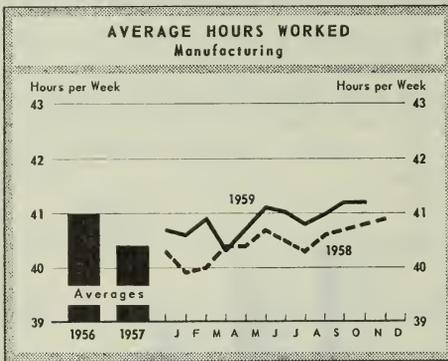
worst years in the post-war period, was almost entirely responsible for the industry's employment decline. Other industries with very little change in employment. Metal and non-metal mining showed renewed strength during the year as a result of improved markets for iron ore, uranium and asbestos.

Manufacturing employment reached an all-time high level in mid-summer and continued to advance until late in the year. The upward trend was temporarily interrupted in the closing quarter of 1959 as the steel strike in the United States caused some steel shortages in Canada. For the year as a whole, some of the largest employment advances occurred in manufacturing industries that bore the brunt of the recession. Iron and steel products, which registered an employment



of 10 per cent during 1958, made a strong advance during the past year, recovering almost all of the earlier losses. Motor vehicles, electrical apparatus and supplies, and wood and paper products also registered employment gains during 1959, reversing the downward trends that were in evidence during most of the previous year. Employment in the aircraft and shipbuilding industries fell fairly sharply during the year after holding up fairly well during the business downturn.

The rising trend of production and employment in iron and steel was manifest in nearly all parts of the industry. Agricultural implements showed the most marked improvement, reflecting a further strengthening in foreign demand; in the first six months exports of farm machinery were 26 per cent higher than in the corresponding period in 1958. Other parts of the industry showing a marked improvement were primary iron and steel, sheet metal products, heating and cooking appliances, and machinery. Structural and fabricated steel were the only industries in this group that failed to expand during the year.



On balance, 1959 was a very good year. Substantial gains were made in the output of goods and service, which led to increased employment opportunities, a marked reduction in unemployment, and a fuller use of manpower and productive capacity. This strengthening of the economy has enabled the workers to improve their earnings and working conditions. Current indications suggest that the orderly improvements achieved in 1959 will continue well into 1960.

The recovery of the past year was much more vigorous in the four western provinces than it was in other parts of the country. In the Prairie region, which was only mildly affected by the recession, the gains have been particularly impressive. Moreover, the shift from farm to non-farm industries has been more marked in this region than in any other. A comparison of non-farm employment over the past two years shows that the Prairie region has increased by 6.2 per cent, the Pacific region by 4.3 per cent, the Atlantic region by 3.5 per cent, Quebec by 3.0 per cent, and Ontario by 2.7 per cent. In the Prairie region there was a sharp increase in manufacturing employment that raised it well above the pre-recession peak. Construction, trade, and services also registered prominent advances, which were shared by all three provinces in the region. In the Pacific region, the employment expansion was centred largely in forestry. Construction and forestry shared in the employment rise in the Atlantic provinces. The dominant position of manufacturing in Ontario and Quebec was responsible for the relatively modest employment gains in these regions. Employment levels in manufacturing (annual averages) were less than 1 per cent higher than a year before in Quebec and only about 1.5 per cent higher in Ontario, much smaller than the gains in total industrial employment in these regions. The trade and service industries, which had a sustaining influence in the central provinces during the recession, showed additional strength during the past year.

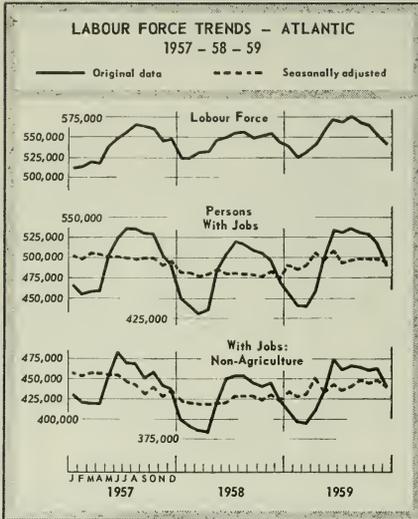
CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC-LEVIS ← ST. JOHN'S ← VANCOUVER- NEW WEST- MINSTER ← Windsor	Calgary Edmonton Halifax Hamilton MONTREAL ← OTTAWA-HULL ← TORONTO ← WINNIPEG ←		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	CORNER BROOK ← CORNWALL ← FARNHAM- GRANBY ← FORT WILLIAM- PORT ARTHUR ← Joliette LAC ST. JEAN ← MONCTON ← NEW GLASGOW ← PETER- BOROUGH ← SHAWINIGAN ← SHERBROOKE ← TROIS RIVIERES ←	Brantford GUELPH ← Kingston LONDON ← Niagara Peninsula → OSHAWA Rouyn-Val d'Or Saint John Sarnia SUDBURY ← SYDNEY ← Timmins- Kirkland Lake Victoria	Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	BARRIE ← CHARLOTTE- TOWN ← PRINCE ALBERT ← RIVIERE DU LOUP ← THETFORD- MEGANTIC- ST. GEORGES ← YORKTON ←	Chatham Lethbridge Red Deer Saskatoon BRANDON ← MOOSE JAW ← NORTH BATTLEFORD ← REGINA ←		
MINOR AREAS (labour force 10,000-25,000)	BATHURST ← BRACEBRIDGE ← BRIDGEWATER ← CHILLIWACK ← Dauphin DAWSON CREEK ← DRUMMOND- VILLE ← GASPE ← GRAND FALLS ← KENTVILLE ← LINDSAY ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← OWEN SOUND ← Portage La Prairie Prince George QUEBEC NORTH ← SHORE ← RIMOUSKI ← STE AGATHE-ST. JEROME ← St. Stephen SOREL ← SUMMERSIDE ← TRURO ← VALLEYFIELD ← VICTORIA- VILLE ← WOODSTOCK, N.B. ← YARMOUTH ←	Beauharnois Belleville-Trenton Brampton Campbellton CENTRAL VANCOUVER ISLAND ← Cranbrook DRUMHELLER ← EDMUNDSTON ← Fredericton GALT ← Goderich Kamloops LACHUTE- STE THERÈSE ← LISTOWEL ← MEDICINE HAT ← North Bay Pembroke Prince Rupert St. Hyacinthe St. Jean St. Thomas SAULT STE MARIE ← Simcoe SWIFT CURRENT ← Trail-Nelson WALKERTON ← Weyburn WOODSTOCK- TILLSONBURG ←	Kitimat Stratford	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, November issue.

Employment Situation in Local Areas

ATLANTIC



Employment declined seasonally in the Atlantic region during December. At mid-month an estimated 488,000 persons had jobs, 26,000 fewer than a month earlier but 20,000 more than a year before. Construction, logging, fishing and food packing plants accounted for most of the layoffs during the month. Apart from the release of 600 workers at the Eastern Car Company plant in Trenton, N.S., there were few layoffs of a non-seasonal character.

Non-farm employment has shown an irregular upward trend during 1959. By year-end, the number of persons with non-farm jobs was estimated at 440,000, some 16,000 higher than a year before. Although some of the downward pres-

ures that were responsible for the employment contractions in 1957-1958 eased perceptibly during the year, there was little evidence of full-scale recovery. So far, the upturn in employment has come from a relatively small number of industries. Forestry and construction were the main sources of strength, with some additional support coming from the service industries. Manufacturing, which accounts for more than one fourth of the employment in the region, made little or no over-all recovery, although a number of individual manufacturing industries such as sawmilling, pulp and paper and iron and steel expanded during the year.

Unemployment in the region was considerably lower than a year ago, mainly because of the higher level of activity in construction and logging. During the month, increases in unemployment resulted in the reclassification of 16 of the 21 areas in the region. At the end of December, the area classification was as follows (last year's figures in brackets): in substantial surplus, 15 (19); in moderate surplus, 6 (2).

Local Area Developments

Halifax (metropolitan) remained in Group 2. Employment was maintained at a fairly high level in this area as favourable weather aided the construction industry. Construction employment at latest report was about 10 per cent higher than a year earlier.

St. John's (metropolitan) was reclassified from Group 2 to Group 1. Seasonal slackening in construction was largely responsible for the increase in unemployment. This industry was a major source of strength all year but recent reports indicate that some of the contracts that provided employment last winter were nearly completed.

New Glasgow and **Corner Brook** (major industrial) were reclassified from Group 2 to Group 1. Manufacturing employment at New Glasgow reached a low level during the month as a result of heavy layoffs at the Eastern Car Company

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	December 1959	December 1958	December 1959	December 1958	December 1959	December 1958
Metropolitan.....	4	6	8	6	—	—
Major Industrial.....	12	16	13	10	1	—
Major Agricultural.....	6	5	8	9	—	—
Minor.....	28	35	28	22	2	1
Total.....	50	62	57	47	3	1

Limited. The coal mining industry showed some improvement over the month, resulting in the recall of 100 workers released in November. Unemployment at Corner Brook remained considerably lower than last year.

Sydney (major industrial) was reclassified from Group 3 to Group 2. The increase in unemployment was smaller than usual in this area, as outdoor activities were aided by favourable weather. The iron and steel industry remained much busier than a year ago although the increase in output was achieved with virtually no increase in employment. For the year as a whole ingot production at the Sydney steel plant showed a rise of 13 per cent.

Charlottetown (major agricultural), **Summerside**, **Bridgewater**, **Kentville**, **Truro**, **Yarmouth**, **Bathurst**, **Newcastle** and **Woodstock** (minor) were reclassified from Group 2 to Group 1.

Edmundston (minor) was reclassified from Group 3 to Group 2. The employment situation in this area was better than a year ago owing to an improvement in forestry.

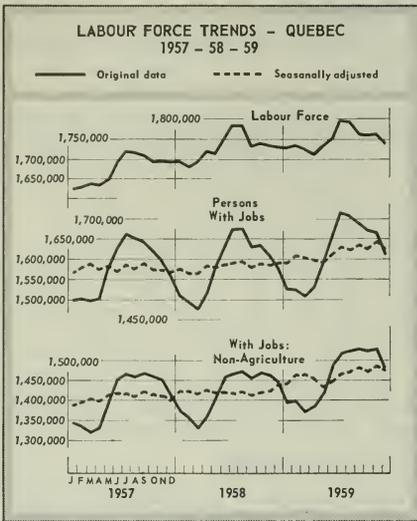
Grand Falls (minor) was reclassified from Group 3 to Group 1. Virtually all logging camps in the area closed during the month as cutting operations ended for the season.

QUEBEC

Employment in the Quebec region declined more than seasonally between November and December. In the second week of December the number of persons with jobs was estimated at 1,611,000, some 54,000 fewer than in the previous month but 33,000 more than a year earlier.

The restriction of outdoor activity, particularly construction, was mainly responsible for the decline in total employment. Pulpwood loggers were laid off in the last half of the month as cutting quotas were completed. However, employment in the logging industry was considerably higher than a year earlier.

Manufacturing employment declined, mainly as a result of year-end lay-offs in primary and secondary textiles, the rubber and leather goods industries and in plants producing construction materials. The pulp and paper industry was generally stable; one sulphite pulp plant, however, was forced to lay off some 300 workers for a two-week period because of reduced demand from the United States. In the rubber goods industry marketing difficulties, caused partly by competition from increased imports, resulted in the shutdown of one plant making footwear and the layoff of some 400 people. In the aluminum



industry some increase in demand led to the recall of 125 workers.

During 1959, non-farm employment was, on the average, some 42,000 or 3 per cent higher than a year earlier, with gains in all industries. Trade, finance, and service industries continued to expand during the year, with an average employment rise of more than 2 per cent. In mining, the average increase was about 3 per cent and was largely the result of greatly expanded production in the region's iron ore mines. Employment in forestry was up some 8 per cent as a result of increased pulp cutting programs.

Construction activity was, on the whole, on a par with the previous year.

Residential construction was not as strong as a year earlier but non-residential construction activity made up for the loss. Road and bridge construction was particularly active.

Manufacturing employment, seasonally adjusted, increased from December 1958 to July 1959 by some 5 per cent. During the third quarter of 1959 it showed a slight decline, partly because of a labour dispute in the textile industry. The over-all gain was fairly widespread among component industrial groups. In the important textile and clothing industries, employment was higher and average weekly hours were longer in 1959 than in 1958.

Unemployment, involving male workers almost entirely, increased sharply during December. The level of unemployment, however, continued to be lower than a year earlier. At the end of December the area classification was as follows (last year's figures in brackets): in substantial surplus, 18 (21); in moderate surplus, 6 (3).

Local Area Developments

Montreal (metropolitan) was reclassified from Group 3 to Group 2. Although unemployment increased during the period, it was at a lower level than last year. The latest figures show employment to be about 3 per cent higher than a year earlier. In manufacturing, the main strength was in the electrical apparatus, transportation equipment and iron and steel industries.

Quebec-Levis (metropolitan) was reclassified from Group 2 to Group 1. Unemployment increased in this area mainly as a result of seasonal contractions in construction, forestry, and transportation industries. In the latter, however, there was greater activity in the port of Quebec this year than last. In manufacturing one large clothing plant suspended operations for two weeks before Christmas, laying off close to 500 workers.

Other areas: With the exception of Rouyn-Val d'Or, St. Jean, St. Hyacinthe, and Beauharnois, all other labour market areas in the region were reclassified to categories denoting increased unemployment.

ONTARIO

In contrast to a moderate decrease that is usual for the period, the number of persons with jobs in Ontario (2,212,000) remained unchanged between November and December. The elimination of shortages of imported steel and the subsequent recall of workers to motor vehicle and parts plants was one of the main reasons for the well-maintained level of employment. Another factor of considerable importance was the mild weather during the first half of the month, which allowed construction work in many parts of southern Ontario to continue later than usual.

After an initial upsurge in the early months of 1959, employment in the province tended to level off, moving irregularly in the last six months at an average level that was 3 per cent above the same period in 1958. One of the main features was the sharp drop in aircraft employment in February, brought about by the cancellation of the Arrow program. This was outweighed by a subsequent expansion over a broad range of industries led by a 10-per-cent rise in the manufacture of iron and steel products during the second and third quarters. Work stoppages brought about by the steel strike in the United States, largely confined to motor vehicles and parts manufacturing, tended to check the rise of employment in the fourth quarter.

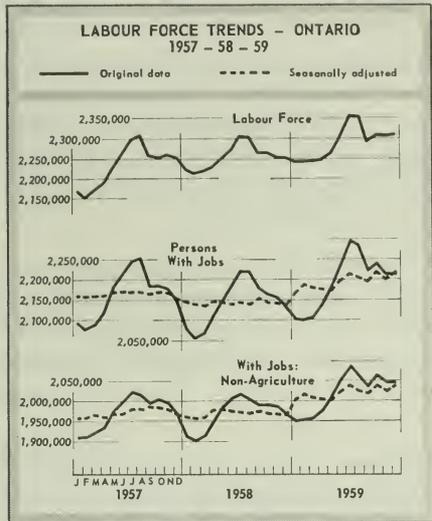
In the northern parts of the region employment conditions were much better than December 1958, when the Sudbury strike had been in progress for three months. This year not only was mining activity maintained at a high level, but pulp cutting and construction programs were considerably larger.

With the recall of automobile workers, unemployment fell during December in Oshawa and parts of the Niagara Peninsula. In other parts of the region the seasonal decline in construction and year-end layoffs for stocktaking in manufacturing increased the seasonal labour surplus. At the year-end the classification of the 34 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 7 (9); in moderate surplus, 25 (25); in balance, 2 (0).

Local Area Developments

Windsor (metropolitan) remained in Group 1. Employment in automobile plants, which had not been affected drastically by steel shortages, showed some increase during the month. There was, however, a greater decline in some seasonal industries, resulting in a net increase in unemployment. Shortages of some professional skills continued.

Toronto (metropolitan) was reclassified from Group 3 to Group 2. Employment was slightly higher and unemployment was close to last year's level; iron and steel products and non-ferrous metal products showed strong gains over



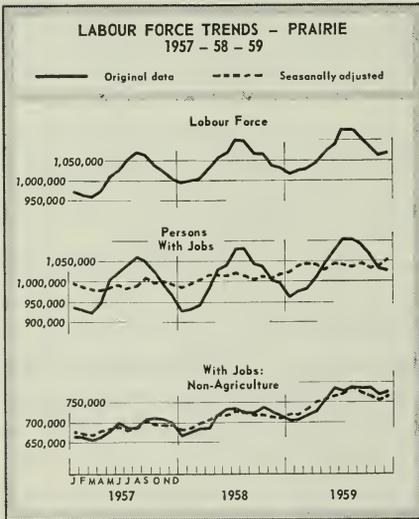
the year. During December there was a layoff of more than 300 workers in aircraft manufacturing, the first for some months in this industry. Manpower shortages were reported in some professional and skilled occupations.

Hamilton (metropolitan) remained in Group 2. As in most industrial centres, the renewed flow of imported steel resulted in increased activity in some firms, and primary steel producers continued to operate at capacity. On the other hand, the railway rolling stock industry had only a minimum staff due to a lack of orders. The continued strike of carpenters has resulted in the layoff of about 3,500 workers.

Ottawa-Hull (metropolitan) was reclassified from Group 3 to Group 2. Registrations for employment at NES offices rose more sharply than usual in the early part of December as a result of heavy layoffs in construction. Demand for workers strengthened in the last half of the month, however, with improved weather conditions. Total employment in the area was about 2 per cent higher than last year.

Oshawa (major industrial) was reclassified from Group 1 to Group 2. Unemployment dropped by about one-half as motor vehicle production got underway again. Generally, there were enough workers available to satisfy requirements, but occupational shortages included chemical and mechanical engineers, designers, machinists, pharmacists and registered nurses.

PRAIRIE



Favourable weather conditions prevailed in most parts of the Prairie region, moderating the usual decline in employment. The small decrease from November brought the estimated number of persons holding jobs to 1,028,000 in December, 40,000 higher than in the last month of 1958. A large volume of work at construction projects was carried on into December, causing the seasonal decline in construction to be substantially smaller than usual. Manufacturing was buoyant, and the increased employment of people in sales and clerical occupations associated with Christmas buying helped to bring about a non-seasonal increase in non-agricultural employment. The seasonal reduction in farm employment

continued, however, offsetting the non-farm increase.

At the end of the year 253,000 were estimated to be employed in agriculture, some 6 per cent less than at the end of 1958. Non-farm employment, however, moved up almost 8 per cent to bring about a 4 per cent increase in over-all employment. Construction employment was roughly 10 per cent above the year-earlier level as a result of a considerable increase in industrial and commercial building, while the number of houses under construction at the beginning of December in centres of 5,000 population and over was slightly higher than a year earlier. Employment gains of more than 5 per cent from

the end of 1958 were registered in manufacturing, trade and service. Employment in minerals benefited from improved production levels in 1959 in iron ore, copper and petroleum. At the end of the year the number of oil drilling rigs in operation was 12 per cent greater than a year earlier. Increased exploitation of the lignite fields of southeastern Saskatchewan and exports of coal to Japan from the Crowsnest Pass largely arrested the long-run decline of coal mining employment. Transportation, storage and communication, important in the Prairie region because of the large numbers of workers involved, employed a slightly higher number of workers at the end of 1959 than at the end of the previous year.

The seasonal rise in unemployment continued over the month, 12 of the 20 labour market areas being reclassified to categories of increased labour surplus. The area classification at the end of December was as follows (last year's figures in brackets): in substantial surplus, 6 (8); in moderate surplus, 14 (12).

Local Area Developments

Calgary and Edmonton (metropolitan) remained in Group 2. Mild weather checked the seasonal decline in construction activity to some extent and helped to maintain employment in that industry. Most other industries experienced seasonal declines and there was some curtailment of logging in northern Alberta until the ground is made more solid by heavier frost. Sawmills and planer mills were affected by shortages of logs.

Winnipeg (metropolitan) was reclassified from Group 3 to Group 2. A layoff occurred when a beet sugar manufacturing plant ended its 1959 production. Workers in the needle trades were also released temporarily. The number of construction workers registered with the National Employment Service increased from November but remained almost 15 per cent below the December 1958 total.

Fort William-Port Arthur (major industrial) was reclassified from Group 2 to Group 1. Pulp wood logging continued at a fairly high level but the close of navigation at mid-month resulted in layoffs of stevedores and other transportation workers. Considerable quantities of wet grain arrived for drying; priority for it slowed total grain shipments because of the long handling time required for moisture removal.

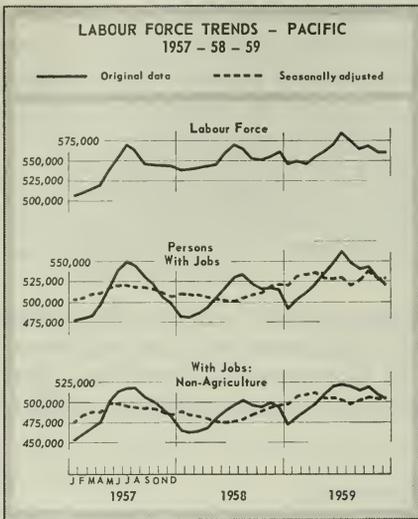
Brandon, Moose Jaw, North Battleford, Regina (major agricultural) and **Swift Current, Drumheller, Medicine Hat** (minor) were reclassified from Group 3 to Group 2.

Prince Albert, Yorkton (major agricultural) and **Dawson Creek** (minor) were reclassified from Group 2 to Group 1.

PACIFIC

After a moderate decline over the month, employment in the Pacific region was estimated to total 522,000 in December, 8,000 more than at the same time in 1958. Most of the change occurred in industrial employment. Agriculture remained inactive; the number of workers declined slightly.

Much of the contraction in employment over the month was attributed to construction. Although commercial building held up fairly well, housebuilding again fell off. The number of units under construction in centres of 5,000



population and over at the beginning of December was down more than 5 per cent from a month earlier, and about 25 per cent from the same time in 1958. Associated trades and suppliers for the construction industry were also affected.

Logging held steady; Christmas shutdowns were shorter than usual, especially on the coast, where weather conditions were particularly good. In the northern part of the province and on the Queen Charlotte Islands the weather was less favourable and a number of camps closed. A high level of production continued in sawmills and in pulp and paper plants but some reductions occurred in shingle mills. Machine shops and other suppliers for the forestry

industry were benefited by the strong levels of activity.

At mid-month herring fishing was suspended, and more than 1,000 fishermen and several hundred workers in reduction plants became unemployed. Oil drilling increased over the month; an average of more than 40 per cent more rigs were in operation in December than in November. In mining and in the shipyards there were only minor changes in the over-all level of activity.

Unemployment increased over the month but the total remained lower than at the end of 1958. Four labour market areas were reclassified to categories indicating surpluses of labour. At the end of December the classification of the 11 areas was as follows (last year's figures in brackets): in substantial surplus, 4 (5); in moderate surplus, 6 (5); in balance, 1 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan) was reclassified from Group 2 to Group 1. A between-season layoff in sugar refining temporarily affected more than 100 workers. On the waterfront almost every deep sea berth was occupied at month-end and some ships were anchored in mid-stream to await loading, as moisture removal slowed grain handling somewhat. Registrations of loggers at the National Employment Service were down by about 40 per cent from the same time last year.

Central Vancouver Island (minor) was reclassified from Group 3 to Group 2. Although generally logging held up rather well, snow on the upper levels and other seasonal factors depressed forestry employment during the month. The surplus of unemployed workers was increased by the return of some loggers from other districts where seasonal layoffs had taken place earlier. Construction employment declined seasonally.

Chilliwack and Okanagan Valley (minor) were reclassified from Group 2 to Group 1. Seasonally low levels of activity prevailed in agriculture and the food packing industry. Logging and sawmilling were steady except for holiday shutdowns.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

As 1959 ended, collective bargaining was in progress for more than 75 major agreements affecting 207,000 Canadian workers. New major agreements signed during December granted wage increases to an additional 13,000 workers. The most important negotiations in progress at the year-end were those between the major railways and the 15 unions representing non-operating employees; little progress was made in these talks during December and discussions were scheduled to resume early in January. At the end of the year, the strike of 1,800 textile workers at the Magog plant of Dominion Textiles, then three months old, was still unsettled.

Among the new contracts signed during December were those at the plants of **Continental** and **American Can** Companies, which signed agreements negotiated by the parent companies in the United States; these were similar to the contracts signed with the U.S. locals of the **United Steelworkers**. The agreement included a package increase of approximately 28 cents an hour for about 2,000 employees in the plant, office and sales force of Continental Can Company in metropolitan Toronto, Chatham, Ont., and Burnaby, B.C., and for 300 plant employees of American Can Company in Vancouver. Workers in the remaining branches of American Can, in various centres in Ontario and Quebec, and in the Continental Can operation at St. Laurent, Que., were not affected by the Steelworkers' settlement, as they are represented by CLC-chartered locals; in December these were in the process of negotiating separate agreements. The three-year agreement with the Steelworkers provided for 7 cents an hour retroactive to October 1, 1959 and similar increases each year until the contract expires. Fringe benefits will add another estimated 7.2 cents an hour.

The United Hatters International Union, representing 1,600 millinery workers, 65 per cent of them women, was engaged in collective bargaining for a new agreement with the **Millinery Manufacturing Association of Montreal**. In addition to higher wages, the union was seeking a reduction in the work week from 40 to 35 hours, the standard in the U.S. millinery industry. It argued that a shorter work week would spread or at least maintain employment. The union contended that this measure was necessary because the industry has been adversely affected by U.S. imports, the effect of which has been aggravated by the practice, recently adopted by some stores, of leasing their millinery departments to concessionaires specializing in American-made headgear. As a means of counteracting this competition, the union proposed that 1 per cent of the payroll be allocated to a fund to assist the industry in promoting the sale of Canadian-made hats.

In the "Collective Bargaining Calendar for 1960" and the "Collective Bargaining Scene" (below), the short titles by which the unions are listed are those used in the 1959 edition of *Labour Organizations in Canada*; this practice will be followed from now on.

In order to make room for the Bargaining Calendar (page 14), Current Labour Statistics will not appear this month only.

BARGAINING CALENDAR FOR 1960

Collective agreements covering 500 or more workers listed by month in which they terminate.
Agreements in the construction industry are excluded.

JANUARY

Company and Location	Union
B.C. Electric Railway, company-wide.....	Office Empl. (AFL-CIO/CLC)
Bristol Aircraft (Western), Winnipeg, Man.....	Machinists (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.....	Mining Empl. Federation (CCCL)
Canadian Marconi, Montreal, Que.....	Empl. Council (Ind.)
De Havilland Aircraft, Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC) (plant wkrs.)
Dominion Glass, Hamilton, Ont.....	Glass and Ceramic Wkrs. (AFL-CIO/CLC)
Firestone Tire, Hamilton, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.....	Public Service Empl. (CLC)

FEBRUARY

Association des Marchands Détaillants (Produits Alimentaires), Quebec, P.Q.....	Commerce Empl. Federation (CCCL)
B.A. Oil, Clarkson, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.....	Bakery Wkrs. (CLC)
Can-Met Explorations, Elliot Lake, Ont.....	Steelworkers (AFL-CIO/CLC)
City of Vancouver, B.C.....	B.C. Peace Officers (CLC)
City of Vancouver, B.C.....	Fire Fighters (AFL-CIO/CLC)
Dairies (various), Toronto, Ont.....	Teamsters (CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.....	Clothing Wkrs. Federation (CCCL)
Goodyear Tire, New Toronto, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assoc., Montreal, Que.....	Hatters (AFL-CIO/CLC)

MARCH

Alberta Govt. Telephones, province-wide.....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
B.C. Telephone, province-wide.....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co., western Canada.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers, eight plants.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.....	Sheet Metal Wkrs. (AFL-CIO/CLC)
City of Toronto, Ont.....	Fire Fighters (AFL-CIO/CLC)
City of Toronto, Ont.....	Public Empl. (CLC) (inside staff)
City of Toronto, Ont.....	Public Empl. (CLC) (outside staff)
City of Winnipeg, Man.....	Public Service Empl. (CLC)
Dairies (various), Vancouver, B.C.....	Teamsters (CLC)
Dom. Engineering Works, Lachine, Que.....	Machinists (AFL-CIO/CLC)
Gatineau Power, company-wide.....	I.B.E.W. (AFL-CIO/CLC)
Hammermill Paper, Matane, Que.....	Carpenters (AFL-CIO/CLC)
Manitoba Power Commission, province-wide.....	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide.....	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide.....	Manitoba Telephone Wkrs. (Ind.)
Metropolitan Toronto, Ont.....	Public Empl. (CLC)
Noranda Copper and Brass, Montreal, Que.....	Empl. Assoc. (Ind.)
Ontario Hydro, company-wide.....	Public Service Empl. (CLC)
Ready-mix concrete cos. (various), Toronto, Ont.....	Teamsters (CLC)
St. Boniface General Hospital, St. Boniface, Man.....	Empl. Union of Hospital Inst. (Ind.)
Sask. Govt.....	Sask. Civil Service (CLC) (labour services)
Swift Canadian, six plants.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Wilsil Ltd., Montreal, Que.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.....	Public Empl. (CLC)
Winnipeg Transit Commission, Winnipeg, Man.....	Street Railway Empl. (AFL-CIO/CLC)

APRIL

Abitibi Power & Paper, Iroquois Falls, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Abitibi Power & Paper, Sault Ste. Marie, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Anglo-Cdn. Paper, Quebec, Que.....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
B.C. Electric, province-wide.....	I.B.E.W. (AFL-CIO/CLC)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C.....	Longshoremen and Warehousemen (CLC)
Canada Paper, Windsor Mills, Que.....	Pulp and Paper Wkrs. Federation (CCCL)
Can. Steamship Lines, Ont. and Que.....	Railway Clerks (AFL-CIO/CLC)
Christie, Brown, Toronto, Ont.....	Bakery Wkrs. (CLC)
City of Quebec, Que.....	Municipal and School Empl. Federation (CCCL) (outside wkrs.)
City of Quebec, Que.....	Municipal and School Empl. Federation (CCCL) (inside wkrs.)
Consolidated Paper, Cap de la Madeleine and Three Rivers, Que...	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.....	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.....	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan Falls, Que.....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Bridge, Lachine, Que.....	Steelworkers (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.....	Pulp and Paper Wkrs. Federation (CCCL)
E.B. Eddy, Hull, Que.....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), and others
Food stores (various), Vancouver, B.C.....	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.....	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), and others
KVP Company, Espanola, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)

Company and Location	Union
Kellogg Co., London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Mersey Paper, Liverpool, N.S.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Ont.-Minnesota Paper, Fort Francis & Kenora, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Provincial Paper, Thorold, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
St. Lawrence Corp., Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)

MAY

Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
B.C. Electric Railway, company-wide	Street Railway Empl. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
CPR, Canada-wide	Trainmen (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assoc. (Ind.)
Dominion Rubber, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Norton Co., Chippawa, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Sask. Power Corp., Regina, Sask.	Oil Wkrs. (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan Falls & Grand'Mère, Que.	United Textile Wkrs. (AFL-CIO/CLC)

JUNE

Alaska Pine & Cellulose, Woodfibre & Port Alice, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Cdn. Sugar Factories, Raymond, Alta.	CLC-chartered local
Cascapedia Mfrs. & Trading, Gaspé Peninsula, Que.	Woodcutters, Farmers Union (Ind.)
Cloak Mfrs. Assoc., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Columbia Cellulose, Watson Island, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Courtaulds (Can.), Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Crown Zellerbach, Ocean Falls, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Hôpital Hotel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
MacMillan & Bloedel, Port Alberni, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Powell River Co., Powell River & Stillwater, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assoc. (Ind.)

JULY

Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Dress Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Fraser Cos., Cabano, Que.	Woodcutters, Farmers Union (Ind.)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steinbergs, Montreal, Que.	Empl. Protective Assoc. (Ind.)

AUGUST

Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Canadian Cottons, Cornwall & Hamilton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)

Company and Location

Union

K.V.P. Company, Espanola, Ont.....	Carpenters (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.....	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.....	Carpenters (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.....	Carpenters (AFL-CIO/CLC)
North. Interior Lumbermen's Assoc., northern B.C.....	Woodworkers (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.....	Carpenters (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.....	Carpenters (AFL-CIO/CLC)

SEPTEMBER

Aluminum Co., Arvida, Que.....	Metal Trades' Federation (CCCL)
Canadair, St. Laurent, Que.....	Machinists (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.....	Railway Carmen (AFL-CIO/CLC)
Consumers Glass, Montreal, Que.....	Glass Bottle Blowers (AFL-CIO/CLC)
De Havilland Aircraft, Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC) (office wkrs.)
Dryden Paper, Dryden, Ont.....	Carpenters (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.....	Steelworkers (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.....	United Garment Wkrs. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.....	Empl. Assoc. (Ind.)
Outboard Marine, Peterborough, Ont.....	Steelworkers (AFL-CIO/CLC)
Saskatchewan Govt.....	Sask. Civil Service (CLC)
Sask. Govt. Telephone, province-wide.....	Communications Wkrs. (AFL-CIO/CLC)

OCTOBER

Aluminum Co., Ile Maligne, Que.....	Metal Trades' Federation (CCCL)
Aluminum Co., Shawinigan Falls, Que.....	Metal Trades' Federation (CCCL)
Burrard Dry Dock, Vancouver, B.C.....	twelve unions
Canada Safeway, Winnipeg, Man.....	Retail Clerks (AFL-CIO/CLC)
Crawley & McCracken, Elliot Lake, Ont.....	Hotel Empl. (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.....	Empl. Assoc. (Ind.)
Dow Chemical, Sarnia, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
General Cigar, Montreal, Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.....	Textile Federation (CCCL)
Imperial Tobacco, Granby, Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Imperial Tobacco, Montreal, Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.....	Communications Wkrs. (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.....	Photo Engravers (AFL-CIO/CLC)
Sheet metal firms (various), Vancouver, B.C.....	Shipyard Wkrs. (CLC)
Tuckett Tobacco, Hamilton, Ont.....	Tobacco Wkrs. (AFL-CIO/CLC)

NOVEMBER

Bell Telephone, Ont. & Que.....	Traffic Empl. (Ind.)
Cdn. Kodak, Mount Dennis, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.....	I.B.E.W. (AFL-CIO/CLC)
City of Montreal, Que.....	Municipal and School Empl. Federation (CCCL) (office wkrs.)
Lever Bros. Toronto, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Northwest Industries, Edmonton, Alta.....	Machinists (AFL-CIO/CLC)
Phillips Electronics Industries, Toronto, Ont.....	I.B.E.W. (AFL-CIO/CLC)
Rock City Tobacco, Quebec, Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que.....	Metal Trades' Federation (CCCL)
Toronto Western Hospital, Toronto, Ont.....	Building Service Empl. (AFL-CIO/CLC)

DECEMBER

Aluminum Co., Kingston, Ont.....	Steelworkers (AFL-CIO/CLC)
Association Patronale des Mfirs. de Chaussures, Quebec, P.Q.....	Leather and Shoe Wkrs. Federation (CCCL)
Bell Telephone, Ont. & Que.....	Canadian Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que., Ont., Man., Alta., B.C.....	Canadian Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que., Ont., Man., Alta., B.C.....	Canadian Telephone Empl. (Ind.) (plant dept.)
B.C. Hotels Assoc., Vancouver, B.C.....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C.....	Hotel Empl. (AFL-CIO/CLC)
British Rubber, Lachine, Que.....	CLC-chartered local
Calgary Power, Calgary, Alta.....	Empl. Assoc. (Ind.)
Cdn. General Electric, Toronto, Ont.....	U.E. (Ind.)
Cdn. Lithographers Assoc., eastern Canada.....	Lithographers (CLC)
Canadian Vickers, Montreal, Que.....	Metal Trades' Federation (CCCL)
City of Calgary, Alta.....	Public Empl. (CLC)
City of Calgary, Alta.....	Public Empl. (CLC) (outside wkrs.)
City of Edmonton, Alta.....	Public Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.....	Public Empl. (CLC) (outside wkrs.)
C.N.R. (Communications Dept.).....	Railroad Telegraphers (AFL-CIO/CLC)
Davie Shipbuilding, Sorel, Que.....	Metal Trades' Federation (CCCL)
G.T. Davie & Sons, Lauzon, Que.....	Metal Trades' Federation (CCCL)
Eastern Car, Trenton, N.S.....	Steelworkers (AFL-CIO/CLC)
Ladies Cloak & Suit Mfirs. Assoc., Winnipeg, Man.....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Port William, Ont.....	Railway Clerks (AFL-CIO/CLC)
Malartic Gold Fields, Halet, Que.....	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.....	Metal Trades' Federation (CCCL)
Miner Rubber, Granby, Que.....	Rubber Wkrs. (AFL-CIO/CLC)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask.....	CLC-Chartered local (hospital empl.)
Shipping Federation of Can., Halifax, N.S.....	I.L.A. (CLC)
Shipping Federation of Can., Montreal, Que.....	I.L.A. (CLC)
Shipping Federation of Can., Saint John, N.B.....	I.L.A. (CLC)
Toronto General Hospital, Toronto, Ont.....	Building Service Empl. (AFL-CIO/CLC)
Toronto Telegram, Toronto, Ont.....	Newspaper Guild (AFL-CIO/CLC)

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During January, February and March 1960

(except those under negotiation in December 1959)

Company and Location	Union
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Association des Marchands Détaillants (Produits Alimentaires), Quebec, P.Q.	Commerce Empl. Federation (CCCL)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Telephone, province-wide	B.C. Telephone Wkrs. (Ind.)
Bristol Aircraft (Western), Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co., western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Sheet Metal Wkrs. (AFL-CIO/CLC)
Can-Met Explorations, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Can. Packers, eight plants	Packinghouse Wkrs. (AFL-CIO/CLC)
City of Toronto, Ont.	Firefighters (AFL-CIO/CLC)
City of Toronto, Ont.	Public Empl. (CLC) (inside staff)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
City of Vancouver, B.C.	Firefighters (AFL-CIO/CLC)
City of Vancouver, B.C.	B.C. Peace Officers (CLC)
City of Winnipeg, Man.	Public Service Empl. (CLC)
Colonial Steamships, Port Colborne, Ont.	Seafarers (AFL-CIO)
Dairies (various), Toronto, Ont.	Teamsters (CLC)
Dairies (various), Vancouver, B.C.	Teamsters (CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Gatineau Power, company-wide	I.B.E.W. (AFL-CIO/CLC)
Goodyear Tire, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hammermill Paper, Matane, Que.	Carpenters (AFL-CIO/CLC)
Manitoba Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide	Manitoba Telephone Wkrs. (Ind.)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Noranda Copper and Brass, Montreal, Que.	Empl. Assoc. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Province of Saskatchewan	Sask. Civil Service (CLC) (labour services)
Ready-mix concrete cos. (various), Toronto, Ont.	Teamsters (CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Inst. (Ind.)
Swift Cdn., six plants	Packinghouse Wkrs. (AFL-CIO/CLC)
Township of Scarborough, Ont.	Public Empl. (CLC)
Wilsil Ltd., Montreal, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Transit Commission, Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During December

Bargaining

Company and Location	Union
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC)
American Can, Ontario and Quebec	CLC-chartered local
Asbestos Corp., Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Association des Marchands Détaillants (Auto-Voiture), Quebec, P.Q.	CCCL-chartered local
B.C. Electric Railway, Vancouver, B.C.	Office Empl. (AFL-CIO/CLC)
Building suppliers, Vancouver, B.C.	Teamsters (CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Canners, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec, Que.	I.U.E. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CCCL)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
CNR, CPR, other railways, Canada-wide	15 unions (non-operating empl.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
City of Montreal, Que.	Firefighters (AFL-CIO/CLC)
City of Montreal, Que.	CLC-chartered local
City of Ottawa, Ont.	Public Empl. (CLC)
City of Vancouver, B.C.	Public Empl. (CLC) (inside staff)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
City of Winnipeg, Man.	Firefighters (AFL-CIO/CLC)

Company and Location	Union
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CCCL)
Continental Can, St. Laurent, Que.	CLC-chartered local
Crown Zellerbach, Vancouver, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Firestone Tire, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CCCL)
Iron Ore of Can., Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Millinery Mfrs. Assoc., Montreal, Que.	Hatters (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Service Empl. (CLC)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

Conciliation Officer

Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL)
Bicfoot Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Communauté des Soeurs de la Charité de la Providence, Montreal, P.Q.	Services Federation (CCCL)
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
Printing Industries Council, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
St. Raymond Paper, Desbiens, Que.	Woodcutters, Farmers Union (Ind.)
Trans-Canada Airlines, company-wide	Air Line Pilots (Ind.)

Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Bindery Room Employees, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cdn. Aviation Electronics, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
Canada Cement, company-wide	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Industries, Millhaven, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Consumers Gas, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Queмонт Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Post-Conciliation Bargaining

Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Drummondville, Que.	Textile Federation (CCCL) (see also under Work Stoppage)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Arbitration

Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Work Stoppage

Dominion Textile, Magog, Que.	Textile Federation (CCCL)
-------------------------------	---------------------------

Part III—Settlements Reached During December 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ATLAS ASBESTOS, MONTREAL, QUE.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 400 empl.—6 cents an hr. retroactive to March 1, 1959 and 5 cents an hr. eff. March 1, 1960; employer to contribute towards pension plan whereas formerly only employees made contributions.

AVRO AIRCRAFT, MALTON, ONT.—MACHINISTS (AFL-CIO/CLC) (TECHNICIANS): present contract extended to July 31, 1961 without change.

CITY OF EDMONTON, ALTA.—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 560 empl.—5-per-cent increase in wages during 1959 and 3½ per cent during 1960.

CPR, WESTERN REGION—TRAINMEN (AFL-CIO/CLC): settlement terms not yet available.

CRANE LIMITED, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—6-cent-an-hr. increase retroactive to May 1, 1959; 5-cent-an-hr. increase eff. Nov. 1, 1960; skilled workers to receive an additional 5 cents an hr. retroactive to Nov. 1, 1959; improved health insurance plan; vested right clause improved for employees aged 40 or with 15 yrs. service; pension plan increased \$10 per month to a maximum of \$65 per month.

CONTINENTAL CAN, NEW TORONTO, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement affecting 800 wkrs.—an increase of 7 cents an hr. on base rates plus an increase in the increment between standard job class rates eff. Oct. 1, 1960 and an equal increase on Oct. 1, 1961; improvements in SUB, hospital and group insurance, pension and sick benefits.

DOMINION STRUCTURAL STEEL, MONTREAL, QUE.—MINERWORKERS (IND.): 2-yr. agreement affecting 500 wkrs.—5-cent-an-hr. increase retroactive to Nov. 30, 1959 and 6-cent-an-hr. increase eff. Aug. 1, 1960; 2 days bereavement leave without loss of pay for deaths occurring in the immediate family of the employee; shift premium for afternoon and evening shifts increased by 1 cent an hr.

FAIREY AVIATION, DARTMOUTH, N.S.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increase of 4 cents an hr. retroactive to June 1, 1959; a further increase of 7 cents an hr. eff. June 1, 1960.

HOTEL CHATEAU FRONTENAC (CPR), QUEBEC, QUE.—RAILWAY, TRANSPORT AND GENERAL WKRS. (CLC): 33-mo. agreement covering 580 empl.—5-cent-an-hr. increase retroactive to June 1, 1959 with an additional 3 cents an hr. eff. May 1, 1960 and 2 cents an hr. eff. April 1, 1961.

HOTEL EMPRESS (CPR), VICTORIA, B.C.—RAILWAY, TRANSPORT AND GENERAL WKRS. (CLC): 33-mo. agreement covering 500 empl.—wage increase of 5 cents an hr. retroactive to June 1, 1959 and an additional 3 cents an hr. eff. May 1, 1960 and 2 cents an hr. eff. April 1, 1961; improved vacation plan; some changes in work rules.

MANITOBA ROLLING MILL, SELKIRK, MAN.—STEELWORKERS (AFL-CIO/CLC): 1-yr. agreement covering 800 wkrs.—wage increase of 4 cents an hr. retroactive to April 16, 1959 and an additional 3 cents an hr. retroactive to Nov. 15, 1959; some revisions made to the incentive wage plan.

MARITIME TELEGRAPHS AND TELEPHONE, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC DEPARTMENT): 1-yr. agreement affecting 600 empl.—general wage increase ranging from \$1.05 to \$3.75 per wk.

PAGE-HERSEY TUBES, WELLAND, ONT.—U.E. (IND.): 1-yr. agreement covering 1,000 wkrs.—general wage increase of 6 cents an hr.; 3 wks. vacation with pay after 10 yrs. service (formerly 3 wks. after 12 yrs.); employees working on legal holidays to receive \$18 per day rather than \$17.25 per day as formerly.

SPORTSWEAR MFRS. GUILD, TORONTO, ONT.—LADIES GARMENT WORKERS (AFL-CIO/CLC): the agreement which covers 1,200 wkrs. was extended until July 31, 1960 without change in terms.

THOMPSON PRODUCTS, ST. CATHARINES, ONT.—EMPLOYEES ASSOC. (IND.): 1-yr. agreement covering 700 empl.—general wage increase of 6 cents an hr. eff. Dec. 1, 1959; additional increase of 6 cents an hr. for skilled trades; a cost-of-living bonus amounting to 8 cents an hr. was incorporated into the base rates.

WALTER M. LOWNY, MONTREAL, QUE.—BAKERY WORKERS (CLC): 2-yr. agreement affecting 650 empl.—wage increases of 8 cents an hr. for male empl. and 5 cents an hr. for female empl. were granted retroactive to March 1959; an additional increase of 8 cents an hr. for male empl. and 4 cents an hr. for female empl. eff. March 1960; 4 wks. vacation with pay after 25 yrs. service (formerly no provision for 4 wks. vacation); employees with 2 yrs. service will be paid for some statutory holidays even if temporarily laid off at the time; double pay for Sunday work; improvements in premium pay for afternoon and night shifts eff. March 1959.

NOTES OF CURRENT INTEREST

605 Winter Works Projects Approved in First Week

There were 605 municipal works projects accepted for federal contribution under the Municipal Winter Works Incentive Program up to December 4. The program became effective on December 1.

On the same date in 1958, the year the program was inaugurated, 100 projects had been approved. In 1959 it had been possible to announce the program earlier, and as a result a large number of projects had already been accepted by the federal Government by the time the program opened.

All 10 provinces have agreed to take part in this winter's program and, up to December 4, projects have been submitted by all provinces except Prince Edward Island.

The total cost of the projects accepted up to December 4 was about \$33,000,000, of which about \$24,973,000 will be spent during the five months the program is in effect—December 1, 1959 to April 30, 1960. The total direct payroll cost involved in the projects during this period was estimated at about \$9,500,000. Of this, the federal Government will contribute about \$4,671,000. Direct payroll costs make up almost 40 per cent of the expenditures on these projects.

It is expected that 13,392 men will be hired as a direct result of projects already approved and that the total on-site employment will amount to 701,354 man-days.

Under the terms of the program the Government offers to pay one-half the direct payroll costs of a municipality or its contractors or subcontractors on accepted winter works projects. For the purpose of the

incentive program, winter works projects will include work that would not normally be undertaken during the winter months and that is designed to create additional employment.

Projects which are eligible are:

(a) Needed public projects municipalities have considered undertaking some time in the future which can be undertaken this winter;

(b) New projects that can be carried out this winter;

(c) Additional work on existing projects over and above the work that would have been carried out in any event this winter.

The types of work coming under the terms of this offer are: the construction and major reconstruction of streets, sidewalks and municipal roads; the construction and major reconstruction of water, sewage and storm sewage facilities not including buildings; and the construction and development of municipal parks and playgrounds.

Five provinces are again offering further incentives for projects undertaken by their municipalities. Ontario, Prince Edward Island, Saskatchewan, Alberta and British Columbia have offered an extra 25 per cent of payroll costs on top of the federal Government's 50 per cent.

The number of projects approved for each province was as follows: Newfoundland, 15; Nova Scotia, 5; New Brunswick, 33; Quebec, 15; Ontario, 206; Manitoba, 40; Saskatchewan, 112; Alberta, 39; British Columbia, 140.

Will Not Use Winter Work Plan So That More Qualify For Insurance

Reports that the Unemployment Insurance Commission would co-operate with municipalities to enable more workers to qualify for unemployment insurance by means of the Municipal Winter Works Incentive Program were recently refuted by officials of the Montreal office of the UIC.

It had been rumoured that a worker who was short of weekly unemployment insurance contributions would be employed on the winter employment projects aided by federal grants until he had qualified for

benefit, and would then be laid off to make way for another worker who was short of contributions.

"Such a course of action is incompatible with the Unemployment Insurance Act, whose objective is to protect workers against involuntary unemployment," the UIC statement said. "Such a policy would result in abandonment of the principle of the best qualified applicants being referred to job vacancies." The fact that a person is or is not drawing unemployment insurance

benefit is never taken into account in referring him to an employer, it added.

The Commission believes that workers would rather be working than drawing benefits, and obviously could not be a party to an arrangement that discriminated between workers in the way suggested, the Montreal statement said.

John L. Lewis Decides to Retire, Was UMW President 40 Years

John L. Lewis, President of the United Mine Workers for 40 years, will retire early this year. He will be 80 years old on February 12.

He will be succeeded by Thomas Kennedy, the union's Vice-President.

Mr. Lewis announced his pending retirement in a letter, dated December 15 and addressed to UMW members, that was published in the union's bi-monthly magazine, the *United Mine Workers Journal*.

Born in Lucas, Iowa, he quit school while in the seventh grade to drive mules in the coal mines. His father and grandfather were Welsh coal miners. In 1917 he was elected UMW Vice-President and two years later became President.

He was defeated in 1921 in an attempt to unseat Samuel Gompers as President of the American Federation of Labour.

In 1935 he took the Mine Workers out of the AFL and, with them, other dissident unions and formed the Congress of Industrial Organizations. He became the CIO's first President.

He withdrew his union from the CIO in 1942, re-affiliated with the AFL in 1946, and again broke with the AFL the following year. In Canada, it remained affiliated with the Canadian Labour Congress until December 1955, when it was expelled for non-payment of per capita tax. Since then the UMW has been independent.

During his presidency, the miners became the highest-paid and most adequately insured group of industrial workers in the world—U.S. miners now earn \$24 a day. The union's pension and welfare fund has become a model of industry-financed social security.

The UMW does not have provision for a president emeritus but Mr. Lewis' successor, Thomas Kennedy, has announced that he would ask the union's executive board to create such a post for the retiring President.

Like Mr. Lewis, Mr. Kennedy began working in the mines while in his teens. Now 72 years of age, he has been a union member for almost 60 years and an officer

of the UMW since 1925, when he became international Secretary-Treasurer. He served as Lieutenant-Governor of Pennsylvania from 1935 to 1939.

Head of Special Services Branch, Walter W. Dawson Retires

Walter W. Dawson, a deputy minister in Saskatchewan in the 1940's, and latterly Director of the Special Services Branch of the Department of Labour, retired from federal government service last month.

Well-known from coast to coast for his work in the farm labour field and in connection with group movements of immigrants into Canada, Mr. Dawson played a vital role last winter in the organization and administration of the Municipal Winter Works Incentive Program.

Mr. Dawson's career in the public service began in his native province, Saskatchewan, after his discharge from the army in 1919. His military career extended from 1914 to 1919, during which time he served in France with the 28th Battalion of the Second Division.

From 1920 to 1924 he worked with the federal Income Tax Branch. At the height of the depression of the 1930's he served as director of relief for the province of Saskatchewan. At one point in his career, during the winter of 1937-38, more than half of the population of the province was on relief.

In 1941 he added the duties of Director of Farm Labour for Saskatchewan and in 1943 he was loaned by the province to serve as representative of agriculture on the federal Wartime Mobilization Board. In 1944 he returned to Saskatchewan as Deputy Minister of the Department of Labour and Public Welfare.

In 1946 he joined the Japanese Division of the federal Department of Labour as Supervisor of Japanese Employment Placement, working in Saskatchewan. The following year he came to Ottawa to head the Department's Special Services Branch and act as co-ordinator of federal-provincial farm labour programs. For a number of years he was concerned with the organization of group movements of more than 100,000 immigrants to Canada.

During his last four years of federal government service he was increasingly concerned with the development of the National Winter Employment Campaign as a senior member of the working committee co-ordinating government activities in that field.

L. M. Messmer, Vice-President of Alberta Labour Federation, Dies

L. M. Messmer, Vice-President for Southern Alberta of the Alberta Federation of Labour, died Christmas Eve at the age of 34 years.

Mr. Messmer had been re-elected for the fourth consecutive year at the Federation's convention in Edmonton last October.

His union career began when he was elected president of the local union at the Dominion Glass Company in Redcliffe, Alta.

When the membership voted to enter the Canadian Congress of Labour, Mr. Messmer was elected business agent for the glass and pottery locals. In 1955 the union came under the jurisdiction of the United Glass and Ceramic Workers of North America (CCL).

When the Industrial Federation of Labour of Alberta and the Alberta Federation of Labour merged in September 1956 (L.G. 1956, p. 1261), Mr. Messmer was elected southern vice-president. He was active also in the Medicine Hat and District Labour Council.

Quebec Requests Federal Govt. To Put Stop to Textile Imports

A motion urging the federal Government to adopt without delay suitable means to stop the "undesirable competition" of foreign textile products on the Quebec market was passed unanimously by the Quebec Legislative Assembly early in December.

The motion stated that the textile industry employs more than 50,000 people in some 350 mills scattered over the province, and that "said foreign imports in the province cause much unemployment and deprive thousands of workers of their livelihood." It contended that it was urgently necessary "to put a stop to this unjust and prejudicial competition," and it begged the federal authorities to take the required measures immediately.

Name Members of Enlarged Quebec Labour Relations Board

Composition of the Quebec Labour Relations Board was announced last month by Hon. Antonio Barrette, provincial Minister of Labour.

The Board has been enlarged to eight members to enable it to hold simultaneous sittings in two locations.

Judge Conrad Pelletier and H. C. Lebrun were reappointed Chairman and Vice-Chairman. Judge Pelletier, professor of indus-

trial legislation, Faculty of Law, Laval University, is a former Judge of the Sessions of the Peace.

The only other member carried over from the former board is Leo M. Côté. At the time of his appointment to the earlier board Mr. Côté was President of the Montreal Trades and Labour Council (TLC).

Other labour representatives on the Board are André Roy, President, Quebec Central Council (CCCL), and J. Eucher Corbeil, Treasurer, Quebec Federation of Labour (CLC).

Management representatives are: Claude Lavery, Secretary-General, Association of Professional Industrialists, K. G. K. Baker, Personnel Director, Howard Smith Paper Mills Limited; and Benoit Tousignant, Personnel Director, Quebec Cartier Mining Company, and onetime Chief Inspector of the Labour Relations Board.

Workmen's Compensation Act Amended by Quebec Legislature

A bill amending the Quebec Workmen's Compensation Act was passed by the provincial Legislature last month.

The amendment increases to \$5,000 from \$4,000 the basic salary on which indemnities to injured workers are to be calculated, and the rate of compensation is maintained at 75 per cent.

Indemnity to the widow of a worker fatally injured in an industrial accident was raised to \$75 a month instead of \$55. A widow with three children will now receive \$150 a month, compared with \$135 in Saskatchewan, the province with the next highest compensation.

The law is retroactive and persons now receiving compensation will receive increased indemnities.

Says Canada Should Produce More Engineering Technicians

Canada must produce three to four engineering technicians for every professional engineer produced, if the nation is to keep up with future demands in industry for technologically-trained personnel, R. M. Robinson, Vice-President, Canadian General Electric Company, told a meeting of the American Vocational Association in Chicago last month.

Mr. Robinson said that at present there exists a "very unbalanced ratio of engineers to engineering technicians" in Canada.

In the past year, Mr. Robinson noted, Canadian universities turned out 2,140 engineers, while only some 500 engineering

technicians graduated from Canadian technical schools, a ratio that is "just about the reverse of what it should be."

Mr. Robinson said that the engineering technician, in particular, is becoming more and more important in the industrial scheme of things, and suggested that a greater effort be made to attract the academically bright student into vocational and technical courses.

Manitoba Federation Submits Brief to Provincial Cabinet

Establishment of a full-time Workmen's Compensation Board, enactment of legislation providing for a compulsory check-off of union dues at the request of the majority of the employees in a bargaining unit, and the administration of the Fair Wages Act were among the more important measures requested in a brief presented last month by the Manitoba Federation of Labour to the Government of Manitoba.

The Federation also recommended an amendment to the Workmen's Compensation Act to provide for a medical appeal system and to make the findings of the Medical Board binding on the Workmen's Compensation Board.

Other recommendations asked that:

—Employment of females be prohibited in premises where the temperature is below 50 degrees Fahrenheit, unless proper ventilation is provided.

—The Building Trades Protection Act be amended to give the Building Trades Protection Board the responsibility for licensing carpenters and millwrights.

—A levy—estimated at 12½ cents per month per subscriber—be imposed on subscribers to the provincial hospital plan to provide a fund out of which student nurses' salaries of \$900 a year each could be paid. The average number of student nurses was estimated at 750.

—Accident prevention and industrial safety be placed under the supervision and control of the Workmen's Compensation Board.

The Federation also repeated a number of recommendations previously made to the Government. These included requests for: appointment of a full-time Minister of Labour; licensing of all journeymen plumbers and steamfitters, and steam, gas and oil pipe welders; compulsory government automobile insurance covering public liability and property damage; assumption by the Government of responsibility for the education of retarded children; patronage by the Government of union made goods

and services and consideration of the union label on all printing; a public works and a low-cost subsidized housing program to relieve unemployment; enactment of a legal maximum of 40 hours work a week for all industries and all parts of the province; and raising of the ceiling on annual earnings for calculation of workmen's compensation to \$5,000 from the present \$4,500.

UAW Seeks Royal Commission To Study Automobile Industry

The Canadian Council of the United Auto Workers, meeting in Brantford last month, called for the establishment of a Royal Commission on the automobile industry. The effects on employment of the importing of parts and vehicles should be given particular study, the Council suggested.

The delegates, who represented the union's 60,000 Canadian members, also requested Premier Frost of Ontario to convene a conference of union, industry and government leaders to deal with the social problems that result when industries move to another location.

George Burt, Canadian Director of the UAW, said not only the workers but whole communities have been "left in the lurch" by industries that move away after many years of profit making.

A resolution submitted by UAW members in the aircraft industry asked the federal Government either to get the United States to drop its 12-per-cent tariff on commercial aircraft or to place a matching tariff on aircraft imported from the United States. It was unanimously approved.

Issue Analysis of Welding Trade

Another in the series of trade analyses designed to assist in the development of uniform trade standards in Canada has been issued. It is *An Analysis of the Welding Trade*, which lists the essential operations that a fully-trained journeyman should be able to perform as well as the related theoretical knowledge he should master to be competent in his trade.

This is the twelfth analysis completed by a group of national committees appointed by the Department of Labour, working in conjunction with provincial apprenticeship authorities. Other trades covered are: heavy duty mechanic's; bricklaying; carpentry; machinist's; motor vehicle repair—body; motor vehicle repair—mechanical; plastering; plumbing; sheet metal; electrical; and painting and decorating.

The analyses are available from the Queen's Printer, Ottawa, for 50 cents a copy.

CCA Makes Submissions to Two Provincial Governments

During November the Canadian Construction Association submitted almost identical briefs to the Governments of Newfoundland and Nova Scotia.

The briefs dealt with housing, highways, tendering practices, labour relations, apprenticeship and wintertime construction.

The briefs suggested that the Governments:

—Minimize the use of provincial forces on public construction projects;

—Review and amend provincial labour legislation;

—Establish joint committees of interested parties and Government inter-departmental committees to co-ordinate the scheduling of both new and maintenance construction work to the greatest possible extent during the winter months;

—Undertake a comprehensive study of procedures governing the qualification of highway contractors;

—Consider the subject of mechanics' liens in an effort to achieve uniformity in legislation in all provinces.

In its submission to the Newfoundland Cabinet the Association pointed out the importance of construction programs to the economy of the province, noting that some \$83,000,000 would be spent on construction during the current year. Direct employment to some 9,500 persons would be provided as a result of the programs.

The Newfoundland delegation commended the Government for its program of pre-employment training and the excellent work it has done in opening up communications, particularly roads, to many parts of the province formerly accessible by sea only, and noted that the construction industry "has been heartened by the strong stand and leadership asserted in dealing with labour problems."

The brief also acquainted the Government of Newfoundland with the CCA recommendations to the federal Government suggesting that federal aid for road construction be placed on a continuing basis, and that aid be provided that will make home ownership feasible for the under-\$5,000-annually income group.

It urged the Government to facilitate the completion of the Newfoundland section of the Trans-Canada Highway with all possible speed.

In its brief to the Nova Scotia Government, the CCA pointed out that some \$190 million would be spent in the province during the current year. The program would provide employment for some 23,000 persons in the province.

CMA Brief to N.B. Cabinet Asks Changes in Labour Relations Act

In a brief to the New Brunswick Government, Canadian Manufacturers' Association representatives in the province strongly advised against any changes in the provincial Labour Relations Act "that will, in effect, narrow the area of discussions intended for the bargaining table."

The CMA representatives said they believed the Labour Relations Act was weighted in favour of unions. They believed the Act needed revision to take into account "the great changes that have occurred in trade unions since the Act was first passed."

The brief called the proposed measure "protective legislation" and suggested that "trade unions have grown into vast international organizations with tremendous, and often monopolistic powers, over our economy."

In recommending that trade unions "assume a greater responsibility towards society," the brief recommended that they be made "legal entities with power to sue and be sued for damages in civil courts."

The brief noted that "it causes a great feeling of frustration and injustice in the minds of employers, who are fully responsible for their corporate actions under the law, to have to deal with unions which have a practical immunity from the laws of the land."

Legal Picketing

Favouring the insertion in the Labour Relations Act of provisions to regulate picketing, the brief said, "there still seems to be great confusion in the minds of some trade unionists as to what constitutes legal picketing."

"We believe that if unions are made legally responsible for their actions and are restricted to legal picketing there will be little or no call for injunctions in labour disputes."

The Act should state clearly that "employers are free to express their views on an equal basis with trade unions provided they do not use coercion, intimidation, threats, promises or undue influence . . ."

The brief also asked that, if the province intended to refrain from using judges as conciliation board chairmen, the change be gradual and that time be given to develop a panel of experienced chairmen, suitable to both employers and unions.

All government department heads and those responsible for government purchasing were asked to lend support to the CMA "Buy Canadian" program.

Federal-Provincial Farm Labour Conference

Seventeenth meeting told farm labour situation in 1959 little changed from the previous year: satisfactory help either for seasonal or year-round work just as hard to find. Continued decline in farm labour force in 1960 is foreseen

The farm labour situation across Canada in 1959 showed no marked change from the previous year, according to reports presented at the 17th Federal-Provincial Farm Labour Conference, held in Ottawa on November 26 and 27.

Satisfactory help either for seasonal or for year-round work was as hard to find last year as ever, and growers of sugar beets in Ontario again had acute difficulty in obtaining and retaining competent labour for their seasonal work. In general, however, labour difficulties appeared to have been no greater than in 1958.

A continued decline in the farm labour force during 1960 was foreseen by Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, although he was unwilling to try to predict the extent of the decline.

In any event, he said, the farm sector of the economy will probably encounter stiffer competition in hiring farm help from non-farm industries than was the case in 1959.

Other important subjects discussed at the conference were: the extension of unemployment insurance to farm workers, immigration, farm accidents and workmen's compensation.

Walter Dawson, Director of the Special Services Branch of the Department of Labour, again acted as chairman of the conference.

The delegates were welcomed by Hon. Michael Starr, Minister of Labour. After referring to the pending retirement of Mr. Dawson and expressing appreciation of the excellent work Mr. Dawson had done in the farm labour field, the Minister praised the work that had been done on the winter work incentive program. He said that he understood farm labour would be harder to get in the future, but he thought that the difficulties could be overcome by co-operative effort.

Referring to the question of unemployment insurance for farm labour, Mr. Starr said that the Unemployment Insurance Commission had been instructed to study coverage for these workers both on a universal basis and on a voluntary basis, and recommendations were expected within a month or two. However, the Minister added that he foresaw a great many difficulties in connection with the plan.

A. H. Brown, Deputy Minister of Labour, said that provision to carry on the farm labour program was being made in the estimates to be submitted to Parliament for the coming year. Mr. Brown also referred to Mr. Dawson's retirement, and expressed appreciation of his abilities and service.

All of the nine provinces that have farm labour agreements with the federal Government were represented by senior officials of their Departments of Agriculture.

The chairman referred to the retirement of H. R. Richardson, Manitoba Department of Agriculture; F. H. Newcombe, Alberta Department of Agriculture; and F. C. Hitchcock of the Prairie Region of the National Employment Service, all of whom have been familiar figures at previous farm labour conferences.

In addition to representatives of provincial Departments of Agriculture, the conference was attended by National Employment Service representatives from all regions and from head office; officials of the federal Departments of Labour, Agriculture, and Citizenship and Immigration; of the Canadian National and Canadian Pacific Railways; of the International Labour Organization, the Office of the High Commissioner for the United Kingdom, the United States Department of Agriculture, the Canadian Federation of Agriculture, the Embassies of West Germany and The Netherlands, the Ontario Sugar Beet Growers' Association, and the Canada and Dominion Sugar Company.

Employment in Agriculture

In a report on the general economic and employment outlook, Dr. Dymond said that employment in primary agriculture continued to decline in 1959, but at a slower rate than in any year since 1955. The decline between 1958 and 1959 averaged only 2.8 per cent, compared with a decline of 4.2 per cent between 1957 and 1958.

From January to October the number of persons with jobs in agriculture averaged 706,000, compared with 726,000 for the same period in 1958 and 758,000 during the comparable period of 1957, he said.

Self-employed farm operators and unpaid family workers continued to decline in numbers during 1959, but there was a noticeable increase in the number of paid workers

employed in agriculture. During the first 10 months of 1959 paid workers on farms averaged 113,000, compared with an average of 101,000 during the same period of 1958. The increase, however, was concentrated in Quebec; in the other four regions there was practically no change.

During the first 10 months of 1959 the increase in the number of female workers compared with previous years, which had been an interesting feature of farm employment in 1958, had been reversed, Dr. Dymond said. In the 1959 period the number of women with jobs in agriculture declined to 51,000 from an average of 55,000 in the same period of 1958. Despite this decline, however, the number of female workers remained higher than it was in other years since 1953.

Unemployment Insurance

James McGregor, Director, Insurance Branch, Unemployment Insurance Commission, outlined five plans being considered for extending unemployment insurance to farm workers. He also discussed some of the difficulties involved.

The main difficulty, Mr. McGregor said, lies in trying to apply unemployment insurance to an industry that does not lend itself to it.

A departmental committee that included representatives of the Departments of Finance, Insurance, and Agriculture, the Dominion Bureau of Statistics, and the Privy Council was then sitting to consider the question. It hoped to report before the end of the year, Mr. McGregor said.

The five plans it had under consideration concerned the extension of unemployment insurance to agriculture in the following ways:

1. To specified types of farming only, but in all areas.
2. To specified areas only, but to all types of farming in those areas.
3. To specified areas, and only to specified types of farming within those areas.
4. To every paid agricultural worker who had previously been in insured employment.
5. To all farm operations regardless of location.

The committee also considered unemployment insurance for farm workers on a voluntary basis.

One of the big difficulties in applying any scheme was to decide, in the peculiar situations often found on farms, who was unemployed, Mr. McGregor said. For instance, if a man was hired during the winter to do the chores only, was he

unemployed? There was a danger of upsetting the economics of farming, he pointed out.

Another difficulty would lie in policing, owing to the scattered nature of farming operations. Farmers, Mr. McGregor said, were not more dishonest than other people, but in this matter their opportunities of abuse would be greater.

With regard to voluntary participation by groups of farmers or farm workers, Mr. McGregor pointed out that the whole idea of unemployment insurance, as of any other kind of insurance, was the sharing of risks, good and bad. Voluntary participation would mean that the groups that wanted to join would be the bad risks, and "we don't want only the bad risks," he said.

Mr. McGregor said that the Unemployment Insurance Commission, for its own information only, had segregated the records for fishermen, and had found that for every dollar paid in by fishermen almost \$9 had been paid out to them in benefits.

Immigration

A difficult situation regarding the supply of immigrant farm labour in 1960 and for the next five years, due to the improved economic position of the European countries, was foreseen by Laval Fortier, Deputy Minister of Citizenship and Immigration. Not all countries could supply suitable immigrants, he pointed out.

His department's overseas staff had been instructed in August to start recruiting for movement next spring, that is by March 1. This advance planning should help recruitment, Col. Fortier said.

Farmers and the provincial governments will have to do something if they want immigrants to come to their provinces. Some industries have presented arguments to help the Immigration Department in persuading people to come to Canada, and Col. Fortier suggested that if the Canadian Federation of Agriculture would do something like that people abroad would have more confidence in its representations than in those of the Department.

The Deputy Minister said that his department would take all the single farm workers it could get next year.

R. A. Stewart of the Canadian Federation of Agriculture said he would inform the Federation of Col. Fortier's suggestion. He then asked: if immigrants succeeded in establishing themselves on farms because of their willingness to accept a lower standard of living than Canadians, how could Canadian farmers compete with them?

In reply to a question whether restrictions would be placed next year on the entry on permit of tobacco workers from the United States, Col. Fortier said that any requests would certainly be reviewed. The chairman remarked that there had never been any conflict with the Immigration Department on this point in the past.

L. M. Hunter, Department of Immigration, said that most farm immigrants came to Canada with the idea of getting land, although, lacking capital, they usually had to work for hire at first.

Farm Accidents

R. G. Bennett gave a summary of a survey of farm accidents recently conducted by the Ontario Department of Agriculture, and a report on a questionnaire regarding workmen's compensation to which 602 farmers had replied.

The report on farm accidents analyzed the accidents by place and cause of accident, nature of accident, activity associated with accident, equipment involved, and age of victims. Type of injuries, whether fatal, permanent or temporary, days off work, and amount of medical bills and property damage were also shown.

The most common cause of accident, by a considerable margin, was falls or stumbles; motor vehicles came next; and fire or explosion third. Transport equipment, chiefly motor vehicles and tractors, was the kind of equipment most often involved.

The report on the workmen's compensation questionnaire showed that of the 602 respondents, 547 planned to continue workmen's compensation on the basis of the 1959 rate of \$3.50 per \$100 of payroll, 32 did not, and 14 failed to answer the question. Respondents who wanted hospitalization to be omitted from compensation coverage numbered 220, while 293 replied in the negative, and 51 did not answer. When asked to give their opinion of workmen's compensation for all farmers, 283 said it was excellent, 221 said good, and 52 said that it was good but too expensive.

Sugar Beet Workers

A report on sugar beet workers for South Western Ontario was submitted by B. E. Easton on behalf of the Canada and Dominion Sugar Company.

The South Western Ontario Field Crops Association (SWOFCA) was shelved in 1959, owing to inability to get workers, Mr. Easton said. It was evident that unemployed persons in cities such as Windsor and Hamilton were not interested in sugar beet work, he said. There was not enough

money to be made and there were no unemployment insurance stamps to be earned.

The most hopeful source of labour, Mr. Easton said, was now the province of Quebec, and it was hoped that this source might eventually provide the solution of the labour problem. It would not, however, supply enough workers for the 1960 season.

The report said that in spite of careful selection, 46 per cent, or 133 of the 288 workers sent from Quebec, stayed on the job only four days or less. Only 27 per cent of the total stayed for the full term of the sugar beet work. Twelve of these made more than \$200 within three weeks. Notwithstanding this experience, it is hoped that this source of labour supply can be developed in the future.

The company, on the suggestion of the Ontario Farm Labour Committee and the federal Department of Labour, plans to try to build up a hard core of qualified workers from Quebec for sugar beet work, so as to develop a perennial source of supply of single men over the next few years. It is hoped that a corps of experienced workers thus developed will bring their friends to take part in the work. This is the formula successfully used for families of Indian workers in Alberta, the report pointed out.

As a temporary arrangement, while this plan is being developed, the company has asked the Department of Immigration to allow 300 single men to enter Canada under "open placement" for sugar beet work in South Western Ontario, to arrive late in May 1960.

Canadian Federation of Agriculture

R. A. Stewart of the Canadian Federation of Agriculture said the Federation was aggressively concerned with conditions regarding placement of farm labour. He thought an improvement in farmers' incomes was important, but he doubted whether cash was the only problem regarding farm labour.

The traditional attitude of farmers towards hired help, especially in the matter of living accommodation, and the long hours, he thought, were also responsible for the difficulty in getting labour. However, the farmers' attitude in this matter was improving.

The Federation, he said, was discouraged by the delay in the extension of unemployment insurance coverage to certain farm groups. The movement of farm workers will play a more important part as time goes on, Mr. Stewart said. The need for temporary help, he thought, could not be met in any other way.

Agricultural Labour Force

D. R. Buchanan, Economics and Research Branch, presented some Dominion Bureau of Statistics figures on the agricultural labour force in Canada that showed that in 1946 it numbered 1,200,000 and represented 25 per cent of the total labour force of 4,800,000. By 1958 it had declined to 700,000 and represented only 12 per cent of the labour force, which by that time had grown to 6,000,000.

During that period the composition of the agricultural labour force changed. In 1946 it had consisted of: self-employed persons, 57.2 per cent; unpaid family workers, 30.4 per cent; and paid workers, 12.4 per cent. In 1958 the proportions were: self-employed persons 65.7 per cent, unpaid family workers 20.7 per cent, and paid workers 13.6 per cent.

Provincial Reports

Prince Edward Island—With increased mechanization continuing to reduce the demand for farm labour, farmers had few labour difficulties this year, S. C. Wright, Prince Edward Island Deputy Minister of Agriculture, reported. Potato harvesting still presents the main problem, and because grain and potato harvests coincided, a reduction in the acreage under potatoes did not reduce the demand for pickers as much as had been expected.

A total of 617 workers was recruited in Nova Scotia and New Brunswick, compared with 666 in 1958. Workers placed locally by NES offices totalled 1,187.

Nova Scotia—Bad harvest weather combined with reduced activity in lumbering resulted in a sufficiency of farm labour during the past year. The number of inquiries for farm labour at NES offices was the smallest on record. Increased mechanization and a continued tendency for the size of farms to increase also helped to account for this, said S. E. Lewis, Nova Scotia Director of Farm Labour.

A total of 449 farm workers was placed by the NES this year, 330 of them for apple harvesting in the Annapolis Valley. The Department of Citizenship and Immigration also placed 49 immigrant workers on farms.

New Brunswick—Farm labour was in good supply during the past year and there appeared to be no serious shortage of farm workers during the busy season, said H. F. Stairs, New Brunswick Director of Farm Labour. The number of farm workers placed by the NES was 4,284, of whom 3,709 cases came from outside the province for seasonal work. The Immigration Department placed a total of 38 persons on farms as helpers, besides assisting 15 persons to settle on farms.

Quebec—Alex J. Rioux, Director of the Quebec Farm Labour Supply Bureau, reported that although the pulling of sugar beets is being done more and more by machinery, 102 workers were supplied to growers for thinning. Besides these, 288 men were sent to help the sugar beet growers in the Chatham region of Ontario between May 27 and June 5. Only 13 girls could be sent to fruit growers in the Niagara Peninsula in response to a request for help.

In the exchange of workers with the United States, 271 apple pickers were sent to Maine and New York, and 94 pickers from Vermont were employed in the Freightsburg district. The services of 36 tobacco curers were obtained from Carolina and Virginia for work in the Joliette district.

The two local offices of the National Employment Service in Quebec City and Montreal placed 901 apple pickers, compared with 746 last year and 284 in 1957. These two offices also placed 1,191 regular workers on farms during the year.

The Day-to-Day Farm Labour Centre supplied 5,031 man-days of help to gardeners in the Montreal region compared with 4,466 last year.

Ontario—The general farm labour situation in the province remains about the same as last year, but it tends to become more critical each year, reported R. G. Bennett, Chief Agricultural Officer, Ontario Department of Agriculture. However, improved farm management and increased mechanization have done much to alleviate the labour shortage.

The supply of labour for blocking and hoeing the sugar beet crop again presented the most acute problem. Considerable difficulty was experienced in keeping on the job the 288 men sent from the province of Quebec early in June. Hot weather and lack of skill caused many to leave after a short time. A fairly large group, however, remained for the whole season. These, it is hoped, will form the nucleus of a corps of experienced sugar beet workers for the future.

The Federal-Provincial Farm Labour Committee is working very closely with the Ontario Flue-Cured Tobacco Growers' Marketing Board on new plans for dealing with farm labour in the tobacco growing area. The Committee's efforts to obtain labour from Quebec, the Maritimes, and the states of Virginia, Georgia and Florida did not meet with any great response. Reluctance to travel long distances for what might prove to be a short working period is thought to have been one reason for the lack of response.

The Day-by-Day Farm Labour Service arranged for the supply of a total of 28,242 days' work, most of this labour being recruited for fruit and vegetable growers near Toronto. The service is expected to continue to expand during the next few years.

Manitoba—NES offices were able to supply enough farm labour to satisfy the demand throughout the season, said J. F. Muirhead, Manitoba Department of Agriculture. An expected shortage of labour at harvest time did not materialize because the weather caused delays in harvesting.

The labour required for thinning sugar beets was provided through a project worked out by the Manitoba Sugar Company and the federal Indian Affairs Branch. Indians were recruited from the reserves close to the settled agricultural areas rather than from Northern Manitoba, and the method used was to arrange for complete families to move to districts requiring labour. The Indians' preference for living in tents during the summer simplified the question of accommodation.

Some 850 Indians were employed this year in beet fields in the province, compared with 350 last year.

Farm placements in Manitoba up to September 30 numbered 1,346. Most of the orders for harvest help were for men who could operate power machinery, and there has been a shortage of such men.

At present there is a strong demand for farm workers for winter work, which NES offices have been able to fill. A larger than normal demand for farm labour is expected next spring.

Saskatchewan—A total of 2,684 men were placed on farms from April to September inclusive, reported L. J. Hutchison, Agricultural Representatives Branch, Saskatchewan Department of Agriculture. Of this number, 54 per cent were placed during April, May and June, confirming the tendency for more farmers to employ farm labour throughout a longer period and on a monthly wage, with bonuses during the harvest time.

Unfavourable harvest weather reduced the demand for harvest labour, and there was no excursion of harvesters from Ontario and Quebec.

Treaty Indian workers to the number of 489 were recruited for sugar beet work in the Lethbridge district of Alberta. The Indian Agents report that more and more interest is being shown each year by Indians in work of this kind, and this year more workers could have been supplied had they been needed.

Farmers employing workers in the spring and throughout the summer were offering

\$125 to \$150 a month, plus a bonus of \$2 to \$5 a day for harvesting. Daily rates for harvesters were \$10 to \$12, or \$1 an hour. Truck and tractor operators were paid \$10 a day, or \$1 an hour, while experienced combine operators were offered \$15 to \$20 a day.

Alberta—The farm labour situation in Alberta remains practically unchanged from a year ago, reported R. M. Putnam, provincial Deputy Minister of Agriculture. The number of placements of general farm workers is now much smaller than it was at one time—this year it was 1,073—and the main effort of the Farm Labour Committee is directed to supplying labor for sugar beet work.

The seasonal movement of Ontario farm workers "has now been discontinued by its own inertia," the report stated. For the second year there was no movement of harvest workers from other prairie provinces, and although the number of harvesters recruited within Alberta has not increased appreciably in the absence of any arrivals from outside the province, they nevertheless form the only available supply at present.

Recruitment of Indians for work in the sugar beet fields was effected by the NES in Saskatchewan and Alberta with the help of representatives of the growers and the sugar factories. Indians placed numbered 1,061.

About 95 per cent of the harvesting of sugar beets is now done by machine, and concern is felt at the tendency of growers to release the workers at the end of thinning, since this reduces the period of employment to such an extent as to make it doubtful whether the cost of transportation is justified.

British Columbia—For the third successive year the Federal-Provincial Farm Labour Service had no serious difficulty in supplying what farm labour was needed, said G. L. Landon, Director of the Agricultural Development and Extension Branch of the British Columbia Department of Agriculture.

Most of the farm labour is supplied to the small fruit and tree fruit growers, and the refusal of the Greater Victoria School Board to release students for strawberry picking in the Saanich district this year, as was the practice for some years past, caused some temporary difficulty.

Wage rates for orchard labour varied from \$1 to \$1.35 an hour, and the basic rate for picking apples was 12 cents a box. The picking rate for strawberries was 4 cents a pound, plus a bonus of a ½-cent a pound for pickers who remained throughout the season.

Employment of Indians in Alberta Sugar Beet Fields

National Employment Service figures reveal that 1,200 workers from Saskatchewan and Alberta Indian reservations were placed in employment in the sugar beet fields of Alberta last summer.

"The recruitment of Indian labour for work in the sugar beet fields of Alberta was undoubtedly the most eventful thing that has happened to the sugar beet industry in a good many years," said F. R. Taylor, General Manager of Canadian Sugar Factories Ltd.

Actual harvest of the crop—at least, 95 per cent of it—is done mechanically, but the manual work of thinning and hoeing the 35,000-acre crop is a vital preliminary. Approximately 16 per cent of the big crop was thinned last season by workers from the reservations.

Ever since sugar beet farming in Alberta began in the 1930's, the seasonal aspect of the labour has been a problem. The difficulty increased over the years with the mounting acreage planted to sugar beets. Immigration of suitable workers appeared for a time to be the answer to the problem. Then, during the war years, Japanese families from the West Coast moved to the sugar beet fields of Alberta. Also, for a time, prisoners-of-war were sent to help with the sugar beet crop. After the war, however, the labour problem returned.

It was then that the National Employment Service of the Unemployment Insurance Commission and the Indian Affairs Branch of the Department of Citizenship and Immigration began selling the idea of using Indian labour.

In 1952, the growers, the sugar factory executives and the Alberta Federal-Provincial Farm Labour Committee agreed to try out the plan on an experimental basis. Representatives of the National Employment Service, the Indian Affairs Branch, and the sugar beet growers recruited 120 Indians (only one-tenth of the number from the reservations at work in the sugar beet fields last summer).

There were some problems: transportation of whole family groups from the reservation to the sugar beet fields; arrangements to have the growers at a distribution point when workers arrived; housing at the sugar beet farms; medical care, and many unforeseen difficulties. However, the hurdles were overcome, and success of this important movement in the development of industry in Western Canada is seen in the steadily increasing use of Indian workers until, by the summer of 1958, nearly 1,000 of them were at work in the beet fields.

The 1959 movement was the most successful to date. About 250 more workers from the reservations took their place in the sugar beet fields in 1959 than the year before. But interest of the people on the reservations didn't end at this figure, for a number of the National Employment Offices which had referred the workers to employers reported that still more Indians were prepared to work in the beet fields.

With the co-operation of the Alberta Department of Agriculture, the Alberta Sugar Beet Growers' Association, and Canadian Sugar Factories, Ltd., there has been developed an important source of labour for the sugar beet industry and a valuable source of employment for the people of the reservations.

Vocational Training Advisory Council Holds 29th Meeting

Apprenticeship continues to make progress in Canada, delegates told; number of registered apprentices increases by 1,357 in past year. Number of students enrolled in institutes offering advanced technical training at all-time high

Apprenticeship is continuing to make progress in Canada, it was reported at the 29th meeting of the Vocational Training Advisory Council, held in Ottawa December 3 and 4. At September 30 there were 18,645 apprentices registered in the provinces where the federal-provincial apprenticeship agreement is active—an increase of 1,357 over the previous year.

Dr. G. Fred McNally, Edmonton, was chairman of the meeting, which was attended

by representatives of management and labour, agriculture, veterans' and women's organizations, federal government departments, and provincial educational and training authorities.

The increase in the training of technicians was also discussed by the meeting. It was disclosed that the total full-time enrolment in institutes offering advanced technical training in the 1959-60 school term has reached an all-time high of 8,304 students.

First year students number 4,148; second year, 2,526; third year, 1,557; and fourth year, 73.

The "engineering and scientific type" of technician outnumbers others by 8 to 1.

Training of Unemployed

Discussing training programs being carried out under Schedule "M" of the Federal-Provincial Vocational Training Agreements, Council agreed that, in relation to the number of unemployed in Canada, inadequate use is being made of the Schedule.

(Under the terms of Schedule "M" the federal Government agrees to pay, in provinces that have signed the agreement, 50 per cent of the costs of providing training for unemployed persons in approved training programs, which must be implemented by the provinces.)

Methods of increasing training programs for unemployed persons to fit them for available employment were extensively discussed by the Council.

From April to September this year, Council was informed, 2,595 unemployed workers received training under Schedule "M", 408 more than during the same period in 1958. The figure was not representative of all training in Canada, it was pointed out, since in Newfoundland, Quebec and Prince Edward Island, where Schedule "M" is not operating, unemployed are trained in trade schools, where they are referred by the Unemployment Insurance Commission.

The Council thought the fullest possible use should be made of Schedule "M", particularly during the winter months.

It was noted that the base of eligibility for unemployment insurance benefits while attending training programs was recently broadened.

The majority of persons trained under Schedule "M" are unemployed individuals who have no formal training in a specific trade and are unskilled or semi-skilled workers laid off because of seasonal inactivity, or who find difficulty in locating satisfactory employment as unskilled workers.

With the demand for unskilled workers decreasing, Council agreed, the need for training and upgrading of adults is increasing.

Some of the persons now being trained are in a different category and present a more difficult training and employment problem. These are the unemployed individuals who are highly skilled in occupations where the demand for personnel is decreasing.

Most of these have had continuous work at high rates of pay and live in communi-

ties from which it is difficult for them to move. Retraining and readjustment of these workers is more difficult than for unskilled workers.

Indications are that there may be an increase in the need for retraining of some of these skilled workers as mechanization of production advances and as coal mines, textile mills, and possibly other industries reduce their work forces.

It was thought that co-operation from employers and trade unions, when changes are planned that will result in a reduction of personnel, would assist in providing a retraining program before the situation reaches the emergency stage. More specific information on trends in various occupations and future employment needs would also help training authorities, it was thought, to make the best use of facilities now available for adult workers.

Council also heard that under Schedule "R" under the Federal-Provincial Agreements, 424 physically handicapped persons received training in the April to September period this year compared with 368 in 1958.

Other Reports

A bulletin* in the series on the Research Program on the Training of Skilled Manpower was discussed by Council, which urged that the study of vocational training in agriculture be continued by whatever means and devices the federal Government sees fit and that the findings of this research be brought before the Council for consideration and recommendations. Members stressed the need for good training in this field.

A report prepared by the Department's Economics and Research Branch comparing the product of the school system with the needs of industry was heard by Council. The study points out the rapidly decreasing proportion of unskilled workers in the labour force, and indicates the need for more vocational training. The report will be discussed more extensively by Council at a future meeting, it was agreed.

The importance of vocational training to Canadians in many fields, and the aim of the Government to everything possible to make it available to them, was stressed by Hon. Michael Starr, Minister of Labour, and Deputy Minister Arthur H. Brown in brief addresses of welcome to delegates.

**Vocational Training Programs in Canada—Agriculture, Publicly Operated*, Bulletin 5C in the series. The bulletin was reviewed in the *LABOUR GAZETTE*, September 1959, page 907.

Arbitration Board's Power to Award Damages for Breach of Agreement

Report of arbitration board (Prof. Bora Laskin, Chairman) in dispute between Polymer Corporation Ltd. and Oil, Chemical and Atomic Workers International Union over power of board to award damages for breach of collective agreement

The following report of a board of arbitration in a dispute between Polymer Corporation Ltd., Sarnia, Ont., and Local 16-14 of the Oil, Chemical and Atomic Workers International Union over a board's power to award damages for breach of the collective agreement is published here in full with the consent of the Corporation and of Tom Dillon, President of Local 16-14.

The board consisted of Prof. Bora Laskin, Q.C., Chairman, and C. L. Dubin, Q.C., and M. O'Brien, members.

Although the arbitration was private, the Chairman was named by the Minister of Labour.

The report was signed by Prof. Laskin and Mr. O'Brien.

REPORT OF BOARD

By an award dated September 4, 1958, and signed by the Chairman and Board Member O'Brien, this Board determined that the Union, Local 16-14, violated article 8.01 of the then governing collective agreement between the parties by reason of a strike which occurred on February 7, 1958. In that award the Board referred to the accord of the parties that the assessment of damages should be deferred pending resolution of the preliminary question of union liability. However, the Board did deal with a challenge by the union to the power to award damages and rejected the Union's contention. When the Board reconvened on February 28, 1959, to assess damages, as demanded by the company, counsel appearing for the union took two objections to the company's offer of evidence. One objection was a procedural one, and lay in the argument that the union should have been supplied with particulars as to the amount and kind of damage sought, so that it could, if necessary, defend itself. The company should not be allowed to lead evidence (so the union argument went) until it had supplied to the Union and to the Board an itemized account of its claim and a specification of the loss allegedly suffered and how it was arrived at. Whether or not the Union should have previously asked for directions on this matter need not now be considered, because the company agreed in the course of discussion that it would confer with the union on the furnishing of particulars. The parties also agreed that they would supply to the Board copies of any correspondence or documents touching their deliberations on the nature and elements of loss for which redress is sought by the company.

The second objection raised by the union was to the Board's authority to make an

assessment of damages. Thus, it sought to reopen an issue which the Board had considered in connection with the hearings on the merits and which it had concluded adversely to the union in the award of September 4, 1958. The union characterized this objection as going to the Board's jurisdiction. Because a question of jurisdiction is always open, the Board, despite its reluctance to permit the relitigation of an issue already considered and concluded, permitted the union (over objections by the company) to reopen the question thus raised. Moreover, while the Board was satisfied that it was empowered to assess damages, there had been a number of arbitration awards in recent years in which the power was denied, and the general importance of this matter in the administration of collective agreements made it eminently sensible to have as full an exposition of the problem as counsel were capable of making. Since the union had not been represented by a law-trained spokesman at the hearings on the merits, there was added reason for giving its counsel in the present proceeding the fullest latitude to develop their position. It was agreed that counsel for the union and for the company would present written argument, and that, following an exchange of briefs, they would have a further opportunity of making written reply or rebuttal to the submissions of the opposite parties. The intervention of the summer vacation period made it difficult for the Board to convene in closed session to consider the written representations. This is by way of explanation for the delay in dealing with the parties' submissions, the last of which did not reach the Board until July 16, 1959.

At the outset, the Board wishes to make it clear that it does not regard the union's objection as one going to its jurisdiction. That the Board was properly seized of the dispute which was the subject of its award of September 4, 1958 is unquestionable. The assessment of damages consequent upon a finding of a breach of obligation resulting in compensable loss is a matter of the Board's powers. The silence of a collective agreement on a Board's remedial authority can no more be taken as excluding such authority than can its silence on procedure be taken to thwart the Board in proceeding with a hearing on the merits of a case committed for its determination.

The burden of union counsel's argument against the Board's authority to assess damages is that no such relief is stipulated in the governing collective agreement either generally or in particular relation to breach of a no-strike clause such as article 8.01. Further, for the Board to assess damages would be to add to the collective agreement in the teeth of article 7.03, which forbids the Board to alter, or change, or substitute new for any existing terms or to give a decision inconsistent with such terms. The collective agreement itself limits the issues which may be referred to a Board, not only by article 7.03 but also by article 7.01. On the basis of this exposition, union counsel takes the stand that damages as a remedy for a collective agreement violation which results in loss to the innocent party cannot be awarded in the absence of clear agreement by the parties in that behalf, either generally in a collective agreement or specifically under a particular submission. Counsel emphasized that the collective agreement is a product of voluntary action, and the parties cannot be deemed to have committed themselves beyond that which they expressed in their contractual undertakings.

For what it is worth this Board must reject union counsel's contention that the award of this Board is made final and binding only through the election of the parties and not through compulsion of legislation or regulation. Section 19 of the Industrial Relations and Disputes Investigation Act, *R.S.C. 1952*, c. 152 indicates a legislative policy of final settlement by arbitration of what may be termed contract interpretation disputes; and while it is true that such a requirement depends on whether a party invokes section 19 to have such a provision included in a collective agreement (where they have not mutually incorporated it), the fact is that its inclusion is not a matter of agreement only; it may be forced upon one party by the other.

In expounding the thesis for which the union herein contends, counsel referred to a number of arbitration cases in both Canada and the United States, and to several Court decisions in the United States, all denying assertion of authority by a labour arbitration board to prescribe either penalty or damages for breach of collective agreement obligations where such remedies are not prescribed by the agreement. Counsel were obviously aware that there are arbitration awards and Court decisions which support the power to assess damages despite absence of explicit collective agreement provision to that end, but they sought to distinguish these cases either as based on wider collective agreement terms than those present herein or as turning on principles which, though applied in those cases, have no application to the case at bar.

While it is not in any way a determining factor, this Board would observe that the arguments addressed by the union in this case are the same arguments that have been addressed by companies in most of the cited cases in which power to assess damages was denied. It could not escape counsel's appreciation that if a union need not answer in damages for breach of a collective agreement involving a company in pecuniary loss, neither need a company answer in damages for breach of a collective agreement obligation involving the union or an employee in pecuniary loss; unless, of course, in either or in both cases there is explicit provision for an award of compensation.

Apart from other considerations to which reference will be made below, there is explicit indication in the collective agreement herein (as company counsel has pointed out) that affirmative remedies, not excluding damages, are contemplated to redress collective agreement violations. Article 6.04 (a) puts a 30-day limit on retroactive settlement of a grievance following its first written presentation. It may be urged that this is a reference to settlement in the pre-arbitration stage of the grievance procedure and has no significance in arbitration as such. Without accepting this proposition, this Board is prepared to approach the issue now before it without recourse to article 6.04 (a).

It seems to this Board that fundamental to any approach to the issue is some understanding of the history and purpose of resort to "final" or "binding" arbitration, to use the terms which appear respectively in section 19 of the Industrial Relations and Disputes Investigation Act and article 7.04 of the governing collective agreement. As a matter of history, collective agreements in

Canada had no legal force in their own right until the advent of compulsory collective bargaining legislation. Our Courts refused to assume original jurisdiction for their enforcement and placed them outside of the legal framework within which contractual obligations of individuals were administered. The legislation, which in the context of encouragement to collective bargaining sought stability in employer-employee relations, envisaged arbitration through a mutually accepted tribunal as a built-in device for ensuring the realization of the rights and enforcement of the obligations which were the products of successful negotiation. Original jurisdiction without right of appeal was vested in boards of arbitration under legislative and consensual prescriptions for finality and for binding determinations. In short, boards of arbitration were entrusted with a duty of effective adjudication differing in no way, save perhaps in the greater responsibility conferred upon them, from the adjudicative authority exercised by the ordinary Courts in civil cases of breach of contract. That the adjudication was intended to be remedial as well as declaratory could hardly be doubted. Expeditious settlement of grievances, without undue formality and without excessive cost, was no less a key to successful collective bargaining in day-to-day administration of collective agreements than the successful negotiation of the agreements in the first place. Favourable settlement where an employee was aggrieved meant not a formal abstract declaration of his rights but affirmative relief to give him his due according to the rights and obligations of the collective agreement. In some jurisdictions, as for example, Ontario, this view was emphasized by the fact of statutory withdrawal of the application of Arbitration Acts from labour arbitrations, thus excluding the kind of curial review which was open to the parties to commercial arbitration. To have proposed to union negotiators that collective agreements, so long ignored in law and left to "lawless" enforcement by strikes and picketing, should continue to be merely empty vehicles for propounding declarations of right when the right to strike during their currency was taken away, would be to mock the policy of compulsory collective bargaining legislation which envisaged the collective agreement as the touchstone of the successful operation of that policy.

What was true in the case of aggrieved employees or aggrieved union could be no less true in the case of aggrieved employers. They too were sensitive to the need for stability which collective agreements could produce, and no less alive to the need for

effective machinery to resolve disputes arising in the day-to-day administration of such agreements. In admitting their own responsibility for due observance of collective agreement obligations they could not be expected to agree to any lesser standard of performance by unions and employees. These considerations are aptly summed up in that part of article 1 of the agreement between the parties herein which recites "their desire to provide orderly procedure for collective bargaining, and for the prompt and equitable disposition of grievances."

It is desirable at this point to point up a distinction between the imposition of penalties and the award of damages. It is a distinction taken, and in this Board's view properly taken, in the award in *Canada Cycle and Motor Co. Ltd. and U.A.W. Local 28* (1951), 3 Lab. Arb. Cas. 837. This Board, sitting as a civil tribunal to resolve contract interpretation disputes, has no punitive function but is charged only with redressing private wrongs arising from breach of obligations assumed as a result of negotiation. The Board's remedial authority, if it has any, must be addressed to the vindication of violated rights by putting the innocent party, so far as can reasonably be done, in the position in which he or it would be if the particular rights had not been violated. The redress, if any can be given, must be suited to or measured by the wrong done. A Board of Arbitration is not, however, a criminal court. True enough, it may play a role in passing upon or modifying a penalty imposed by an employer as a matter of discipline, but in so doing it is merely assessing the permissible limits of employer action taken under the collective agreement and not fashioning a penalty to reward an innocent party.

The submission of counsel for the union invites this Board to agree that a reference of an alleged collective agreement violation to arbitration cannot *ipso facto* include the assessment of damages to redress the violation if established. What this view suggests is that the assessment of damages is no less a substantive issue and no less a separate one than the determination of the existence of a violation. It is, of course, possible for these matters to be separated, but they are not ordinarily treated in this way in either civil contract litigation or in commercial arbitration. So far as the latter is concerned there is the high authority of the House of Lords in *Heyman v. Darwins Ltd.*, 1942 A.C. 356 (as expressed by Viscount Simon L.C. at pp. 366-7) that where parties to a commercial contract have agreed to arbitration of differences or disputes thereunder,

then "by the law of England (though not, as I understand, by the law of Scotland), such an arbitration clause would also confer authority to assess damages for breach, even though it does not confer upon the arbitral body express power to do so." The view of the House of Lords as to the law of England is not of course binding upon this Board in the matter before it but it represents a point of view which is consonant with an appreciation of the desirability of completeness and finality in arbitration. This is certainly a desideratum in labour arbitration, as is emphasized by the legislative direction governing such arbitration.

Counsel for the union put the submission above-noted in an alternative way by alleging that there is no obligation, imposed upon or accepted by the union to pay damages. This is the argument, based on an alleged strict adherence to contract language which, at bottom, is the support of those arbitration cases like the *Quaker Oats* case (1954), 5 Lab. Arb. Cas. 1871, and the *Canadian Westinghouse Co.* case (1954), 5 Lab. Arb. Cas. 1898, cited by union counsel in support of their contention. It is an argument which, however put and however rationalized in result, ignore the fundamental fact that the mutual acceptance of arbitration by the parties is not a matter of the undertaking of obligations towards each other but a remission of their disputes to final and binding adjudication by an external tribunal. The central question is hence not one of construing the limits of rights and obligations *inter se* but rather of determining what is involved in arbitration. This determination must take account of the role that arbitration is designed to play in collective agreement administration. It is immaterial in the assessment of this role whether the class of disputes referable to arbitration is large or small. Counsel for the union sought to make some distinctions along these lines in discussing cases where damages were awarded, but surely the question whether damages are assessable is the same regardless of the number or range of substantive issues exposed to arbitration. The pivotal issue is simply whether the exercise of arbitral authority encompasses the effectuation of the right and the enforcement of the obligation which are submitted for both original and final adjudication. One would ordinarily think, especially if seized of any knowledge of the history of collective bargaining and its legislative implementation, that if there is any area of adjudication where abstract pronouncements, devoid of direction for redress of violations, would be unwelcome it would be in labour arbitration. Such attenuation of arbitration

authority must surely be found in explicit restriction rather than in implicit limitation.

It may be useful to pursue the point under discussion in relation to the "intention of the parties" argument that is from time to time advanced in labour arbitration cases no less than in commercial contract adjudication. Thus, it is said that if the parties intended to make themselves answerable before a board of arbitration in damages they would have said so. And since many collective agreements contain specific reference to an arbitration board's remedial powers where discharge or lesser discipline is involved, the "intention of the parties" argument is buttressed by reliance on the maxim *expressio unis exclusio alterius*. Whatever may be the intention of the parties as to the binding effect of their reciprocal rights and obligations, the statutory prescription of s. 18 of the Industrial Relations and Disputes Investigation Act makes the collective agreement terms binding on the union as well as on employer and employees covered thereby. Moreover, s. 19 carries the statutory policy further by reinforcing the binding character of a collective agreement with binding adjudication of disputes concerning its interpretation or violation. It seems to this Board that whether one appraises the situation in terms of the statutory effects alone, or in terms of the intention of the parties (which must be viewed in the light of the statute), the result is the same; and there is nothing in the language of the agreement in this case to suggest that the parties have in any way tried to qualify this result. Indeed, they could not if they tried; and we are remitted again to a consideration of the scope or meaning to be given to their (compelled) intention that the collective agreement shall be binding and that any alleged violation shall be submitted to binding arbitration.

As good an analogy as can be found on this issue lies in the field of international law and, particularly, in the effect given by international law to the voluntary submission of nations to adjudication of disputes arising under treaties to which they are parties. Thus, in the *Chorzow Factory Case* of 1927 between Germany and Poland, the Permanent Court of International Justice said (Series A, No. 9, p. 21; No. 17, p. 29):

It is a principle of international law that the breach of an engagement involves an obligation to make reparation in an adequate form. Reparation therefore is the indispensable complement of a failure to apply a convention and there is no necessity for this to be stated in the convention itself.

This Board would apply the phrase "indispensable complement" to the violation found to exist here. What the Permanent Court of International Justice saw as a

principle of civilized conduct to govern the affairs of "sovereign" nations is certainly no less applicable to parties to a collective agreement. Once the parties have submitted themselves to the jurisdiction of a board of arbitration authorized to adjudicate on an alleged violation of a collective agreement obligation, they have accepted the full range of the tribunal's adjudicative powers (unless expressly limited) which are imminent in such adjudication. To seek to thwart their exercise by appeal to a fictional intention of the parties is to seek indirectly to nullify the duty of observance and performance of collective agreement terms. Nor is the situation changed by any explicit reference to remedial authority in particular cases. To say that this excludes the general power of reparation is again to try to destroy the collective agreement by a sidewind. The very claim of the company in this case shows how fictional is any appeal to the intention of the parties; and this can be matched by reference to claims made by the union in other cases where reparation on behalf of employees is sought. Indeed, our Courts have exploded the notion of "intention of the parties" by holding contractors to the objective manifestation of what they have said. Thus, again we are remitted to the import conveyed by an agreed resort to final and binding arbitration.

This Board turns now to an examination of some of the cases on which counsel for the union relied. Little need be said about the *Quaker Oats* case or the *Canadian Westinghouse Co.* case. Neither in the one nor in the other is there any serious attempt to examine the problem under discussion here. In the *Quaker Oats* case Judge Lane speaking for the Board contented himself with saying that "there is considerable opinion both ways on this matter" and concluded that "a Board of Arbitration in the absence of a specific provision allowing it so to do, is in no position to make an award of damages." This conclusion was based, in part at least if not entirely, on the fact that the collective agreement in the *Quaker Oats* case prohibited the Board to "make any decision inconsistent with the provisions of this Agreement or to alter, modify or amend any part of this Agreement." With respect, this is a question begging conclusion. In the first place, the applicability of the provision to the Board's adjudicative authority is doubtful; and, in any event, one can hardly speak of an inconsistent decision unless one first understands or knows what is a consistent one. To determine first that one is exceeding one's authority and then to rely on the quoted provision to support the determination is like pulling oneself up by one's own bootstraps.

The *Canadian Westinghouse Co.* case is as bare of reasoning on the question at bar as it can possibly be. The Board there expressed its view in a single sentence: "This Board is of the opinion that it has no power to award or to fix the amount of the damage suffered." There are other reported arbitration cases where the same result was reached in the same peremptory terms; for example, the award in *Re Canada Starch Co. Ltd. and United Food Processors Union, Local 483* (1953) 4 Lab. Arb. Cas. 1957. So far as the Board herein is aware, the only attempt made in any reported Canadian arbitration case to give reasons for finding that there was no authority to award damages was in *Re United Steelworkers of America and Deloro Smelting & Refining Co. Ltd.* (1958), 9 Lab. Arb. Cas. 159. This Board proposes to examine the *Deloro* award because it symbolizes the issue on which union counsel herein take their stand. In that case the employer was required by the collective agreement to give three work days' notice of layoff "when reasonably possible." The majority of the Board (which was headed by His Honour Judge Little) concluded that the company could have given the required three days' notice in the case of two affected departments and could have given two days' notice in the third affected department. Having thus found a breach of the agreement obligation, the majority went on to hold that it could not make any direction for monetary redress because there was no express provision for this in the collective agreement.

At the risk of repetition, this Board must register its complete disagreement with Judge Little and his associate. With respect, their approach is based on a fundamental misconception of jurisdiction, and the misconception is compounded by an interchangeable reference to "penalty" and "sanction." Perhaps they were misled in this latter connection by the generalized use of the word "sanctions" in the *Northern Pigment* case (which, incidentally, is not unreported, as the *Deloro* award says, but may be found in (1948) 1 Lab. Arb. Cas. 216). Be that as it may there is a fallacy in the *Deloro* majority award in treating a Board's remedial powers as if they involved questions of initial jurisdiction. If the views expressed in the *Deloro* case are well-founded, then, as previously pointed out, any board of arbitration must find itself stultified at the very inception of a case when the collective agreement fails to specify any course of procedure. Indeed, on what basis does Judge Little (and those who take the same view) presume to apply "rules of interpretation" or "law" to the

issues presented? They are nowhere expressly told to do so, but the reported arbitration cases are replete with "legal" reasoning and application of legal rules. One fairly ancient legal rule is that breach of contract is compensable by damages if loss results therefrom. This is a proposition which a County or District Court Judge does not doubt when sitting on the bench; and he requires no legislative direction to persuade him to apply it. Why then is it doubted in arbitral adjudication of labour disputes? Collective agreement arbitration is today more than a matter of strict contract. As previously pointed out, it operates in Canada by legislative direction which obliges the parties to vest original jurisdiction in an arbitration board empowered to give a final and binding decision.

It is perhaps unfortunate that the attention of the Board in the *Deloro* case to the view expressed here was limited in its focus to the short statement set out in the *Northern Pigment* case. Judge Little's associate on the Board in the *Deloro* case could have apprised him of the very full discussion of the problem in *Re Amalgamated Electric Corp. and United Electrical, Radio & Machine Workers* (1950), 2 Lab. Arb. Cas. 579, where that associate dissented from the majority consisting of the undersigned chairman herein and Mr. C. L. Dubin, Q.C., who is also a member of the present Board. The *Amalgamated Electric* case formed the basis for the exercise of power to award damages in *Re Canadian General Electric Co. and United Electrical, Radio & Machine Workers* (1952) 3 Lab. Arb. Cas. 1090, where damages were awarded against a union for a strike in breach of a collective agreement obligation. This latter case emphasizes what should not be doubted, and that is that the power (not jurisdiction) to award damages is exercisable against the party in breach whether it be employer or union.

In his *Deloro* award, Judge Little states that "it is not in the interests of good labour-management relations that there should be a penalty for every violation of an agreement." There are two obvious comments to make. In the first place, and to repeat what has already been said, there is no question of imposing a "penalty" but merely one of giving reparation for a breach. Secondly, we are not in the realm of negotiation and conciliation, but in the realm of right and obligation. The parties to a collective agreement must be utterly bewildered to know that notwithstanding the successful consummation of an agreement (which by legislation is binding on company, union and employees) and notwithstanding the statutory direction for final

and binding arbitration of contract disputes, they really have no obligation to carry out the agreement because they should have expressed this obligation twice instead of once. Of course, if the views expounded in the *Deloro* case become pervasive enough the parties to a collective agreement may come to believe that in law you must reinforce your binding promises by an additional covenant that they shall be enforceable.

Most of the opposition to exercise of power to award damages for loss occasioned by Breach of a collective agreement came originally from employers' lawyer nominees to Boards and from employers' counsel at Board hearings. Indeed, the nominees and the counsel were, as any survey of the recorded cases will show, one and the same group. This was perhaps to be expected during a period when employers were on the receiving end of grievances as defendants. This Board would be faithless to its mandate if it did not point out that similar opposition developed among counsel for unions when the latter became defendants in grievance arbitration, and there is at least one illustration of this opposition by a union lawyer nominee to a board. It is somewhat ironic that calls from lawyers and lawyer groups for responsibility in labour-management relations—certainly a laudable objective—should be coupled with efforts in concrete cases to reduce the art of adjudication in collective agreement administration to an innocuous exercise. This reduction is sought by mechanical reiteration of warnings against extending "jurisdiction," a term which they never bother to define or analyse, and by joining to this reiteration a specialized and selective canon of contract interpretation drawn from sources which were concerned neither with arbitration at common law nor with the kind of arbitration prescribed by today's labour relations legislation. We have, thus, the unedifying spectacle of an undermining of collective agreements which in sense and in legislation are instruments for promoting stability in labour-management relations and for subjecting such relations to rational legal order.

One of the submissions of union counsel appears to be that there is a difference in an arbitration board's remedial authority where an employee claims redress under the collective agreement and where a company claims redress. The only differences, so far as this Board can see any, are in the nature of the obligation which is allegedly violated and in the readier measure of loss, if loss is shown. The fact that a collective agreement stipulates the worth of an employee's

labour in a wage schedule merely simplifies a tribunal's assessment of damages. It adds nothing to its powers. There is no need to emphasize that the difficulty of assessing damages has never been a reason for denying a claim thereto based on an established breach of contractual or other obligation owed to the claiming party. It is worth noticing in this connection that in an award handed down by Judge Little in *Re Mine, Mill and Smelter Workers Union and A. Silverman & Sons Ltd.* (1958) 9 Lab. Arb. Cas. 39, decided about four months before the *Deloro* case, His Honour awarded one day's satutory holiday pay to an employee who had been improperly denied such pay. It is hardly a tenable distinction between this award of his and that in the *Deloro* case that in the former the collective agreement stipulated that employees "will receive one day's pay . . . for (certain) holidays." This statement does not expressly say that the Board could award such pay if it was improperly withheld. Yet it did so, and rightly too. In the *Deloro* case, employees were improperly deprived of work for certain days for which they would have been paid at known rates if the company had provided the work as it should have done. It will suffice to leave this discussion on this rhetorical note of inquiry: Why should payment (as provided) be directed to an employee who was entitled to be paid although not at work, and yet none be directed (although provided) for employees improperly deprived of work? Surely the answer cannot lie in the ease or difficulty of assessing loss! Of course, the proper answer may be that Judge Little has recanted his *Silverman* award and now considers it wrong. Be that as it may, this Board prefers to hold that *ubi jus, ibi remedium* is no less applicable to characterize the affirmative authority of labour arbitrators than it is to characterize the affirmative authority of the ordinary courts in contract matters.

The United States cases cited in the briefs of counsel need not be reviewed in any detail here. Some are distinguishable on

their facts and others are obviously inapplicable to the kind of issue presented here because they turn on particular legislative considerations. Beyond these, there are cases there on both sides of the line as there are cases here where opinion is divided. This Board is not fettered in its choice of a proper conclusion by those determinations, whatever they be. It is in no way insensitive to the plea of union counsel not to depart from the collective agreement and not to add to it something that is not there. It is of opinion, however, that the plea is misconceived and that it in truth invites the Board to be party to an unnecessary dilution of its own authority and to an abatement of the force of deliberately negotiated obligations. The Board feels that it can do no better than reiterate the principles expounded in the *Amalgamated Electric Corp.* case (1950) 2 Lab. Arb. Cas. 597, and in this reiteration emphasize the reciprocal nature of its authority, whether the violator be the company or the union.

It follows from what has been said that the union's challenge to this Board's power to award damages for breach by the union of article 8.01 is rejected and the Board will proceed to assess the company's damages at a hearing to be convened by the Board upon advice from the company that particulars as mentioned at the outset of this award have been furnished to the union and upon receipt of copies by members of the Board.

The Board is indebted for their submissions to Mr. G. M. Desaulniers and Mr. W. E. Rentfro, who appeared as counsel for the union, and to Mr. J. W. Healy, who appeared as counsel for the company. Dated at Toronto this 10th day of November, 1959.

(Sgd.) BORA LASKIN,
Chairman.

(Sgd.) M. O'BRIEN,
Member.

White-collar workers in the United States manufacturing industry are increasing in number at a faster rate than hourly-rated employees, the U.S. Commerce Department has reported.

Revealing that payments to salaried workers now amount to one third of the industry payrolls, compared with one fourth in 1947, the Department states that the increase has occurred not because the salaried workers are making more money but because their numbers have risen so much.

In fact, the pay of salaried workers increased 64.6 per cent since 1947 compared with 84.9 per cent for wage earners.

The number of salaried workers in manufacturing has risen from 2.5 million in 1947 to 3.9 million in 1959. Over the same period, the number of wage earners in the industry has declined, from 12.7 million to 12.3 million.

Report of Royal Commission on Price Spreads of Food Products

In period 1949-58, farm prices remained practically unchanged but retail food price index increased by 20 per cent, Commission reports. Permanent council on prices, productivity and incomes to review food industries is recommended

Between 1949 and 1958 farm prices remained practically unchanged, but the retail food price index increased by 20 per cent; as a result the farm value of food as a proportion of retail value dropped from 59 to 44 per cent, it was estimated by the Royal Commission on Price Spreads of Food Products, whose Report was published last month.

The Commission, under the chairmanship of Dr. Andrew Stewart, found that in agriculture there is a "compulsive mechanism which . . . translates increased efficiency into lower prices." In the industries that manufacture and distribute food products, however, this compulsion is lacking. Competition in these industries, the Commission's Report shows, has been in services rather than in prices.

"Where reduced retail food prices are offered, they tend to be referred to as 'specials'. The implication is that the circumstances are unusual, and that prices may be restored later. Indeed the implication is a correct one. The objective of the retailer and of the processor-supplier generally is not to undermine the customer's acceptance of a customary price," the Report declared.

The Commission's terms of reference required it to inquire into "the extent and the causes of the spread between the prices received by producers of food products of agricultural and fisheries origin and the prices paid by consumers therefor," and to determine whether such spreads are "fair and reasonable," and to make "such recommendations as they deem appropriate if any such price spreads are found to be excessive."

The Commission says that it found "considerable difficulty in coming to grips with the concept of a 'fair and reasonable' spread." In the first place, it thought that it was not possible to discover a particular spread for any commodity. The retail price is the price paid to the primary producer for the food material, "plus prices for the services to consumers which are provided in the marketing system." These two prices can move independently of each other for very good reasons, the Report points out. The "services to consumers . . . provided in

the marketing system" vary greatly from one product to another, and may vary from time to time for the same product.

The only practical criterion of the reasonableness of spreads, the Commission found, was the returns to labour and capital in the industries providing the intermediate services. To decide the "reasonableness" of such returns, however, presented difficulties. It was difficult enough, the Commission said, to arrive at a generally acceptable definition of a "fair and reasonable" level of profits; but it was still more difficult to decide what constituted "fair and reasonable" wages.

The reason for this particular difficulty with regard to wages "is that in judgments with respect to the reasonableness of wages there is an increasing tendency for income considerations to become thoroughly mixed up with the aspect of wages as a payment for services which provides incentive for the provision of particular labour services."

There is a growing general tendency to assume that labour is not, or should not be expected to be, fluid and mobile; that high wages are not, or are not to be considered as, a magnet which will draw more workers into the industry; that low wages are not or should not be allowed to operate as a force resulting in the withdrawal of workers and their employment elsewhere.

With regard to profits, the Commission, in spite of the difficulties involved in deciding what was fair and reasonable, felt satisfied that "a rate of return in excess of 10 per cent in the food industries justifies comment when the rate of return in industry generally is averaging about 7.3 per cent." It went on to discuss two cases, the prepared breakfast foods industry and the retail chain stores, in which the rate of return on net worth has exceeded 10 per cent throughout the 1949-58 period.

"Over the nine years the average rate was 29.2 per cent for three breakfast food firms and 17.1 per cent for five corporate retail chains," the Report says. Although it singled out these cases, the Commission said that it did not mean to imply that these were the only situations in which there might be reason to be concerned about the effect of industry performance on the unorganized primary producer and the unorganized consumer."

Regarding the prepared breakfast foods industry, the Report said:

A few firms... have been successful in creating in the minds of consumers an attachment to a name, or a firm or of a product, and in maintaining this attachment by large expenditures applied for the purpose of perpetuating the image of superiority.

While it did not impugn the technical excellence of the products in question, the Commission said that "there is no physical characteristic of the product which could not be duplicated by a competent competitor."

During the past 10 years the prices of these products have advanced rapidly enough to "preserve the high levels of profits being earned in the industry," the Commission said. It expressed the opinion that "in terms of a fair and reasonable return on capital, there was no necessity for so rapid an advance in prices."

Among the chain food stores the Commission also found "abnormally high profits throughout the period . . . in comparison to levels of profits elsewhere." However, in this case "there has been a noticeable tendency for rates of profits to decline over the period." The Commission's investigation did not go back beyond 1949, by which time the chains were well established, the Report said.

The Commission thinks it likely that the rapid expansion of the chain stores that began in 1954 may eventually lead to the emergence of excess capacity and possibly "price wars," with reduced prices. It also admits that the expansion might not have been so rapid had profits not been so high.

The Commission makes the remark that "there is no law which prevents firms from charging as high a price as they can get. However, . . . the tendency for firms in all or most industries to extract the maximum prices they can get makes more difficult efforts to achieve a stable general level of prices, and is one of the factors making for increases in the level of prices."

According to the report, "investment in slaughtering and meat packing, canned and preserved fruits and vegetables, and bakery products earned less than 10 per cent and less than the average for all manufacturing industry."

It also says that "new corporate investment in the food industries (except food retailing) has not expanded at as rapid a rate as has corporate investment generally, i.e., in other parts of the economy, and our analysis or wages indicates that wages in the food industries have not advanced more rapidly than wages elsewhere. Although the food industries have been advantageously

placed by the decline in the prices of their materials, we conclude that they have not set the pace in establishing higher prices for services."

Although the Report says that farm prices were at about the same level in 1958 as in 1949, it also says that "Since 1951, the food industries have procured their farm materials at reduced prices, but prices paid by consumers have advanced. Because farm prices have actually declined, it is evident that the increase in prices at retail is not due to an increase in the price of farm material."

Our view is that the decline in farm prices which began in 1952 was due in large part to the pressure of agricultural supplies and to the conditions experienced in export markets . . . The pressure of agricultural supplies was induced by technical innovations applicable to agriculture and by rising prices prior to 1951. Because of the structure of the farm industry, there was an expansion of output with a fall in prices.

The Commission is convinced that "the structure of the food marketing industries has . . . contributed to advancing prices to consumers, although again we are unable to measure the effect of structure." As has been already mentioned, the Commission is critical of the food industries' policy of adding services rather than reducing prices.

We do not wish in any way to imply that the food industries should not, or should not be expected to, offer to consumers new services associated with food purchases. However, we are obliged to express our concern about the tendency, which we believe to be evident and operative in the period we have studied, for the firms in the food industries to be more active in offering consumers added services than lower prices. We are satisfied that this condition is one of the causes of the increase in price spreads.

"The reasons for the pre-occupation of firms in the food industries with service competition rather than price competition are to be found in the particular conditions of the recent period and in the structure of the industries." The conditions of the recent period that have contributed to this result, the Report says, consist in declining farm prices, increasing consumer demand and slight resistance to higher prices by consumers.

The shift in the emphasis towards competition in services is characteristic of industries dominated by a few large firms or where the product is of a kind that can be differentiated in the minds of consumers.

The Commission recognizes, however, that price competition is not entirely absent from the strategy of the large firms.

The services given by the food industries, the Report divides into three main categories: first, the services that are suited to

the convenience and behaviour of customers; second, services in the processing of food materials made possible by technological advances, such as food freezing; and third, "various forms of promotional activities, e.g., packaging, advertising, give-aways and contests.

"We think that the extensive use of non-price promotional devices by the large chains and processors has been a major reason why they have expanded at the expense of the smaller firms," the Commission says. "We are less convinced that promotional activities among the large chains have had much effect on their volume of business in relation to one another."

It believes that "among the large firms in food merchandising a substantial part of the promotional expenditure must be dissipated in competitive rivalry."

To illustrate its view of the effect on the consumer of non-price promotional devices, the Commission instances the introduction by one firm of a new and more expensive container instead of a reduction in price. The consumer in this case gets a better container, but not by her own choice. On the other hand, if the price had been reduced she would have had a choice as to the way in which she spent the money saved by the price reduction.

In many instances, promotional expenditures are undertaken as an alternative to a reduction in price. The significant feature of a reduction in price is that the buyer can, if she chooses, reduce her expenditure on the particular commodity and turn the released expenditure to other things... Reduction of price gives the consumer the widest possible extension of choice... In our opinion, forms of non-price promotion which substitute for price reductions are detrimental to the welfare of consumers. The extent of this activity is evidence of an increasing reluctance on the part of business firms to offer reduction in prices.

Food Industry Wages

"We believe that if a continued increase in the general level of retail prices is to be prevented there must be an increasing disposition on the part of those who sell commodities to search for ways of reducing prices," the Commission said. "By this we mean a shift in emphasis away from competition in services in so far as services are a substitute for price reductions."

Regarding wages paid in the food industries, the Commission found by means of a questionnaire that, for food marketing as a whole, earnings of employees increased by about 50 per cent between 1949 and 1957; and, making allowance for the rise in the cost of living, real earnings increased by about 23 per cent during the period, or at an average rate of 2.6 per cent a year.

This increase in real incomes is slightly greater than for Canadian consumers generally, which was about 2 per cent a year.

Weekly wages in the foods and beverages processing industries during the same period rose by 53 per cent, compared with 55 per cent for manufacturing as a whole, according to the Report.

However, the Report says that "throughout the period wages in the foods and beverages industries have remained significantly below wage rates in all manufacturing industries."

Comparing the returns to labour and capital in farming with returns to labour and capital in the food industries in 1958, the Report says:

The average net farm operating income per non-paid farm worker in 1958 was \$2,582 and represented a 21-per-cent increase over 1949... Annual earnings of \$2,582 represent weekly earnings of \$49.65. This measure represents returns to farmers and their families from farming operations only and does not include any income that operators and their families may have earned from non-farm sources. However, the fact that these average earnings are about the same as the lowest levels of earnings of employees in food processing suggests relatively low returns to labour in agriculture. But the farmer also provides capital. The returns to labour in agriculture are, therefore, clearly relatively low. It is quite evident that the returns to capital in farming are also relatively low.

Returns to hired labour in agriculture are found in the statistics of farm wage rates. Based upon a monthly wage of \$74.87, including the value of room and board, paid farm labour had an annual income of \$898 in 1949. By 1958, the monthly wage on the same basis as the foregoing had risen to \$101, or an annual rate of \$1,212, representing an increase of 35 per cent. In terms of real income, however, the paid farm labour realized only an 8-per-cent increase in this period.

Recommendations

In the preamble to its recommendations the Commission said, "The problem is to discover some way of inducing industries in which there are few firms to contribute to the welfare of consumers generally and to stability of the general level of prices by passing along some, or more of, the gains from increased efficiency in the form of lower prices."

This can be brought about only by influencing the policy of those engaged in the food industries, since it will not occur automatically, as it does in agriculture, the report says.

The Commission recommends "that the Government of Canada maintain a firm position in defence of a stable level of domestic prices, and that the people of Canada lend their support to all policies appropriate to this end."

It further recommends "the establishment of a permanent Council on Prices, Productivity and Incomes which would keep the whole area of the food industries under review and which would present a yearly report to the Governor in Council." This council would be an independent body provided with funds to enable it to operate independently for a period of five years at a time.

The council's special duty would be "to review the changes in relative prices and changes in incomes which have occurred," and to "give particular attention to changes in productivity and to situations in which increasing efficiency offers prospects of price reductions."

Another recommendation of the Commission, with particular reference to the high rates of return on capital and the high promotional expenditures in proportion to sales that it had found to be characteristic of the breakfast foods industry and the chain stores, was that "there should be means to disclose situations in which there is a combination of high rates of profit and high promotional expenditures which persist over a period of time, and to bring them under scrutiny."

The Report points out that machinery for this type of inquiry already exists under the Combines Investigation Act, but it says that the officials concerned may require more resources to carry out the necessary functions effectively.

Another recommendation is that "if 'stamp plans' are continued, it should be required of the retailer that at the time purchases are made the customer be given the alternative of a specified cash discount." The Commission adds that it "does not wish to lend any semblance of support to stamp plans as they are now devised."

Two suggestions followed this recommendation. (1) "As an alternative to any possible limitation of promotional expenditures (or revenues) retail firms might elect, as they are permitted to do under existing legislation, to pay patronage dividends similar to those paid to members and non-members of consumer co-operative organizations." (2) Where there is a high level of return on investment and there seems to be no way of effecting a reduction in prices, profits above "a fair and reasonable return on investment" should be taxed at a higher rate.

The Report recommended that efforts should be made to provide "more informative labelling, standardization of container sizes, and simplification of grading," and also towards the establishment of "a code

of ethics designed to guide food advertisers generally, and particularly to reduce misleading advertising."

Another recommendation was that an office should be established in the Department of Justice to "prepare, publish and keep up to date a report on legislative measures to protect consumers, and on services—governmental, trade, and voluntary—available to aid consumers."

The Commission recommended a federal statute providing for the incorporation of co-operatives.

The Commission did not believe that the operation of compulsory farm marketing boards would lead to any significant reduction in price spreads.

Although it may be impossible to bring an effective consumer viewpoint to bear on the market, individual consumers can themselves influence the course of prices, and make their contribution towards more stable prices by recognizing that services must be paid for, and that they may not be able to get all the services they would like to have without increasing the cost of living, the Commission said.

Fisheries

The part-time and sporadic nature of the occupation makes it difficult to decide who is a fisherman, and even more difficult to establish relative levels and to trace trends in the income of fishermen, as the Commission did in the case of agriculture, the Report says.

The Commission was unable to say whether net real incomes per worker in the fishing industry have increased or decreased during the last 10 years. "Although in certain years returns per fisherman in the primary fisheries of British Columbia are relatively attractive, returns to labour and capital in primary production are, on the whole, considerably lower than in the marketing of fish," the Commission says.

However, in contrast to the marketing of farm products, where spreads have increased more rapidly, the fisherman's share of the consumer's dollar has remained fairly constant, the report states.

Profits cannot be judged to be excessive, the Commission thought, and "wages, which tend to be higher in British Columbia, are not out of line with returns to labour in comparable alternative occupations in the region."

Nevertheless, the difficulties of the fisheries are described as "acute and persistent." Efforts to improve productivity have not brought advances comparable to those in

other industries. "Although increased productivity of the fishery resources is possible, gains parallel to the kind being experienced in agriculture have not generally been occurring."

One of the Commission's recommendations is that consideration be given to the establishment by governments of a system of fish grading, based on size and quality.

It also recommends that enactment of "a Federal Fish Marketing Act which would enable provincial governments wishing to do so to pass their own legislation, and thus to regularize the negotiation of prices to fishermen." In making this recommendation the Commission emphasized "the desirability of keeping the 'price spreads' as close as possible to those which would be expected under reasonably competitive conditions."

CCCL and QFL Briefs to Quebec Cabinet

Both labour organizations make recommendations regarding protection of right of association, urge revamping of Labour Relations Board, and call for revival of Superior Labour Council. Premier indicates adoption soon of some proposals

(Translation)

The Canadian and Catholic Confederation of Labour presented a brief to the Quebec Cabinet on November 4 and the Quebec Federation of Labour (CLC) a week later. The CCCL had not submitted a brief to the provincial Government since 1956, asserting indifference on the part of the late Premier Duplessis.

In its submission, the CCCL suggested important changes concerning the right of association and the exercise of this right, in the Labour Relations Board, and regarding the Superior Labour Council. The QFL brief called especially for recognition of freedom of association for civil servants, recognition of the right to strike for all citizens, democratization of education, establishment of a health insurance plan in the province, and nationalization of the sources of energy.

Delegations from both organizations were received by Premier Paul Sauvé. The CCCL delegation was led by its General President, Roger Mathieu; the QFL group by President Roger Provost.

CCCL Brief

In addition to suggesting the establishment of legislation relating to the safeguarding of association, the reorganization of the Labour Relations Board and the revival of the Superior Labour Council, the CCCL drew the attention of the Premier and his Cabinet to more than 300 resolutions passed at its last annual convention (L.G., Dec. 1959, p. 1267).

Premier Sauvé gave the CCCL delegation to understand that a bill would be tabled at the next session to improve labour-management relations, and that a number of the CCCL's suggestions might be included in it.

At the close of the meeting Mr. Mathieu expressed his personal satisfaction. "I consider that this was an extremely profitable interview," he said, "full of promise for the future."

Having pointed out that the right of association is not disputed in Quebec province, the brief stressed the fact that "a host of obstacles are set up that prevent the free exercise of this right."

In order to remedy this state of affairs, the CCCL believes the Labour Relations Act should provide for:

—The obligation for an employer to take back any worker dismissed for union activities, without loss of wages and without affecting the worker's acquired rights;

—The option, for the employee, to be paid damages covering the losses (wages and other benefits) he has sustained as a result of his illegal dismissal, if he prefers not to return to his job;

—The setting of fines sufficiently high to discourage anti-union employers from having recourse to dismissals for union activities;

—The assigning to the employer of the burden of proof when he has dismissed an employee under the circumstances described above.

Stating that union recognition is a right when the union represents a majority, the brief reproached the Quebec Labour Relations Board with considering it "an exorbitant privilege."

The CCCL recommended revamping the Board. Among other changes, it suggested:

—An increase in the number of members to seven, three representing the employers and three the wage-earners, with a chairman appointed by the Lieutenant-Governor in Council;

—Provisions enabling the association that recommended a member to have him re-placed;

—Sittings of the Board on a parity basis;

—That members of the Board not be made civil servants;

—Publication of the Board's reasons for decisions;

—The making of decisions within 30 days;

—Limiting of the Board's power to revoke certification to two reasons—loss of majority or domination of a union by an employer.

The CCCL also recommended that pay for members of the Board be sufficiently high to attract persons well qualified for the duties.

The brief also pointed out that the CCCL "would look favourably on the restoration of the Superior Labour Council." The Council is an advisory organization consisting of some thirty specialists in labour and social questions; it has not met for about ten years now.

According to the CCCL, the Council would provide the Minister of Labour with "first class" plans and opinions, and would also make possible meetings at which problems of common interest could be considered.

In reply to the brief, the Premier said that he would study the suggestions made by the CCCL with a great deal of sympathy, and, among other things, that he had every intention of putting an end to "dilatatory manoeuvres" in labour-management relations so as to expedite the collective bargaining procedure.

"You have expressed the hope," said Mr. Sauvé, "that your visit will lead to improved legislation and will cause harmony to prevail in order and justice. Without wishing to disclose the Government's plans, I may say that this wish will certainly be realized to a very great extent."

Mr. Mathieu was accompanied by the General Secretary, Jean Marchand, who read the brief, by the members of the Confederal Bureau, and nearly 200 representatives of the CCCL.

QFL Brief

The QFL brief also called for more severe penalties for employers who violate the right of association, those who set up "company unions" and those who refuse to bargain "in good faith." It also requested reform of the Labour Relations Board, revival of the Superior Labour Council, a public inquiry into existing labour legislation, changes in the Workmen's Compensation Act, anti-discriminatory legislation and a number of social measures.

Stating that it represents 235,000 trade unionists in the province of Quebec, the QFL said that it aims not only to promote the interests of the workers but also "to protect and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled."

The QFL opened its brief with the question of the right of association, suggesting that the courts be empowered to "compel the employer guilty of such violation to rehire the employee dismissed for union activity, to pay to the plaintiff the full indemnity for the salary lost, and to pay a fine of not less than \$1,000 a day from the date of the unjustified dismissal to that of the rehiring of the employee."

The brief also asked for the abolition of *ex parte* injunctions in applications for union recognition and suggested that the law provide for the maintenance of the certificate of union recognition and of the collective agreement concluded between the two parties when the employer changes its name or contracts work out to subcontractors.

In the field of freedom of association, the QFL added, the provincial Government should set an example by first recognizing the right of association of its own employees.

Among the changes suggested in connection with the Labour Relations Board was an increase in the number of members "so that the Board may be divided into two bodies and deal quickly with routine business by sitting simultaneously at Montreal and at Quebec." It was also suggested that the Board should have definite regulations and that it should publish its decisions, with reasons.

The Federation maintained that one way to force the employer to bargain "in good faith" would be to give free access to conciliation and arbitration. According to the brief, the refractory employer will not agree to bargain in good faith until he knows that he has nothing to gain by delaying a settlement indefinitely. The QFL also suggested that the work of conciliation and arbitration should be entrusted to "competent, honest and neutral persons who command the respect of the employees as well as that of the employer." Conciliation officers should be better paid and the chairmen of the arbitration boards should be chosen from a list drawn up in advance.

The QFL requested the right to strike for all citizens, regardless of their occupation. "We claim the right to strike for

the firefighters of the province of Quebec," the brief stated, "as we claim it for municipal and provincial employees and for public service employees." Pointing out that those workers who do enjoy the right to strike make only moderate use of it, the QFL stated that it "constitutes an offence to a whole category of citizens to suppose that they will go on strike in an inconsiderate manner, without taking into account the common good."

With regard to industrial accidents, the brief requested, among other things, that compensation be increased to 100 per cent of the accident victim's wages and that allowances to widows and orphans be brought up "to a realistic level."

The Federation also protested against discrimination, calling for "fair employment

practices" legislation as well as an "equal pay for equal work" law. It requested also "the democratization of teaching" and the establishment of a "complete and contributory health insurance plan."

Addressing the delegates, the Premier revealed that an order raising the minimum wage in the province is now being prepared and will soon be submitted for Cabinet approval, that the Superior Labour Council is to be reconstituted, and that important changes are to be made in the Labour Relations Board.

Mr. Sauvé added that the suggestions contained in the QFL brief would be given very careful consideration and that he would examine the possibility of writing into provincial legislation "everything which is consistent with the public interest."

Industrial Fatalities in Canada during the Third Quarter of 1959

Deaths from industrial accidents numbered 321 in third quarter, 5 more than in second but 21 fewer than in same period of 1958. Largest number of fatalities was in construction, where 62 occurred; 59 occurred in manufacturing industry

There were 321* industrial fatalities in Canada in the third quarter of 1959, according to the latest reports received by the Department of Labour. This is an increase of 5 from the previous quarter, in which 316 were recorded, including 71 in a supplementary list. In the third quarter of the previous year, 342 fatalities were recorded.

During the quarter under review there were no accidents that resulted in the deaths of three or more persons.

Grouped by industries (see chart page 46), the largest number of fatalities, 62, was in construction: 33 in buildings and structures, 23 in highways and bridges, and 6 in miscellaneous construction. Fatalities recorded in this industry for the same period in 1958 numbered 87: 34 in buildings and structures, 29 in highways and bridges, and 24 in miscellaneous construction. During 1959's second quarter, 69 fatalities were

listed: 44 in buildings and structures, 19 in highways and bridges, and 6 in miscellaneous construction.

During the quarter, accidents in manufacturing resulted in the deaths of 59 persons; of these, 16 were in iron and steel products, 11 in wood products, 6 in non-

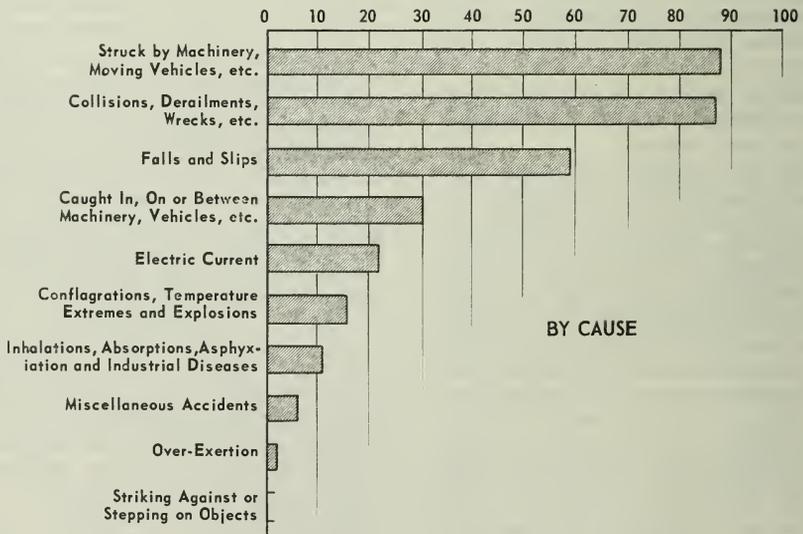
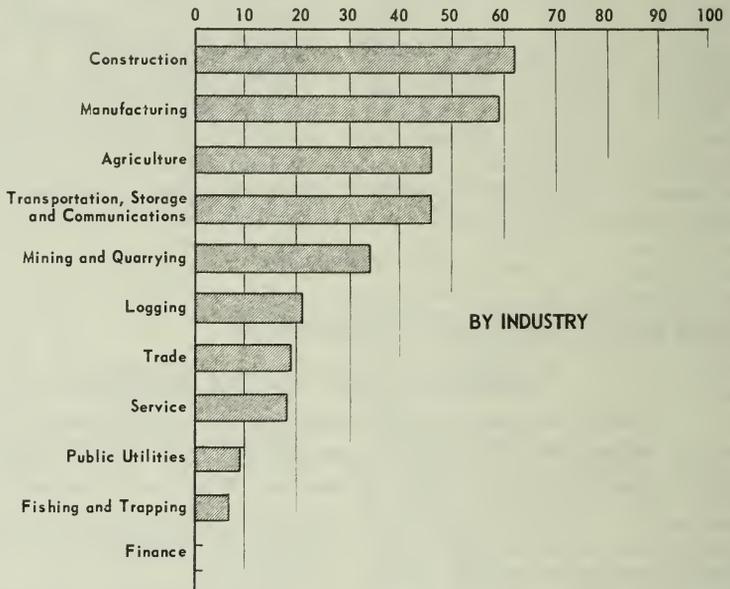
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial disease as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the third quarter of 1959 is probably greater than the figures now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 88 fatalities for which no official reports have been received, including 45 in agriculture alone.

INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1959



Source: Economics and Research Branch, Department of Labour.

metallic mineral products, 5 in non-ferrous products, and 4 each in paper products, transportation equipment and electrical apparatus. During the same period last year, 48 deaths were reported. Of these, 13 were in iron and steel products, 8 each in wood products and non-metallic mineral products, 7 in food and beverages, and 5 in transportation equipment. Accidents in manufacturing during April, May, and June of 1959 resulted in the deaths of 41 workers; of these, 15 were in iron and steel products, 10 in wood products, 5 each in paper products and transportation equipment, and 3 in non-metallic mineral products.

There were 46 fatalities in agriculture, an increase of 8 from the 38 recorded in this industry for the same period of 1958. In the second quarter of 1959, 20 fatalities were reported.

During the quarter under review, there were also 46 fatalities in transportation, storage, and communication. Of these, 20 were in steam railways, 15 in local and highway transportation, and 2 each in air transportation, storage, and telegraph and telephone. In the same period of 1958, there were also 46 fatalities: 18 in local and highway transportation, 17 in steam railways, 6 in water transportation, 4 in air transportation and 1 in telegraph and telephone. Industrial fatalities in this industrial group during the second quarter of 1959 numbered 39—14 in local and highway transportation, 11 in steam railways, 8 in water transportation, 3 in air transportation, 2 in storage and 1 in telegraph and telephone.

There were 34 fatalities in mining and quarrying: 20 in metal mining, 6 in coal mining, and 8 in non-metallic mineral mining. During the same period the previous

year, 33 fatalities were listed: 23 in metal mining, 1 in coal and 9 in non-metallic mineral mining. During 1959's second quarter, 38 workers were killed: 28 in metal mining, 4 in coal mining, and 6 in non-metallic mineral mining.

In the logging industry there were 21 fatalities recorded as against 28 in the same period of 1958. During 1959's second quarter, 35 lives were lost in this industry.

An analysis of the causes of the 321 fatalities recorded during the third quarter (see chart page 46) shows that 88 (27 per cent) were under the heading "struck by machinery, moving vehicles, etc.", of which 8 were under the heading "struck by tools, machinery, cranes, etc.", 29 under "struck by moving vehicles" and 51 under "struck by other objects". The cause "collisions, derailments, wrecks, etc." was responsible for 87 deaths: 48 in accidents involving automobiles and trucks, 23 involving tractors and loadmobiles, 8 involving aircraft, and 4 involving watercraft; 2 deaths from this cause occurred in each of steam railways and other transport agencies. In the classification "falls or slips" 59 fatalities were recorded, all of them from falls to different levels. Thirty fatalities were listed in the "caught in, on, or between" category; of these, 10 were caused by "tractors and loadmobiles", 8 involved "conveying and hoisting apparatus" and 4 were in the "machinery" category.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 108. In Quebec, there were 58; in British Columbia, 57; and in Alberta, 32.

During the quarter under review, there were 119 fatalities in July, 109 in August and 93 in September.

Canada Year Book, 1959 Edition, Released for Distribution

The 1959 edition of the *Canada Year Book* is now available.

Like its predecessors, the 1959 Year Book, the 53rd in the present series, presents a great range of up-to-date statistical material and analytical commentary on almost every measurable phase of Canada's development—population, agriculture, forestry, mineral production, manufacturing, marketing, communications, transportation, power development, labour force, wages, prices, health, vital statistics, banking and finance, education, external trade, national income and gross national product. Numerous charts, diagrams and maps are included.

The price of the *Canada Year Book* is \$5.00 for the regular cloth-bound volume. Copies are obtainable from the Superintendent of Publications, The Queen's Printer, Ottawa, or from the Information Services Division, Dominion Bureau of Statistics, Ottawa.

Work Attitudes at Age 65

U.S. Committee sponsors survey to determine attitude of 64-year-olds towards working beyond age 65, and attitude of managements towards retention of these workers. Forty-seven corporations, each with 10,000 or more employees, replied

A survey was recently sponsored by the Employment and Retirement Committee of the National Committee on the Aging of the United States to determine the attitude of men nearing age 65 with respect to working beyond age 65 and the attitude of management as to these men's ability to continue productive work.

Two hundred and fifty-four industrial corporations were invited to participate in the study and question their 64-year-old employees. Information obtained was intended primarily for management's own guidance, but all the companies were invited to report their findings to the Committee. Forty-seven corporations, each employing more than 10,000 persons, representing a cross section of industry, reported on 2,212 employees aged 64. Of these 47 corporations, 12 had compulsory retirement regulations at age 65, 12 at age 68, three at age 70, and 19 reported no mandatory retirement age. One firm did not specify its retirement regulations.

Based on reports made available to the Committee, the findings, summarized, were:

1. The percentage of male employees desiring to continue working was lower in those companies with mandatory retirement at 65. Among the companies with mandatory retirement at age 68 or with no compulsory retirement age the percentage was much higher. The average percentage of those male employees wishing to continue in their regular jobs ranged from 40 to 60 per cent.

2. Of those male employees wishing to continue their regular jobs after age 65, about 66 per cent were found acceptable to management.

3. The percentage of male employees wanting to work after 65 and actually retained varied widely. Retentions of 50 to 85 per cent were common.

4. The primary reason for wanting to continue work past 65 was found to be financial. Job satisfaction and need for useful activity were frequently secondary reasons.

5. The primary reason for wanting to retire at age 65 was the desire for different or less exacting activity, commonly ex-

pressed as the desire to "take it easy." Health and financial independence were frequently secondary reasons.

6. While the evidence was limited, "there appeared to be some tendency towards higher mandatory retirement ages and lower optional retirement ages."

Participating companies in the survey were asked to state what changes, if any, in retirement policy with respect to age had occurred in the past five years.

Of the 47 reporting companies, two had raised the mandatory retirement age from 65 to 68, two had lowered optional early retirement ages to 55 and 58, one had lowered normal retirement age from 68 to 65, five adopted a mandatory retirement age in lieu of no mandatory retirement age (one at 65, three at 68, one at 70), and one had adopted compulsory retirement at 65 unless special exceptions were granted. The remainder did not report changes.

The "Work Attitudes at Age 65" survey was designed to stimulate management interest in developing, for its own guidance, reliable information on work attitudes and work abilities of male employees close to the age at which Social Security benefits in the United States become payable. Such information appeared to be scarce for at least two plausible reasons: (1) management has not yet felt the full-cost impact of higher pension benefits and longer pay-out periods, and (2) the dimensions of the problem are formidable.

Participating companies were asked to suggest areas of research needed to fill gaps in existing information. One correspondent stated that "There is real need for the formulation of valid criteria by which physiological age can be evaluated and for the determination of the age level on that scale at which retirement should be compulsory. There is good reason to believe that some men (and women) are younger at 75 than others at 55 and it would seem illogical for a company either to deprive itself of the valuable services of the former or be encumbered by the latter in the hope that they could be 'nursed' through to 'normal' retirement date at which time they would become eligible for retirement benefits."

Alberta Equal Pay Brief

Business and Professional Women's Clubs of Alberta submit brief* recommending changes in provision in Alberta Labour Act that requires employer to pay a woman no less than he pays man for "identical or substantially identical" work

In 1957, the Alberta Legislature passed an equal pay law by adding a provision to the Alberta Labour Act requiring an employer to pay a woman no less than he pays a man for "identical or substantially identical" work.

When the Alberta Minister of Labour recently called a conference on labour legislation, the Business and Professional Women's Clubs of Alberta presented a brief recommending changes in this equal pay provision. The position of the Business and Professional Women is that "the job itself be paid for regardless of whether it be performed by men or women," a principle endorsed by the members of their organization at all levels, local, provincial, national and international.

"The present equal pay legislation," the brief asserted, "fits some industrial jobs wherein the similarity of work is easy to identify, but we doubt if this is so in many office jobs where a different title may disguise the facts. In order to implement the intent of the equal pay section of the Labour Act, we suggest that special attention to this section could be given by the inspectors in the course of the discharge of their duties."

Referring to the minimum wage provisions of the Labour Act, the brief states: "The difference in the (minimum) wage level for men and women in some categories does not carry out the intention of the equal pay legislation. We therefore request that minimum wage levels for men and women be the same. We further recommend a general increase in the minimum wage levels to bring them into line with present day cost of living."

The brief urged the Labour Department to "inaugurate an educational and interpretative program, directed to employers, employees and the general public" in order "to develop a sounder appreciation of equal pay legislation and to encourage a broader attitude to basic human rights." The posting of the equal pay law in places of employment as is done in the case of the hours of work provisions was also requested.

*Excerpts from the brief used by permission of the provincial president.

The Business and Professional Women's Clubs also recommended legislation providing for sick leave to be granted to all workers and for the right of appeal in all sections of the Labour Act.

Swiss Women's Exhibition Financial Success

A surplus of over 2,000,000 Swiss Francs was obtained from the Swiss Women's Exhibition held in July 1958 in Zurich (L.G. 1958, p. 1393).

Sixty per cent of this money will be spent on grants and loans for training and re-training of women who are unable to obtain financial help elsewhere, and for centres advising women on financial and business questions. Fifteen per cent will go to the Swiss Institute for Home Economics for the development of its advisory services for housewives. Half of the remainder will be used to help various women's organizations that contributed to the work of the exhibition to carry on their work in citizenship education of women. The remainder will be given to the General Federation of Swiss Women's Associations to finance studies on topical questions of an occupational kind, such as part-time work, new professional openings for women, and the employment and domestic problems of women with small children.

Older Women Workers in Norway

A Committee appointed by the Norwegian Government in 1956 to study the problem of employment for "the not quite so young women" has recently submitted its report. Chief among the recommendations are the following:

That special persons should be appointed to take care of the question of vocational training and the placement of older women at the Labour Exchanges. Where suitable jobs cannot be found for older women, these women should be given opportunities for rehabilitation.

Loans and grants should be arranged for older women in need of financial assistance to make themselves fit for employment, i.e., to enable them to attend study courses, etc. Financial assistance should be granted to organizations arranging such courses and funds should be set aside for educational and research work concerning the problems of older workers.

50 Years Ago This Month

Resolution introduced in House of Commons proposing appointment of commission of inquiry to investigate Canada's needs in technical education and to report on best ways to meet the need. Grand Trunk opened from Edmonton to Lakehead

In December 1909 a resolution was introduced in the House of Commons proposing the appointment of a commission of inquiry "to investigate the needs of Canada in respect of technical education, and to report on ways and means by which these needs may be best met."

In speaking on the resolution, the Minister of Labour, Hon. W. L. Mackenzie King, strongly supported the idea of giving more attention to technical and industrial training in Canada than it had received up till that time. However, he moved adjournment of the debate on the resolution in order that the Government might consult the provincial governments to find out how far they would be prepared to work with federal authorities in the matter of technical education.

Some of the Minister's remarks were reported in the LABOUR GAZETTE of January 1910 as follows:

"Under modern industrial conditions technical education was, he believed, a necessity for any nation which is to keep abreast of the times. Not only had industrial conditions changed within recent years but a complete change had occurred in the nature of industrial competition which had become world-wide. If Canadians were to hold their own against modern competition it would only be by bringing their workmen up to the highest degree of efficiency, and by seeing that their industries were managed by men second to none in technical knowledge.

"The need for technical education in Canada was clearly shown by a comparison of conditions in this country with conditions in Germany, France, Switzerland, and the United States. Another consideration which had been alluded to during the debate was the shortage of skilled workmen in Canada for the development of the nation's industries . . . Continuing, the Minister alluded to the work of technical education as now carried on in the provinces of Nova Scotia, Quebec, Ontario and also the efforts which were being made by some of the other provinces in the same direction. The Department of Labour, he observed, had gathered much information on the subject of technical education and would be

pleased to place the same at the service of all who were interested in the subject."

In the matter of railway construction, the GAZETTE reported that during 1909 the main line of the Grand Trunk Pacific Railway between Edmonton and the head of the Lakes had been formally opened to traffic.

"Altogether over 1,000 miles of new steel were laid by the railway companies of Western Canada during the past season," the GAZETTE said. "This total is made up by the different companies as follows: Canadian Pacific Railway, 404 miles; Canadian Northern, 250 miles; Grand Trunk Pacific, 403 miles; this making a total of 1,057 miles. In addition to this, some work was done by the Great Northern in British Columbia."

The report pointed out that these figures meant that the railway mileage of the western provinces had been increased by about 10 per cent during the year. The total mileage west of the Great Lakes at the beginning of 1909 was 10,415, and by the end of the year it amounted to 11,472.

The GAZETTE said that railway contractors during the second half of the year had been unable to get enough men at many points in Western Canada, "notwithstanding a considerable advance in wages."

The price of a number of articles of farm produce were stated to have been very high in December 1909. "Grocery prices were generally steady, with flour markets inclined upward. An advance in the price of brooms has taken place." Lumber and metals remained "firm" in price. Hides and leather prices showed strength, and raw cotton and rubber goods were very high in price.

"Tenders for the removal of the wreckage of the Quebec bridge were under consideration during December," the GAZETTE said. The bridge, which had been under construction since 1900, collapsed in August 1907 (L.G. 1957, p. 1070; Apr. 1958, p. 382).

During 1907 the number of immigrants who arrived in Canada was about 280,000. The returns for 1908, the GAZETTE reported, showed a falling off of nearly a half, the decrease being almost entirely in arrivals through ocean ports.

TEAMWORK in INDUSTRY

The waste reduction program set up last June by the Labour-Management Production Committee at the Winnipeg plant of Martin Paper Products has succeeded in substantially cutting waste costs.

The program includes use of a "thermometer" display to show employees exactly how well they are doing. Over-all reductions in waste were recorded during both July and August. Of the success of the committee's innovation, chairman D. Bartlette (the firm's production manager) said: "Martin's employees are showing a keen interest in this performance display and are earnestly trying to cut down on waste in our plant." He added that employees are giving the program their "whole-hearted co-operation."

Labour is represented on the committee by members of Local 830 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC).

* * *

Introduction of a new line of merchandise—ski parkas—is the American Wringer Company's contribution to the "Winter Work" program in Farnham, Que. Expectations are that this will provide employment for a substantial number of employees who would otherwise be laid off for the winter months.

"Winter Work" discussions are an annual feature of Union-Management Production Committee meetings prior to the onset of the winter season. The committee is composed of representatives from management and Local 602 of the United Rubber, Cork, Linoleum and Plastic Workers of America.

* * *

Rendering its own special assistance to the variety of humanitarian, educational and research activities being carried on at the 900-bed Winnipeg General Hospital is the Employee-Management Advisory Council, whose members represent both management and the hospital's 1,350 employees.

The council—or EMAC as it is commonly called—was founded in February 1958, and meets monthly under the chairmanship of Dr. P. Warner, Director of the Bacteriology Division, to discuss methods of improving service to patients, general organization and hospital facilities. The group's members consider that the council, by actively encouraging suggestions and criticisms, has been an "invaluable aid" in

building up job satisfaction and bettering employer-employee relations.

Among the many tangible accomplishments of the Employee-Management Advisory Council at the Winnipeg General are the formation of a safety committee, improvement in staff facilities, better maintenance and repair of equipment, and more effective employee-management communications.

Council members claim that, even more important than these tangible results, is the fact that "management and employees have been brought more closely together by making their problems known to each other."

As one member explained further, an employee who is brought to a fuller understanding of the hospital's over-all functions, and of how his particular job fits into these functions, is thereby equipped to perform a more efficient role.

Also in operation at the General is a "Nudge" Committee, made up of four members of the EMAC. It is credited with having achieved immediate action on numerous problems.

Reflecting on the work of the council, the hospital's administration, Dr. L. O. Bradley, said: "Establishing unity of purpose in an organization is a key objective of management in the attainment of its institutional goals. The technique of bringing together a representative employee-management group to advise and recommend is a very useful one. It has very practical and psychological advantages that are of benefit to this hospital."

Commenting on the over-all contribution of the council to the daily operation and long-term objectives of the Winnipeg General, the council's current chairman, Dr. Warner, remarked: "The aspect of our EMAC that has impressed itself most strongly on me is the increasing awareness of all its members—and the people they represent—that we are a team, working together for a common, worthwhile purpose."

Bargaining agent for the hospital's employees is Local 56 of the Winnipeg General Hospital Employees' Union, affiliated with the National Union of Public Employees (CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during November. The Board issued 11 certificates designating bargaining agents and rejected 12 applications for certification. During the month the Board received seven applications for certification, one application for revocation of certification, one application for provision for the final settlement of differences concerning the meaning or violation of a collective agreement, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Island Tug & Barge Limited, Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1292) (See also applications rejected, below, item 6).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by the Canadian Tugboat Co. Ltd., New Westminster, B.C. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1292) (See also applications rejected, below, item 7).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Mogul*, operated by the Griffiths Steamship Co. Ltd., Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1293) (See also applications rejected, below, item 8).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by the Vancouver Tug

Boat Co. Ltd., Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1293) (See also applications rejected, below, item 9).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by F. M. Yorke & Son Ltd., Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1293) (See also applications rejected, below, item 10).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by the Great West Towing and Salvage Ltd., Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1293) (See also applications rejected, below, item 11).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Gilley Bros. Ltd., New Westminster, B.C. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1293) (See also applications rejected, below, item 12).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and scows operated by Bute Towing Ltd., Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Dec. 1959, p. 1293).

9. Brotherhood of Maintenance of Way Employees on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (L.G., Nov. 1959, p. 1178).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

10. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by the Gulf of Georgia Towing Co. Ltd., Vancouver (L.G., Dec. 1959, p. 1294) (See also applications rejected, below, item 1).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Straits Towing Limited, Vancouver (L.G., Dec. 1959, p. 1294) (See also applications rejected, below, item 2).

Applications for Certification Rejected

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Gulf of Georgia Towing Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Dec. 1959, p. 1293). The application was rejected for the reason that it was not supported by a

majority of the employees in the representation vote conducted by the Board (See also applications granted, above, item 10).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Straits Towing Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (tugs) (L.G., Dec. 1959, p. 1293). The application was rejected for the reason that it was not supported by a majority of the employees in the representation vote conducted by the Board (See also applications granted, above, item 11).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Pacific Tanker Company Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Dec. 1959, p. 1293). The application was rejected for the reason that there were no persons employed in the unit and the representation vote ordered by the Board could not be taken.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Straits Towing Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (barges) (L.G., Dec. 1959, p. 1293). The application was rejected for the reason that there were no persons employed in the unit and the representation vote ordered by the Board could not be taken.

5. Brotherhood of Railroad Trainmen, applicant, Ontario Northland Railway, respondent, and the Order of Railway Conductors and Brakemen, intervener (conductors) (L.G., Dec. 1959, p. 1293). The application was rejected for the reason that it was not supported by a majority of the employees eligible to vote in the representation vote conducted by the Board.

6. Seafarers' International Union of North America, Canadian District, applicant, and Island Tug & Barge Limited, Vancouver, respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the representation vote conducted by the Board in which the name of the applicant appeared on the ballot (See also applications granted, above, item 1).

7. Seafarers' International Union of North America, Canadian District, applicant, and Canadian Tugboat Co. Ltd., New Westminster, B.C., respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the representation vote conducted by the Board in which the name of the applicant appeared on the ballot (See also applications granted, above, item 2).

8. Seafarers' International Union of North America, Canadian District, applicant, and Griffiths Steamship Co. Ltd., Vancouver, respondent (L.G., Dec. 1959, p. 1295). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the representation vote conducted by the Board in which the name of the applicant appeared on the ballot (See also applications granted, above, item 3).

9. Seafarers' International Union of North America, Canadian District, applicant, and Vancouver Tug Boat Co. Ltd., Vancouver, respondent (L.G., Dec. 1959, p. 1295). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the representation vote conducted by the board in which the name of the applicant appeared on the ballot (See also applications granted, above, item 4).

10. Seafarers' International Union of North America, Canadian District, applicant, and F. M. Yorke & Son Ltd., Vancouver, respondent (L.G., Dec. 1959, p. 1295). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the representation vote conducted by the Board in which the name of the applicant appeared on the ballot (See also applications granted, above, item 5).

11. Seafarers' International Union of North America, Canadian District, applicant, and Great West Towing and Salvage Ltd., Vancouver, respondent (L.G., Dec. 1959, p. 1295). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the representation vote conducted by the Board in which the name of the applicant appeared on the ballot (See also application granted, above, item 6).

12. Seafarers' International Union of North America, Canadian District, applicant, and Gilley Bros. Ltd., New Westminster, B.C., respondent (L.G., Dec. 1959, p. 1295). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the representation vote conducted by the Board in which the name of the applicant appeared on the ballot (See also application granted, above, item 7).

Applications for Certification Received

1. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by Wheeler Air Lines Ltd., Montreal Airport, Que. (Investigating Officer: C. E. Poirier).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Westward Shipping Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

3. International Association of Machinists, on behalf of a unit of traffic, service and maintenance personnel employed by Quebecair Inc., Rimouski, Que. (Investigating Officer: C. E. Poirier).

4. The Commercial Telegraphers' Union, Canadian National System Division No. 43, on behalf of a unit of radio maintenance employees employed by the Canadian National Telegraph Company (Investigating Officer: T. B. McRae).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Laurentides Inc., St. Jerome, Que. (Investigating Officer: C. E. Poirier).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Richmond Hill Ltd., Richmond Hill, Ont. (radio station CJRH) (Investigating Officer: T. B. McRae).

7. Printing Industry Syndicate, Hull-Ottawa, Section CKCH, on behalf of a unit of employees of *La Compagnie de Radiodiffusion CKCH, Limitée*, Hull, Que. (Investigating Officers: G. A. Lane and J. C. Baril).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 505, applicant, and West Coast Stevedoring Co. Ltd., Prince Rupert, B.C., respondent (L.G., Sept. 1959, p. 913).

2. Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 138, applicant, National Harbours Board, Vancouver, respondent, and Vancouver Harbour Employees' Association, intervener (L.G., Dec. 1959, p. 1294).

Application for Revocation Received

W. Rodgers, *et al*, applicants, the Brotherhood of Locomotive Firemen and Enginemen, respondent, and Canadian National Railways (Western Region), respondent. The application was for the revocation of the certification issued by the Wartime Labour Relations Board on December 11, 1944 to the Brotherhood of Locomotive Firemen and Enginemen in respect of a unit of employees of Canadian National Railways (Western Region), comprising jitney car operators conveying passengers between Kamloops and Kamloops Junction, B.C., which employees are now classified as bus foreman and bus driver (L.G. 1944, p. 35).

Application under Section 19 of Act Received

Application for a provision for the final settlement of differences concerning the meaning or violation of the collective agreement between the Commercial Telegraphers' Union, Canadian National System Division No. 43, applicant, and Canadian National Telegraphs, respondent.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Ontario Northland Railway, North Bay, Ont., and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough).

2. British Yukon Navigation Company, Limited, Whitehorse, Y.T., and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

3. British Yukon Railway Company, Whitehorse, Y.T., and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

4. Westward Shipping Limited, Vancouver, (unlicensed personnel) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

5. Consolidated Denison Mines Limited, Sprage, Ont., (production workers) and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

6. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (Conciliation Officer: R. Duquette).

7. The St. Lawrence Seaway Authority, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Foundation Maritime Limited, Halifax, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane) (L.G., Nov. 1959, p. 1178).

2. Robin Hood Flour Mills Limited, Humberstone, Ont., and Local 416, United Packinghouse Workers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Oct. 1959, p. 1054).

3. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (grain shovellers) (Conciliation Officer: R. Duquette) (L.G., Sept. 1959, p. 915).

4. Buntain, Bell and Company Ltd., Gulf and Northern Shipping Company, H. B. Willis, Inc., and Labourers Protective Union, No. 9568 (Conciliation Officer: H. R. Pettigrove) (L.G., June 1959, p. 613).

Conciliation Board Appointed

Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (L.G., Dec. 1959, p. 1301).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (see above) was fully constituted in November with the appointment of Irwin A. Blackstone, B.A., Calgary, as Chairman. Mr. Blackstone was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, Q.C., Edmonton, and G. J. D. Taylor, Saskatoon, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Northspan Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (Production Employees) (L.G., Dec. 1959, p. 1302) was fully constituted in November with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as

Chairman. Judge Robinson was appointed by the Minister on the joint recommendation of the other two members, David W. Mundell, Q.C., and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Halifax, Saint John, Quebec, Three Rivers and Montreal) (L.G., Dec. 1959, p. 1302). The text of the report is reproduced below.

2. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Oct. 1959, p. 1055). The report submitted by the Board is a final report and the recommendations relate to the issues in dispute affecting the operations of the Company on its Prairie and Pacific Regions. The Board had previously submitted an interim report with respect to the dispute as it affected the Eastern Region. The text of the final report is reproduced below.

Settlement Reached Following Conciliation Board Procedure

Eldorado Mining & Refining Limited, Port Hope, Ont., and Local 13173, Region 77, District 50, United Mine Workers of America (L.G., Dec. 1959, p. 1303).

Report of Board in Dispute between

Shipping Federation of Canada, Inc.

and

International Longshoremen's Association

During November, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the International Longshoremen's Association (Halifax, Saint John, Quebec, Three Rivers and Montreal), and the Shipping Federation of Canada, Inc.

While the dispute affected 7,000 employees, most of the issues in dispute had already been resolved and the only issue the Board was asked to resolve was the amount of payment for overtime on Saturday afternoons and/or evenings at Saint John, N.B., where 2,165 employees were affected.

The Board was under the Chairmanship of His Honour Judge K. L. Crowell, Bridgetown, N.S., who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. Paul Barry, QC, Saint John, N.B., and James A. Whitebone, Lancaster, N.B., nominees of the Federation and union, respectively.

The text of the report is reproduced here.

Pursuant to the act governing the above-mentioned matter and the appointment of the undersigned as chairman and members of a board of conciliation and investigation therein, we respectfully submit the following report and recommendations.

Sittings of the Board were held in the city of Saint John, New Brunswick, on Tuesday, Wednesday and Thursday, November 10 to 12 inclusive. All members of the Board were present at all meetings. The ILA was represented by John F. Galbraith senior vice-president of the ILA in Eastern Canada, and he was accompanied by A. Harned of the Checker's Union and J. T. Steen of the Shipliner's Union who stated they were present only as observers. The Shipping Federation was represented by C. T. Mearns, E. T. Strang, John McCluskey and H. E. Kane. All mentioned were present at all meetings except the final

discussions between the chairman and members of the Board alone.

The Board at its first sitting heard general submissions from both parties with respect to the points at issue—and briefs were presented by both parties.

The major and perhaps the only point at issue between the parties revolved around Paragraph 7 (c) of the draft contract submitted to the ILA Local 273 by the Shipping Federation. This article, as included in previous contracts, provided as follows:

7 (c) Men shall work on Saturday afternoon and evening if required. If men are required to work on Saturday afternoon and/or evening (1:00 p.m.-11:00 p.m.) between May 1 and November 30, they shall be paid double-time. If men are required to work on Saturday afternoon and/or evening between December 1 and April 30, they shall be paid time-and-one-half. Should any of the holidays specified in subsection (a) above fall on a Saturday, double-time rates only will be paid on such Saturday afternoon and evening.

The proposed draft contract as first submitted follows:

7 (c) Men shall work on Saturday afternoon and evening if required. If men are required to work on Saturday afternoon and/or evening (1:00 p.m.-11:00 p.m.) between May 1 and November 30, they shall be paid double the basic rate only. If men are required to work on Saturday afternoon and/or evening between December 1 and April 30, they shall be paid time-and-one-half the basic day rate only. Should any of the holidays specified in subsection (a) above fall on a Saturday, double time rates only will be paid on such Saturday afternoon and evening.

The hearings disclosed that the ILA 273 took violent objection to the change by addition of words and in fact the Shipping Federation subsequently revised the draft proposal and deleted the objectionable words. It was then unsatisfactory to the union because by that time, in the view of the union, certain money was due to the men and the union would not sign the proposed draft until those men were paid. On the other hand, the Federation contended that nothing was due to the men.

The union felt that Paragraph 7 (c) as a penalty clause applied to the night rate on Saturday evenings, the night rate having been increased from 10 cents over the basic rate to time-and-one-quarter in 1959 and time-and-one-half in 1960. In cents, the increase in the hourly night rate was 48 cents under the proposed new contract. The union therefore wanted the new basic rate of \$2.08 plus one-quarter (52 cents) plus one-half of the night of \$2.60, making a total hourly rate of \$3.90 on Saturday night. The Federation offered \$3.18 for Saturday night.

The Federation claimed that because of the night rate increase from 10 cents per hour to 52 cents per hour, the penalty clause 7 (c) should refer only to basic day rate and not to the new night rate because, they said, that put penalty on penalty.

From December 1, 1958 to April 30, 1959, the union claimed \$3.90 per hour for Saturday evening. During the other months of the year, the union claimed \$6.20 per hour on Saturday evening. The Federation offered \$3.18 per hour and \$4.24 per hour respectively.

A review of the history of the negotiations leading to the preparation of the draft agreement, satisfied the Board that all parties left the meetings under the impression that all terms of the proposed new contract had been settled whereas in fact, as both parties frankly admitted, the significance and effect of Paragraph 7 (c) had not been discussed.

After a full and free discussion of the matters at issue, it became very obvious that it was impossible to find a common ground between the parties and that a compromise could not be effected.

Thereupon, the Board terminated its hearings and met privately to make its report.

Recommendations

Since both parties to the agreement had not, by their own frank admissions, even considered the meaning and effect of Paragraph 7 (c) as it applied to the new night rate, and since such failure probably caused members of the union to believe that they were entitled to a certain hourly rate of wage for which they have not been paid, the Board recommends that the Federation, for the purpose of solving the immediate problem, do pay these members for past work on the basis claimed by the union for the 1959 contract year namely December 1, 1958 to November 30, 1959. The parties can determine this amount by an examination of their own records and it has been suggested that the amount involved is about \$2,333.

Coupled with the foregoing recommendation and directly connected therewith because the report is not severable, your Board recommends that the following Paragraph 7 (c) be inserted in the new contract:

7 (c) Men shall work on Saturday afternoon and evening if required. If men are required to work on Saturday afternoon and/or evening (1:00 p.m.-11:00 p.m.) between May 1 and November 30, they shall be paid double the basic rate between 1:00 p.m. and 5:00 p.m. and double the basic rate plus 15 cents per hour between 7:00 p.m. and 11:00 p.m. If men are required to work on Saturday afternoon and/or evening between December 1 and April 30, they shall be

paid time-and-one-half the basic day rate between 1:00 p.m. and 5:00 p.m. and time-and-one-half the basic rate plus 15 cents per hour between 7:00 p.m. and 11:00 p.m.

Should any of the holidays specified in subsection (a) in the agreement fall on a Saturday, double the basic day rate only will be paid on such Saturday afternoon and evening.

The Board recommends these proposals for the consideration of the parties, to be effective if accepted only on the execution of the new agreement, with the sole purpose of settling the immediate problem and without any intention of setting a precedent or deciding the rights or wrongs of the matter. It appears to be the best way for all concerned out of the present impasse.

During the hearings, it appeared that the union felt that if a clause of an agreement which had expired, was not discussed when working out a new agreement, then the old clause would remain verbatim. This belief has resulted in an unfortunate circumstance and all parties should understand that it is desirable, if not essential, that all matters to be included should be discussed and detailed in the new agreement and that nothing be taken for granted. It would be preferable that all rates be expressed in dollars and cents for each period and that the words "differential" and "plus 15 cents" be unnecessary in the future.

Should one or both of the parties involved in this matter find the recommendations herein unacceptable, then the Board recom-

mends that a complete new contract be negotiated because of the importance of Paragraph 7 (c) in the present situation and because it appears that certain other clauses are capable of different interpretation.

In conclusion, the members of the Board wish to express their thanks to the representatives of both the union and Federation for their assistance given the Board and for the high level of the discussions throughout the hearings. The members of the Board would also like to assure both the union and the Federation that the conclusions reached and the recommendations made herein have not been arrived at without giving careful consideration as well as a great deal of thought and study of the problem presented to them. They also earnestly hope that their efforts on behalf of both the union and Federation will be of some value to them in settling their problems and that eventually a fair and just collective agreement will come out of their deliberation leading to continued cordial relations between management and employees.

Dated at Saint John this 12th day of November, 1959.

(Sgd.) K. L. CROWELL,
Chairman.

(Sgd.) J. PAUL BARRY,
Member.

(Sgd.) JAMES A. WHITEBONE,
Member.

Report of Board in Dispute between Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen

During November, the Minister of Labour received the unanimous final report of the Board of Conciliation and Investigation established to deal with a dispute between the Brotherhood of Railroad Trainmen, and the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions). The recommendations of the final report relate to the issues in dispute affecting the operations of the company on its Prairie and Pacific Regions. The Board had previously submitted an interim report with respect to the dispute as it affected the Eastern Region.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, QC, Montreal, and the Hon. A. W. Roebuck, QC, Toronto, nominees of the Company and union, respectively.

The final report is reproduced here.

Your Conciliation Board, appointed to deal with the dispute of the above parties, consisting of His Honour Judge J. C. Anderson, J. W. Long, QC, of Montreal, Company nominee, and the Honourable A. W. Roebuck, QC, of Toronto, Brotherhood nominee, met at the city of Montreal on the 3rd, 4th, 5th, 6th and 7th of August 1959; and then adjourned and again met the parties in Montreal on the 18th, 19th and 20th, and until midnight of the 21st of August, 1959. The parties were respectively represented as follows:

For the Company: A. M. Hand, Assistant Manager, Labour Relations—CPR; Joseph G. Benedette, Personnel Department; Jack C. Anderson, Supervisor, Personnel and Labour Relations, Prairie Region—Winnipeg, CPR; Denis Cardé, Contract Analyst, Personnel

Department; Jack Ramage, Labour Relations Assistant, Department of Personnel; Vic Hooley, Road Foreman of Engines—Vancouver—CPR; Fred G. Firmin, Supervisor, Personnel and Labour Relations, Atlantic Regions—Montreal; A. L. McGregor, J. B. Shipley, F. W. McCurry.

For the Brotherhood Prairie and Pacific Regions: S. McDonald, General Chairman; T. A. Archibald, Vice-Chairman; E. Davidson, Secretary; *Members of Negotiating Committee:* R. Lane, E. V. Gardiner, C. W. Cannon, J. R. Carter, R. W. Hurl; C. W. Stanley, Manager, Schedule-Statistical Bureau; F. A. Collin, Vice-President; L. C. Malone, Vice-President; D. Paltiel, Statistician. And the other representatives of the Brotherhood from the Eastern Region as fully set out in the interim report.

At these meetings, while some progress was made in conciliating the issues in dispute between the Company and Brotherhood of Railroad Trainmen on the Prairie and Pacific Regions, the conciliation procedure was not completed.

The Board, however, concluded the hearing as it affected the issues between the Company and the Brotherhood of Railroad Trainmen on its Eastern Region and shortly thereafter an interim report was filed, following which a collective bargaining agreement between the Company and the Brotherhood of Railroad Trainmen (Eastern Region) was entered into.

In order to complete its conciliation efforts and hear the remaining submissions of the parties, the Board held meetings in Belleville and met the parties individually and at other times together on the evening of September 18, and on September 19, 20, and 21, 1959.

Thereafter, the chairman, with the approval of the other members of the Board, asked the director of industrial relations for Canada to convene a meeting directly between the parties in Winnipeg to enable them to further discuss in greater detail the issues between them related to inter-divisional runs.

The parties met directly as requested on September 30 in Winnipeg and copies of the minutes of this meeting were forwarded to each member of the Board.

Following the meeting in Winnipeg, the chairman discussed with other members of the Board the advisability of the Board convening another meeting with both parties in a final effort, if possible, to conciliate all issues then remaining in dispute.

The chairman, on finding that the Brotherhood and its nominee on the Board would willingly assent to a further meeting, and on finding that the Company, while in no

way requesting such a meeting, would, if the chairman requested the meeting, attend with their committee, thereupon convened another meeting of the parties with the Board in Belleville.

The Board met as a board without the parties being present for some little time on the evening of October 26 to assess the present position of the parties in relation to the issues remaining unsolved. The chairman and a Brotherhood nominee on the Board met with a small group of the Brotherhood committee and further explored the problems involved in the issues still unsolved. The Board met on Tuesday, October 27 with the full committees of both parties, and on this day and the following day the Company was represented by: A. M. Hand, Chairman; A. L. McGregor, J. Ramage, J. C. Anderson, F. G. Firmin, D. Card; The Brotherhood was represented by: S. McDonald, Chairman; F. A. Collin, Vice-President; L. C. Malone, Vice-President; E. Davidson, Secretary; T. A. Archibald, Vice-Chairman; R. Lane, E. V. Gardiner, G. W. Cannon, J. R. Carter, R. W. Hurl.

On October 28 the Board and the parties again met all day and all evening, and the Board and the parties met from 12:00 a.m. until 2:45 a.m. on Thursday, October 29, before the Board felt that all matters which they would be called upon to report were fully and completely put before it.

As a result of these meetings and the conversation which the chairman and the members of the Board had individually and collectively with the parties, the Board unanimously recommends the following:

Wages

That there shall be an increase in wages applicable to all wage rates and arbitraries (not including car step-up rates and territorial differentials) payable both in road and yard service similar to that in effect in the last non-ops settlement, that is to say,

4 cents or 2.3 per cent effective June 1, 1958; 3 per cent effective February 1, 1959; 3 per cent effective September 1, 1959; 1.5 per cent effective June 1, 1960.

All increases will be based on wage rates and arbitraries other than those excepted in effect on May 31, 1958 less 1 per cent set aside for health and welfare benefits.

The payment of the retroactive portion of the above-mentioned increases will be made as soon as possible but, in any event, not later than three months from the signing of the contract.

Electric Lanterns

That the following electric lanterns rule be adopted:

1. Effective January 1, 1960, all employees must provide themselves with an electric white lantern. The electric lantern, bulbs and batteries must be of a standard prescribed by the Company and the lantern must be equipped with not less than two white bulbs for instant use and a provision for a spare white bulb to be carried in the lantern.
2. Employees will be furnished white electric lanterns by the Company upon signing payroll deduction order of the actual cost of the lantern supplied, not including the cost of bulbs and batteries. This deduction will be made from the pay cheque in the current payroll.
3. Employees, who prior to January 1, 1960, have already provided themselves with electric lanterns, may continue to use them until they are worn out, provided such lantern is of a satisfactory type and contains two serviceable white bulbs for instant use and a provision for carrying a spare white bulb in the lantern, as required under the provision of Clause 1.
4. When an employee leaves the service of the Company, either voluntarily, by discharge or by death, the lantern if in satisfactory condition, may be returned to the Company, whereupon the amount of deposit made when the lantern was issued shall be refunded to the employee or his estate.
5. Replacement of lanterns issued by the Company will be made without cost to the employees under the following conditions:
 - (a) When worn out or damaged in the performance of Company service, upon return of the lantern.
 - (b) When stolen while employee is on the premises of the Company, without neglect on the part of the employee.
 - (c) When destroyed in the performance of duty.
6. The Company will maintain at convenient locations a supply of bulbs and batteries to be drawn as required upon presentation of those worn out or broken, without cost to the employee.
7. In the event that due to conditions beyond the control of the Company it becomes unable to obtain a sufficient

quantity of such electric lanterns, bulbs or batteries for the purpose set forth herein, the Company shall thereby be relieved of compliance with the provisions of this agreement to the extent that such inability makes it impossible to comply herewith.

8. The Company will continue to use oil burning lanterns with red globes for flagging.

Statutory Holidays

That employees engaged in yard service shall be entitled to seven statutory holidays, that is to say, the six now granted together with the addition of Victoria Day, but the first entitlement thereunder shall commence with Victoria Day 1960.

Vacations

Similar vacation article for both road and yard service employees as contained in the finally executed agreement with the Brotherhood of Railroad Trainmen on the Eastern Region, to be effective on the date of the signing of the agreement.

Watches

That the right of the employees to have their watches cleaned by any qualified watch repairman subject to the production of a certificate acceptable to the Company be continued.

Health and Welfare

Same provision as contained in Eastern Region agreement with Brotherhood of Railroad Trainmen.

Pay Cheques

That the Company continue the present policy with respect to the issuance of CGs and with respect to advance delivery of pay cheques prior to employees going on vacation.

Union Dues

That the Company check-off regular uniform union dues on a monthly basis for all employees in road and yard service subject to a deduction of 6 cents per individual check-off deduction.

Oil Burners

That the Company's negotiating committee recommend to the Company's Committee on Appropriations that they provide funds for the installation of oil burners rather than coal stoves on all new cabooses equipment.

Initial and Objective Terminal Detention Rules

1. The Board recommends that the Company include the excepted time in initial terminal detention and that the remaining 15 minutes period of excepted time at the final terminal remain unchanged. The Board is making this recommendation with respect to the initial and objective terminal detention clauses on the understanding that because the Company has advanced the argument that the excepted 15 minutes time therein is paid for in the trip as a whole and the Brotherhood, on the other hand, has advanced the argument that this excepted 15 minutes in the initial and objective terminal detention clauses is time for which they have not been paid for in the trip as a whole, and as a result thereof neither party would depart from the validity of their respective arguments, and an impasse was thereby created.
2. The Board's recommendation, therefore, is that purely for the purpose of arriving at a collective bargaining agreement, the Company should agree to pay for the initial terminal detention from the time required to report for duty, and the Brotherhood should agree to forego their request for the payment of the excepted time required to be on duty at the objective terminal.
3. The Board further recommends that both parties then would understand that the agreement in respect to this clause is recommended on the distinct understanding that if the Brotherhood should at some future time again request payment for all time at the objective terminal or the Company should at some future time request the elimination of the payment of the excepted 15 minutes at the initial terminal, then either party would be free to return to its original position with respect to the excepted 15 minutes in the initial and objective terminal detention clauses.
4. Under the above recommendation, it is clearly understood that the Company is justified in expecting that individual members of train crews can be required on arrival at the objective terminal to render any service required incidental to the trip they have just completed and that such service as is required will be included within the scope of the excepted 15 minutes rule except that if switching is required the full crew will be used

and will be paid final terminal switching for all time so used, and further that final terminal switching does not include taking locomotive or self-propelled car to shop or tie-up track.

5. It is further understood the Company has the right to use members of the crew individually prior to departure from the initial terminal for service incidental to their own train except when switching is required in which case not less than three of the crew will be used.

Investigations—Discipline

The Board recommends that Clause (d) of Article 10 of the Road Schedule and Article 13 of the Yard Schedule should be revised and as revised should read as follows

- (d) An employee will not be disciplined or dismissed until after investigation has been held and until the employee's responsibility is established by assessing the evidence produced and no employee will be required to assume this responsibility in his statement or statements.

Inter-Divisional Run Rule

Arrangements have been made to provide for inter-divisional assignment of crews to trains numbers 101 and 102 between Fort William and Winnipeg on a continuous trip basis.

The Board recommends that the parties will in the future enter upon negotiations conducted at the local level in respect to similar situations which may exist or occur at other points on the Prairie and Pacific Regions, and further, where agreement through such local level negotiations is not reached the matter will be dealt with to a conclusion by the assistant general manager and the general chairman.

Territorial Differentials

The Board recommends that the territorial differentials be frozen at the 1957 level for all men now in train service while they are in the service, and that it is to be understood thereby that these territorial differentials are not applicable to new men hired after the date of signing an agreement. The Board further recommends that the employees be paid retroactive pay increases applicable to such territorial differentials as follows:

4 cents or 2.3 per cent June 1, 1958,
3 per cent Feb. 1, 1959, 3 per cent Sept.
1, 1959—until the date the revised rates
are made applicable to the current pay-
roll.

Sanitary Conditions

The Board recommends that the Company's negotiating committee immediately recommend to the Appropriations Committee of the Company the remedying of unsanitary conditions where complaints are *bona fide*.

Switchtenders

The Board recommends that the Company consider any situation brought to its attention through the usual channels up to the assistant general manager on the respective Regions in the light of the information produced and take appropriate action where the circumstances warrant it.

Supplementary List of Requests for Revision of Rules—Road and Yard

The Board recommends that the full list of requests for revision of rules—Road and Yard, be negotiated and finalized in line with the understandings arrived at and so stated in the joint signed report submitted by the parties to the conciliation board as notes of discussion numbers 35, 36, and 37, dated August 11, 12 and 13, 1959.

These minutes disclose that at the meetings on the above dates the parties discussed at considerable length the vacation rules and the questions and answers relating thereto and the last paragraph of the joint report (number 37) submitted by the Brotherhood and the Company indicated agreement in this respect in the following words:

All of these were reviewed and discussed and it was felt by the parties that they now understood each other's respective position and that the matters brought up would be disposed of when a vacations with pay article is finalized, and, therefore, the Board recommends that these be fully clarified when the vacation rules are drafted.

The Board further recommends that all matters shall be disposed of through the revision of both road and yard schedules at a date not later than June 30, 1960, but in so recommending it is understood that if the parties fail to reach agreement on any item under discussion the present rule will stand for the duration of the forthcoming contract.

The Board further recommends that all matters referred to it and not hereinbefore specifically recommended, whether they arise by reason of requests made by the Company or by the Brotherhood for revision, be dropped except as to any matters that the parties prior to the meeting of the board of conciliation have agreed upon in direct negotiations.

The Board further recommends with respect to wages and all other matters that they are conditional upon the parties entering into a contract which shall be effective from June 1, 1958 until May 31, 1961 or thereafter.

All rules revisions to be effective December 1, 1959 unless otherwise provided.

The Board points out to the parties that if the Board report is accepted by the parties they will be expected to incorporate all matters of substance into the appropriate contract language.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) J. W. LONG,
Member.

(Sgd.) A. W. ROEBUCK,
Member.

Dated at Belleville this 5th day of November, 1959.

Two Railway Brotherhoods Agree on No Raiding in Canada

Jurisdictional disputes between the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen in Canada have been set at rest by an agreement, in the form of a memorandum of understanding that was signed in Cleveland on December 16 by Grand Chief Engineer Guy L. Brown of the Engineers and President H. E. Gilbert of the Firemen.

The full text of the memorandum is as follows:

"This will confirm understanding reached December 16, 1959, that, effective January 1, 1960, and continuing until the end of the next international convention of the brotherhood of Locomotive Engineers (which will be held in the year 1962) and thereafter until the chief executive of either organization serves on the other a thirty (30) days' notice of a desire for a cancellation, that neither organization will invoke the services of the Canada Labour Relations Board for the purpose of assuming jurisdiction over a contract covering either engineers, firemen, or hostlers which is now held by the other organization.

"It is further understood that the present application which has been filed by the Brotherhood of Locomotive Firemen and Enginemen to represent the craft of engineers on the Canadian Pacific Railway will be withdrawn."

LABOUR LAW

Report of Inquiry Commissioner on Manitoba Workmen's Compensation Act

Hon. W. F. A. Turgeon prefaces his recommendations with review of the historical development of workmen's compensation and a discussion of the major differences between the Manitoba (Canadian) system and those of certain other countries

On September 11, 1957, Hon. W. F. A. Turgeon was appointed to inquire into the operation of the Manitoba Workmen's Compensation Act. In an interim report submitted in February 1958, he recommended increases in widows' and children's pensions; these recommendations were adopted that same year as amendments to the Act. In November 1958 his Report was presented to the Manitoba Government and made public. At the second legislative session in 1959, the Act was revised; the recommendations of the Turgeon Report were implemented and several other changes made (see "Workmen's Compensation Legislation, 1959" in the September 1959 number of the LABOUR GAZETTE).

In his Report on the Manitoba Workmen's Compensation Act, Hon. W. F. A. Turgeon prefaced his recommendations with a review of the historical development of workmen's compensation and a discussion of the major differences between the Manitoba (Canadian) system and those of certain other countries.

He also reviewed the Act's relation to other federal and provincial social assistance legislation.

History of Workmen's Compensation

The present system of workmen's compensation, which the Commissioner said embodied the principle of "liability without fault," was the third stage in the development of legal remedies available to workmen for injuries suffered in the course of their employment. The first stage was action at common law; the second, employers' liability.

Action at Common Law—At common law it was assumed in every case that an accident was caused by somebody's fault, and the duty of the Court was to determine, as between the employer and the workman, who was at fault. The workman had ground for damages only when negligence on his employer's part could be proved. The onus of proving negligence fell upon the work-

man and his case was rendered difficult by the nature of the defences which the law made available to the employer.

One of these was the defence of "contributory negligence". If an employer could show that the workman had been guilty of some degree of negligence, the workman lost his case because he could not lawfully recover from another person damages for an accident for which he himself was partly to blame.

A further defence open to the employer was the defence of "common employment". The employer could not be held responsible for injury to an employee through the fault of a fellow-workman. That a fellow-workman might be negligent was considered to be one of the risks of the employment voluntarily assumed by the workman when he undertook to work in the employer's industry.

The third defence was the "assumption of risk" rule. If a workman chose to work, he was said to have voluntarily assumed the risks associated with the employment. If the employer could show that the injury resulted from an ordinary risk, the workman would not recover damages.

Commenting on the "assumption of risk" rule, the Commissioner remarked that it was the tendency of the common law to consider all men equally free to contract or to refuse to contract, overlooking the necessity always weighing on the workman to accept whatever work was available near to his home.

Thus, under the common law, it was contended that the workman had assumed all the risks involved in the employment other than those due to the employer's personal negligence. Neither industry as an institution nor the individual industrialist acknowledged any inherent liability for disabled workers.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Employers' Liability—When the introduction of power-driven machinery and the factory system greatly increased the number of accidents to workmen, a public demand, led by the trade unions, arose for remedial legislation. It resulted in the passage in Great Britain in 1880 of the Employers' Liability Act.

This Act, the Commissioner said, "was mistakenly hailed as a great liberalizing statute for the working man." Actually it modified the common law only slightly in his favour by reducing the employer's defence of common employment by making him liable for the negligence of his employees in positions of superintendence. It also made the employer liable for accidents that occurred because of defects in the "ways, works, machinery or plant connected with or used in the employer's business." But it limited the maximum amount of damages recoverable by the workman.

"The rule still prevailed that negligence by the employer or by somebody for whom he was responsible was a necessary condition of the action . . . Industry still refused to acknowledge that any liability towards disabled employees could arise merely out of the employer-employee relations between the parties."

Workmen's Compensation—The outstanding feature of workmen's compensation legislation was the adoption of the doctrine of liability without fault, that is, that an employer's liability to a workman existed without the necessity of showing that an accident resulted from some negligence attributable to the employer.

This doctrine having been established, the Commissioner said, there arose out of its application the theory that the community for whose use the product was manufactured or handled should bear the burden of compensation and that the costs imposed upon industry in respect of its injured workmen should be added to industry's costs of production and carried on into the selling price of the product.

Introduction of Compensation Laws in Canada

The Commissioner noted that Canadian law had followed that of Great Britain, employers' liability statutes having been passed in most provinces. These were in turn replaced by workmen's compensation laws, which were still in effect in substantially their original form.

Ontario led the way in establishing a system of liability without fault in Canada. Based on recommendations made by Sir William Meredith, who was appointed Commissioner by the Ontario Government to recommend a more satisfactory system of

employers' liability, the Ontario law went into force in 1915.

In his extensive study of workmen's compensation in other countries, Sir William Meredith found that there were two systems that he could recommend. One was the British system, which made the employer in each case individually liable for the payment of compensation. Sir William pointed out that in most cases where the British system with its principle of individual liability was in effect, the employers were required to insure against this liability.

The other was the German system, in which the liability was not individual but collective, the industries being divided into groups, and the employers in the industries in each group being collectively liable for the payment of compensation to the workmen engaged in those industries.

Sir William's conclusion was that a law based on the German system was best suited to the conditions of the province of Ontario, and his draft bill on which the Ontario statute was based combined the principle of collective liability as in operation in Germany with an exclusive state fund (Accident Fund) contributed by the employers concerned, as adopted by the State of Washington.

It was from this model set in 1914, the Commissioner observed, that Manitoba had had since 1916 a system of workmen's compensation that, for all practical purposes, was still in force in its original form.

Differences between Manitoba Act and Those of Certain Other Countries

One of the chief differences between Manitoba's law and those of certain other countries, the Commissioner pointed out, was its elimination of litigation. "It is primarily a system which administers justice proceeding from the rights of the parties by means of a board without recourse to the courts of law and by a method of continuing supervision by the board over the parties concerned, which has advantages which no judgment of a court could be expected to have."

The new system of insurance against personal injury by accident inaugurated in Great Britain in 1946, on the other hand, preserves a workman's right to an action for negligence against his employer, which he may exercise, not as an alternative to but in addition to compensation.

Under the law of New York State, which illustrates the procedure generally followed in the United States, all proceedings must originate before the Board, except where an employer has failed to insure for the payment of compensation, in which case

an employee has the option of claiming compensation or maintaining an action for damages in the courts. The belief appeared to be growing in the United States, the Commissioner stated, that the use of court trials in compensation cases should be eliminated.

In the United States, too, the workmen's compensation system was now practically in competition with other forms of security against industrial disability and death that have grown up through collective bargaining and the voluntary action of some employers in creating compensation programs of their own.

The Commissioner thought Manitoba's workmen's compensation system was in a much more favourable position in both these regards. "We are free from the expense and delays of litigation in the settlement of claims; and the various forms of public assistance which did not exist among our federal or provincial organizations in 1916 but have come into being since then do not 'compete' with Workmen's Compensation."

In his review of the various forms of social assistance now available under federal or provincial legislation, the Commissioner pointed to the constantly increasing measure of protection for disabled workers and their dependants that has resulted from collective bargaining.

"Organized workers have been able to secure among the fringe benefits written into their union agreements such items as sickness and accident insurance and group life insurance policies which pay fairly substantial benefits for comparatively low premiums. Besides this, many unions offer their members life insurance on a very low premium basis or make cash payments to widows to defray funeral expenses."

In some cases, Mr. Turgeon noted, such forms of assistance provide quite a substantial financial supplement to workmen's compensation; in other cases they operate in an area in which workmen's compensation does not apply.

Main Features of Compensation Legislation

Describing the main features of workmen's compensation, Mr. Turgeon said that its object must be to preserve the worker by all proper and reasonable means from the danger of injury (including infection through disease) occurring in the performance of his work and arising out of it, and to indemnify him against such loss as he may nevertheless suffer.

The indemnity, he continued, does not mean merely the money compensation provided according to scale but must include

the making of all reasonable efforts to restore the injured worker wholly or in as great part as possible to his former normal condition of health and efficiency. If a worker's earning capacity in his previous occupation has become permanently impaired, "steps should be taken to provide him with such vocational training as may be found suitable to fit him for some other employment."

The two principal concepts to be looked for in an efficient compensation program, therefore, were accident prevention and rehabilitation. "The statutory compensation payments are a necessary contribution to the workman's relief where injury has been occasioned and total rehabilitation is not yet established," he added.

Accident Prevention—In Manitoba, the work of accident prevention is mainly carried on by two government departments: for the most part by the Department of Labour and, in respect of mining, by the Department of Mines and Natural Resources. (A statement presented to the Commission on the work of these two departments is incorporated in the Report.)

The Commissioner did not recommend any change with respect to the responsibility for accident prevention work. Apart from the fact that there was little criticism regarding the carrying out of the work, he believed that the work that the Department of Labour was doing in administering and enforcing laws for employee safety was work that it would have to do for general purposes in any case. He did not agree that this responsibility should be placed upon the Workmen's Compensation Board.

The detection and prevention of industrial diseases, he said, was carried out through an informal arrangement between the Department of Labour, the Industrial Hygiene Branch of the Department of Public Health and Welfare, the Workmen's Compensation Board, and the Inspection Branch of the Winnipeg Health Department. This arrangement appeared to be working efficiently.

Rehabilitation—The only recommendation Mr. Turgeon had to make concerning rehabilitation was that special attention be given to the building up of the present organization.

Definition of "Accident"

In recommending that the word "accident" be re-defined, the Commissioner first explained that there were several points of view concerning its use.

One held that "accident" and "injury" were always two separate things, both of

which must be found to exist before a claim may be allowed. The opposite viewpoint, which was expressed by the Manitoba Federation of Labour, was that such separation was inequitable; the Federation argued that the word "accident" should disappear from the legislation and that the workman should be entitled to relief when he could show merely that his injury arose out of and in the course of his employment.

Between these two extremes was a body of opinion that, without discarding the word "accident," would do away with the theory of complete separation in every case of "accident" and "injury." This was the approach the Commissioner favoured.

He concluded that the word "accident" should be retained but that it should be re-defined, in the same terms as in the Alberta Act, to extend its meaning. In the Alberta Act, "accident" is defined to include "A wilful and intentional act, not being the act of the workman and shall also include a chance event occasioned by a physical or natural cause, as well as disablement arising out of and in the course of employment, and where the disablement is caused by disease the date of the accident shall be deemed to be the date of the disablement."

Mr. Turgeon thought this definition particularly useful in what it says about disablement. He pointed out, as an example, that the inability of a workman to use his arms that may result from long periods at the control of a pneumatic drill places the workman in the same position as if his disablement had been brought on by an accident.

If his recommendation for redefinition of the word "accident" was adopted, the provisions of the Act setting out the conditions under which compensation was payable for industrial diseases would be redundant and should be repealed, as should the schedule of industrial diseases appended to the Act, the Commissioner said.

Recommendations

Lump Sum to Widow—Since, following his recommendation, widows' and children's pensions were increased in 1958, he did not recommend any further increases in dependants' allowances, other than an increase from \$200 to \$300 in the lump sum payment to widows and foster mothers.

Minimum Payment in Total Disability Cases—The Commissioner proposed that the minimum payment in cases of permanent total and temporary total disability should be increased from \$15 to \$25 per week, and that the increase should apply to workmen in receipt of compensation for

past accidents. He was not prepared to adopt the suggestion that the additional costs occasioned by the retroactive effect of the increase should be borne by the Consolidated Fund of the Province. Indicating that the costs should properly be paid from the Accident Fund, he pointed out that the costs of workmen's compensation must not be thought of as a charge upon industry and nothing else, since the intention behind the legislation was that industry should re-distribute the burden among those who purchase its products or utilize its services.

Ceiling on Annual Earnings—The Commissioner considered that a ceiling on annual earnings of \$4,500 would be appropriate and in accordance with the change in conditions in the province since the standard of \$3,500 was adopted.

Waiting Period—The Report recommended a change with respect to the waiting period.

Reviewing the provisions, the Commissioner stated that (1) for an injury causing a disablement of less than three days a workman was entitled to free medical treatment but no compensation; (2) for an injury causing a disablement of between three and seven days he was entitled to compensation for the full period less the first three days; and (3) for an injury lasting longer than seven days he received compensation going back to and including the day of the accident. As a consequence, if two workmen were claimants at the same time, one for a nine-day disability and the other for a seven-day disability, the first was paid for the whole of the nine days but the other for only four days.

The justification offered for this discrimination, the Commissioner suggested, was that the forfeiture of compensation was considered to be part of the compromise between industry and labour by which employers accept liability without fault in return for certain concessions on the part of the workman. These are: (1) the abandonment of his right of action for damages against the employer; (2) the giving up of a portion of his loss of earnings (25 per cent under the Manitoba Act) during his disablement; (3) the waiving of his claim for compensation during the waiting period; and (4) the renunciation of any claim for compensation on the grounds of pain and suffering.

The Commissioner's view was that the other concessions should remain as they were but that the waiting period concession should be replaced by a fairer arrangement.

The Report therefore recommended the repeal of the existing provisions and the adoption of a waiting period of one day,

as in Alberta and Saskatchewan. It noted that the reason why the first day is excluded from compensation is that, as a general rule, the workman receives his wages for the day of his accident, and, if compensation were payable, there would be double payment for that day.

Extended Coverage—Dealing with requests for extended coverage, the Commissioner said that employees of wholesale and retail establishments, hospitals and nursing homes, hotels and restaurants and privately-owned radio stations should be brought under the Act. He also suggested repeal of the provision that excluded clerical workers not exposed to the hazards of the industry unless application for coverage was made by the employer, and the bringing of this class of workers within the Act.

Medical Board of Reference—Representations had been made to the Commission by both the Manitoba Division of the Canadian Medical Association and the Manitoba Federation of Labour concerning changes in the Medical Board of Reference. The Medical Board, an advisory body of qualified medical practitioners, had been created by the voluntary action of the Compensation Board and had operated for about twenty years; no mention was made of it in the Act.

The Commissioner disagreed with the suggestions that an "independent" outside body, paid for by the Government, should be set up to take the place of the present Medical Board, and that its decisions should bind the Compensation Board. He was satisfied that no substitute for the Board's present practice was called for.

(Speaking in the Debates of the Legislature on July 13, 1959, the Minister of Labour stated that there was authority in the Act to set up a medical advisory board, and that the Government proposed to establish such a board by Order in Council. Under the proposed change in the regulations, an injured workman would, as of right, have the opportunity of an appeal to a medical appeal board of five persons, two of whom would be named by the Medical Association, one by the employer,

one by the employee, and one by the Workmen's Compensation Board.)

Extensions of Time—Another recommendation was that the Board should be empowered to extend any time-limit set by the Act or regulations where, in its opinion, an injustice would result unless such extension were granted. The Commissioner observed that the one-year limit for the filing of applications for compensation and other limits set by the Act sometimes resulted in undeserved hardship and several applications for relief had had to be made to the Legislature.

Lump Sum Payments—A change in the section providing for lump sum payments in claims where the impairment of the earning capacity of the workman does not exceed 10 per cent was also recommended. The Commissioner stated that the wording of the section made it compulsory for the Board to direct that a lump sum payment be made in all such cases, unless it appeared to the Board that it would not be to the advantage of the workman to do so. He thought the better practice would be for a lump sum settlement to be made only when requested by the workman, and he recommended that the Act should be amended accordingly, with the proviso that the Board might refuse to grant a lump sum payment if it considered that it would not be in the workman's best interests.

Workmen Injured Outside Manitoba—Minor amendments, mainly for purposes of clarification, were also recommended in connection with the section providing for the payment of compensation to workmen injured outside Manitoba.

Workmen's Compensation Board—Several times in his Report the Commissioner paid tribute to the Workmen's Compensation Board and its efficient administration of the Act. He said he had been "greatly surprised" to find the almost total lack of criticism made to him concerning the conduct of the Board during the many years of its existence. His conclusion was that there was no desire among any group to abolish the Act or to introduce vital changes into its organization or methods of procedure.

Publications Recently Received

(Continued from page 92)

2. selection and training of interviewers.
3. oral test procedures.
4. supplement uses.
5. research and expenditures.
6. trends in the use of the oral test."

45. ROBINSON, REGINALD. *Serving the Small Community; the Story of the United*

Community Defense Services. New York, Association Press, 1959. Pp. 127.

"United Community Defense Services, a federation of fifteen national agencies, was established in 1951 . . . to make available to defense communities the technical resources of national agencies." This report deals with 255 of the 363 communities served by UCDS.

Legal Decisions Affecting Labour

Appeal against picketing injunction dismissed in B.C. Saskatchewan court in two cases confirms and in another quashes Labour Relations Board orders. Appeal from judgment confirming award of arbitration board is upheld by Ontario court

The Court of Appeal in British Columbia confirmed an injunction against picketing which interfered with the activities of a warehousing company with which the picketing union did not have a labour dispute. The province's Supreme Court, dealing with the application of a union for a declaration of its rights with respect to work assignment under a collective agreement, held that the company, in allocating work as it saw fit pending a settlement, was acting in accordance with the agreement.

In Saskatchewan, the Court of Appeal found in one case that the Labour Relations Board, by refusing an adjournment of hearings, disregarded the rules of natural justice; in another case it confirmed the Board's order finding a company guilty of an unfair labour practice by refusing to negotiate a revision of a collective agreement; and in a third it confirmed the Board's certification order and rejected the claim of the employer concerned that the order contained on its face an error in law.

In Ontario, the Court of Appeal allowed a company's appeal from a judgment confirming an arbitration award and quashed the award because the arbitration board failed to determine the issues to which it was confined under the terms of the collective agreement and the rules of arbitration.

British Columbia Court of Appeal . . .

. . . dismisses appeal against injunction restraining picketing against company not involved in dispute

On September 8, 1959, the British Columbia Court of Appeal upheld an injunction granted against picketing of certain New Westminster dock and warehouse premises, on the ground that the picketing was not authorized by the Trade-unions Act, and was unlawful interference with the plaintiff's business and actionable as besetting business premises.

At the time the picketing took place, a warehousing company, Pacific Coast Terminals Company Limited, was operating terminal dock and warehouse facilities at New Westminster, B.C. The company's employees were members of Local 511 of the International Longshoremen's and Warehousemen's Union and Local 511 was the bargaining agent of the company's employees. The collective agreement between the company and its employees had expired on April 30, 1958, and negotiations for a new agreement were proceeding.

On August 21, 1958, Local 502 of the same union went on strike against the Shipping Federation of British Columbia, a federation representing the stevedoring companies that employed the members of Local 502 in the loading and unloading of ships. Although the strike involved a number of locals of the longshoremen's union representing employees engaged in the loading and unloading of ships, Local 511 was not involved in that strike. The warehousing company was not a member of the federation and its employees had nothing to do with the loading and unloading of ships. The company's business was the warehousing and storing of goods for its customers.

During the strike, Local 502 placed pickets at the two entrances to the warehousing company premises. These entrances also provided access to the dock and were ordinarily used by members of Local 502 when loading and unloading the ships at the same dock.

On September 16, 1958, the warehousing company obtained an *ex parte* injunction which restrained Local 502 from persuading the employees of the company to abstain from performing the work for which they were employed by the company, and to breach their contracts of employment, and from interfering in the performance of such contracts of employment.

The application made by Local 502 to set aside the *ex parte* injunction was refused but the order was amended. The judge who confirmed the injunction stressed that the injunction did not restrain lawful picketing by Local 502 but was designed to restrain unlawful acts in the carrying out of their picketing activities. He recognized the validity of the union's strike as against the loading and unloading of deep-sea ships, but, on the other hand, in his opinion, the union must recognize the right of the warehousing company to carry on its activities.

The judgment upholding the injunction was appealed by Local 502.

The judgment of the Court of Appeal was delivered by Mr. Justice Coady, who noted that the legality of the strike was not questioned, nor was the right of the union to picket contested, so long as the acts of the union in carrying out the picketing were lawful.

Further, Mr. Justice Coady noted that the warehousing company had no labour dispute with Local 502 at any time, nor

had it a collective agreement with the local, nor were any members of that local employed by the company. The placard signs displayed by pickets at the two entrances to the company premises read: "Local 502, I.L.W.U., on strike only against B.C. Shipping Federation".

The warehousing company was advised by the picketing Local 502 that the members of Local 511 employed by the company would be required to obtain permits to cross the picket line and the company was requested by Local 502 to furnish a list of employees.

Wishing to avoid unnecessary labour trouble, the company submitted a list of its employees who would, in the ordinary course, be reporting for work. Later, however, Local 502 advised the warehousing company that the permits would be issued only to those of the company's employees who were handling cargo considered by the union to be "non-controversial". Also, it would appear from the evidence that the officers of Local 502 took the view that the handling and storage of any goods eventually destined for deep-sea shipment constituted handling cargo that was controversial, and refused to issue permits to employees of the plaintiff company to proceed with the handling and warehousing of such cargo. This prevented the unloading of railway cars by the company and soon, except for a maintenance crew, its business was completely tied up.

No ships came to the dock during all the time that this strike was in progress and no loading or unloading of ships was carried on. In the opinion of Mr. Justice Coady, the object of Local 502 was to tie up the warehousing company's operation in the hope that such a tie-up would assist in bringing about a settlement of the strike.

The union contended that the picketing activities did not go beyond that which the union was legally entitled to do under Section 3 of the Trade-unions Act, 1948 (now 1959, ch. 90). Mr. Justice Coady rejected this submission. In his view, the picketing went beyond what was authorized by Section 3 as interpreted in *Williams v. Aristocratic Restaurants Ltd.* (L.G. 1951, p. 1553) and was carried on by means which were unlawful under *Pacific Western Planing Mills Ltd. v. International Woodworkers of America*, Local 1-424 (L.G. 1959, p. 60). When the employees of the warehousing company were in effect permitted to continue in their employment only if they secured a permit from the picketing committee or the union, then the picketing in that respect became unlawful as constituting an unlawful interference with the

company's business and *prima facie* a besetting of the company's premises, and was therefore actionable.

The company, while denying that Section 3 of the Trade-unions Act provided legal justification for the picketing activities of the union, submitted alternatively that members of Local 502, being engaged in the loading of deep-sea vessels, were within the exclusive legislative jurisdiction of the Parliament of Canada (*Reference re Industrial Relations and Disputes Investigation Act* (L.G. 1955, p. 952)), and therefore that Section 3 of the Trade-unions Act had no application. Regarding this submission the Court held that as Section 3 of the Trade-unions Act under the circumstances of the case at bar afforded no defence for the picketing of the company's premises, it was not necessary to decide whether or not the Trade-unions Act was applicable to Local 502 and its members.

The court dismissed the union's appeal and upheld the injunction. *Pacific Coast Terminals Company Limited v. International Longshoremen's and Warehousemen's Union, Local 502, et al.*, 29 W.W.R., Part 10, p. 410.

British Columbia Supreme Court. . .

...asserts company's rights under agreement to allocate work pending the settlement of a dispute

On April 2, 1959, Mr. Justice Macfarlane of the British Columbia Supreme Court, in a jurisdictional dispute, dismissed an action brought by a union which was not a party to an arbitration award to declare such an award void. Also, he upheld the company's right, based on a collective agreement, to allocate the work as it saw fit pending the settlement of the jurisdictional dispute by any independent arbitrator or other arrangements satisfactory to all parties concerned.

The circumstances of the dispute as reported in the reasons for judgment were as follows.

Victoria Machinery Depot Co., the defendant company, had separate collective agreements with the Machinists, Fitters and Helpers' Industrial Union, Local No. 3, and with the Pipefitters Union.

The collective agreement between the company and the Machinists Industrial Union dated January 4, 1957 contained the following clause, Article 11:

Jurisdiction between machinists and allied trades shall be based upon the original Machinists' agreement of 1942 and common practice in V.M.D. shipyards. The union agrees that no stoppage of work shall result because of a jurisdictional dispute. The management, through

the superintendent, shall instruct the parties to proceed with the work pending a settlement by an independent arbitrator.

The Pipefitters also had a collective agreement with the company dated January 2, 1957, of which Article 11 read:

In the matter of disputes between the various trades covered by agreement, common practice shall be followed and if the two parties to the dispute cannot reach an amicable settlement, the management shall instruct one part or the other to proceed with the work in question and there will be no stoppage of work pending a satisfactory arrangement to all concerned.

This article did not contain any reference to arbitration but the article dealing with grievances incorporated by reference a definition of "grievance" and a provision for an arbitration board in respect of grievances that were issued by the Labour Relations Board on December 23, 1952.

Both these unions had had collective agreements with the company prior to the agreements of 1957 and for many years there had been no dispute between the two unions as to the allocation of work. The work was allocated by the company as it saw fit and as the necessity of the situation dictated. After 1955, friction arose between the two unions as to the distribution of work and arbitration was considered.

In June 1957, an arbitration board appointed at the request of the Machinists declared that the unions should proceed to carry out the terms of their respective agreements and appoint an independent arbitrator to adjudicate and determine the work to be assigned to the members of the respective unions, and that until that decision was made, the company should restore the *status quo* with regard to the performance of work as it existed at February 4, 1957. But the unions were not able to agree on a submission and a second arbitration was held, this time at the request of the Pipefitters. The Machinists were requested to take part in this arbitration but they refused unless the number of items submitted to arbitration was reduced to some three or four. This board, however, was constituted with the company being a party and considered some 40 items and made allocations in respect of most of them. Subsequently, the Pipefitters demanded that the company give effect to the award and the company acceded.

As a result, the Machinists started a court action asking for a declaration that, pursuant to the collective agreement with the company, they had the right to do all work required by the company in connection with refrigeration systems, packaged boilers, hydraulic systems, steam and condensate drains, all internal and external

pipng, instrumentation of piping supplied with any machinery and the control testing, pressure testing, and operational testing, fitting of tally and/or identification plates and repairing and overhauling of the foregoing systems. They asked also for an injunction restraining the company from allocating such work to the Pipefitters during the duration of the collective agreement.

The application for an interim injunction was refused. At that time the statement of claim was amended and the Machinists asked for a declaration that the arbitration award was null and void.

In September 1958, at the trial, the Machinists conceded that they were not entitled to all the relief claimed, but did ask for a declaration that they were entitled to do work "incidental to work done by engineers in V.M.D. yards in Victoria," and for an injunction restraining the company from allocating work to the Pipefitters except in accordance with common practice at V.M.D. shipyards and an injunction against the Pipefitters union restraining it from interfering with the Machinists' collective agreement with the company.

Mr. Justice Macfarlane, in his reasons for judgment, dealt first with the claim that the award made by the last arbitration board was void and should be set aside wholly or in part.

The Pipefitters submitted that the Machinists had no status to attack the arbitration award because they were not parties to it.

Mr. Justice Macfarlane thought that the issue was not the right of a stranger to the arbitration proceedings to attack the arbitration award. Both parties conceded that the award was not binding on the Machinists since the Machinists were not parties to the arbitration and the principle is well established that an arbitration between A and B cannot affect the rights of C. In his view, the question whether the award was void was irrelevant to the issue before him.

The Machinists, however, relying upon *Supreme Court Rules* (B.C.), O. XXV, r. 5, submitted that the Court is entitled to give a declaratory judgment and to make declarations of right; that such declarations may be made at the instance of any party who is interested in the subject matter of the declaration and even if a claim to consequential relief has not been made. The Machinists claimed that, pursuant to the arbitration award, there was interference with their rights to do certain work and that in that case there was a right to relief. In these circumstances, Mr. Justice Macfarlane did not consider it necessary to make a declaration whether the award itself was void or voidable, but he held that the

Court may determine on the evidence whether there was interference, actual or threatened, with the right of the Machinists, and whether such interference (if it took place) was the result of any wrongful act of the Pipefitters and the company or either of them and that the Court may award damages and grant an injunction restraining any such interference.

Another submission made by the Pipefitters was that this was a jurisdictional dispute involving the interpretation of the Machinists' collective agreement and that the Machinists had not exhausted their remedies or taken the steps provided in that collective agreement for settlement of jurisdictional disputes (Article 11 of the collective agreement) and that, in consequence, the Machinists' action was premature and could not be maintained. It was argued that such settlement by an independent arbitrator was futile; but, Mr. Justice Macfarlane noted, Article 11 of the collective agreement provided that until it is had, the management, through the superintendent, shall instruct the parties to proceed with the work. If the parties could not agree upon a submission, then the parties should submit to the division of work made by the management.

He noted that both collective agreements provided for the application of a procedure which should govern this case. In the Machinists' agreement, it was provided that in the event of a jurisdictional dispute the management, through the superintendent, should instruct the parties to proceed with the work pending a settlement by an independent arbitrator. In the Pipefitters' agreement, it was provided that in the case of a jurisdictional dispute common practice should be followed and if the two parties to the dispute could not reach an amicable settlement, the management should instruct one party or the other to proceed with the work in question without stoppage of work pending a satisfactory arrangement to all concerned.

The Court held that these agreements allowed the company in the circumstances stated to allocate the work as it saw fit pending a settlement by an independent arbitrator or pending a satisfactory arrangement. As there was no such settlement or arrangement, what the company had done was not in breach of its contract with the Machinists but a lawful exercise of the company's right under the provisions of the collective agreement with the Machinists' union. The Machinists' action was dismissed. *Machinists, Fitters and Helpers, Local No. 3 v. Victoria Machinery Depot Co. Ltd. et al.*, (1959) 19 D.L.R. (2d) Part 3, p. 194.

Saskatchewan Court of Appeal . . .

. . . dismisses Labour Relations Board's appeal from a judgment quashing certification order made by it

On October 19, 1959, the Saskatchewan Court of Appeal dismissed the appeal of the Saskatchewan Labour Relations Board from a judgment of the Court of Queen's Bench quashing a certification order, and held that the Board in refusing to adjourn the hearing of the certification application acted contrary to the rules of natural justice.

On February 2, 1959, an application for certification was made to the Labour Relations Board by Local 189 of the United Stone and Allied Products Workers of America for a unit of employees of a Saskatoon contractor, Jim Patrick Limited. Jim Patrick Limited is a personal corporation having only two shareholders and two directors, Jim Patrick and his wife, and Jim Patrick is the managing director. No employee has authority to make decisions binding on the company.

The next day, February 3, notice of the application was delivered to the company's office with a request for a reply as required by the Board's regulations. The notice stated that the application would be heard by the Board on February 10. The two directors had left Saskatoon January 31 on a motor trip and were not expected to return until March 14. The letter was received and opened by one of the company's employees, who had no authority to act on behalf of the company in relation to the application but who arranged for a lawyer who had been employed on other occasions to appear before the Board on February 10. The lawyer appeared before the Board and stated that there was no one available to make representations on behalf of the company in the absence of Mr. Patrick and asked the Board for an adjournment until the Patricks' return. The adjournment was opposed by the representative of the union, who stated that he was apprehensive that some adverse action might be taken during the period of adjournment. The application was adjourned until the morning of February 12.

When the hearings resumed on February 12, the union representative told the Board that he had no evidence to support his allegations with respect to misconduct on the part of the company and the matter was then adjourned until 4 o'clock to give him a further opportunity of presenting evidence if he could get any.

Meantime, the company's lawyer filed an affidavit in which he stated that there was no one in Saskatoon who could represent the company before the Board and that

Mr. and Mrs. Patrick had had not notice of the intended application before they left and accordingly had left no instructions with regard to it. Later, Jim Patrick, in an affidavit sworn on April 2, also stated that he knew nothing of the application of the union before he left on the holiday and that he heard nothing of it until his return on March 14.

At 4 o'clock on February 12, the time when the hearings were supposed to resume, the Board was still engaged in another case and the company's lawyer believed that he could not wait but should return to his office. He spoke to the union representative, who told him that he had no evidence to produce in support of the grounds on which he objected to the adjournment, and asked the Board's secretary to make his apologies to the Board as he was returning to his office. He assumed that if no evidence could be given an adjournment would be made as a matter of course.

The application came before the Board at 5:30 o'clock and an order was made certifying the union as the bargaining representative of a defined unit of the company's employees and requiring the company to bargain with the union.

On his return to Saskatoon on March 14, Patrick was informed of the application made to and of the order made by the Board. On April 2, he launched an application by way of *certiorari* to set aside the certification order on the main ground that the refusal to grant an adjournment sufficient to allow the company to be heard was a denial of natural justice. The motion was heard by Mr. Justice McKercher who, on April 17, made an order quashing the order of the Board.

At that hearing counsel for the company submitted that the Board, by denying the adjournment and by making the order in the absence of anyone representing the company who could give instructions or make a reply to any allegations made by the union, did not act in accordance with natural justice.

Counsel for the Board argued that, by virtue of the authority vested in it by the Trade Union Act, when an application is made to the Board it is the duty of the company to make a reply as required by the regulations of the Board. As the company did not make a reply as required under the provisions of the Act, the Board was entitled to make the order in the absence of anyone acting on behalf of the company.

Mr. Justice McKercher found that it was unfair on the part of the Board not to grant the adjournment and unfair to make the certification order without allowing the

company, by its proper officers, to present their case and to meet the case of the union.

The judgment of Mr. Justice McKercher was appealed by the Board on the following grounds: first, that the judge erred in holding that the Board acted contrary to the rules of natural justice; second, that the company failed to show why it had not followed the remedy by way of review open to it under the Trade Union Act, which authorizes the Board to make orders "rescinding or amending any order or decision of the Board," and failed to show exceptional circumstances that would warrant quashing an order of the Board; and third, that the judge erred in not holding that the question of the Board's granting or refusing an adjournment involved the exercise of the Board's discretion within the confines of the jurisdiction entrusted to it under the Act, and consequently was not a ground upon which a superior court could consider quashing the Board's order.

Further, counsel for the Board contended that it was the Board's duty to consider and decide the question of an adjournment and in doing so the Board was acting wholly within its jurisdiction; that if an inferior tribunal has the jurisdiction to hold an inquiry, then it must be within its jurisdiction to decide whether to proceed with or postpone its hearings; that this involves the exercise of the discretion of the Board on a matter completely within its jurisdiction and that a superior court cannot on *certiorari* review the Board's decision.

Chief Justice Martin, in his reasons for the Court of Appeal's judgment, said that the Board's contention could not prevail if the exercise of the discretion was made in bad faith or resulted in violation of the principles of natural justice.

Regarding the issue of natural justice, Chief Justice Martin referred to several cases. Among them, he quoted the words of Lord Loreburn in *Board of Education v. Rice*, 1911 A.C. 179 at page 182.

Comparatively recent statutes have extended if they have not originated the practice of imposing upon departments or officers of state the duty of declining or determining questions of various kinds. In the present instance as in many others what comes for determination is sometimes a matter to be settled by discretion involving no law. It will, I suppose, usually be of an administrative kind; but sometimes it will involve matter of law as well as matter of fact or even dependent on matter of law alone. In such cases, the Board of Education will have to ascertain the law and also ascertain the facts. I need not add that in doing either they must act in good faith and fairly listen to both sides and that is a duty lying upon everyone who decides anything.

Dealing with the Board's submission that the court below should have dismissed the application because the company failed to show why they had not followed the remedy of review provided for in the Act, Chief Justice Martin held that the cases cited by the Board in support of this submission do not apply when the question of natural justice is raised. When there has been a denial of natural justice an applicant is entitled to an order of *certiorari* even though another remedy may be available to him.

Chief Justice Martin concluded that the Board in refusing to adjourn the hearing of the application and give Patrick an opportunity to be heard acted contrary to the rules of natural justice.

The Court, in unanimous decision, dismissed the Board appeal from the judgment of Mr. Justice McKecher. *Jim Patrick Limited v. United Stone and Allied Products Workers of America, Local 189, and Labour Relations Board*, (1959) 29 W.W.R., Part 14, p. 592.

Saskatchewan Court of Appeal . . .

. . . upholds Labour Relations Board order requiring a company to negotiate revision of its agreement

On October 26, 1959, the Saskatchewan Court of Appeal in *certiorari* proceedings dismissed a company's application to quash an order of the Labour Relations Board finding that the company had been guilty of an unfair labour practice by refusing to negotiate a revision of a collective agreement in accordance with the union's notice.

The Utah Company of the Americas had a contract to erect a potash plant at Esterhazy, Sask. It entered into an agreement with the International Union of Operating Engineers, Local 870, on May 10, 1958. Article 24 of this agreement reads as follows:

Article 24—Tenure of Agreement

This Agreement is effective February 15, 1958, and shall continue in effect for the duration of the project provided that this Agreement may be opened only as to basic hourly wage rates by either party on February 15, 1959, by written notice to the other not less than sixty (60) days prior to February 15, 1959, of a desire to change.

On January 9, 1959, the union served notice on the company to negotiate certain changes in the agreement, among them a change of Article 24.

The company refused to negotiate a change and the matter was brought before the Labour Relations Board.

On May 4, 1959, the Board issued an order whereby the company was found guilty of engaging in an unfair labour practice by refusing to negotiate in accordance with the union's notice to negotiate and

was ordered to refrain from engaging in the unfair labour practice.

The grounds for the company's application to the Court for quashing the Board's order were, first, that the order of the Board was in error in stating "that the notice to negotiate, given by the applicant union to the respondent company in accordance with the sixty-thirty day provision in Section 26 of the Trade Union Act, is effective notwithstanding the provisions of Article 24 of the collective bargaining agreement between the parties"; and second, that in making the order, the Board erred and acted beyond its jurisdiction in interpreting Section 26 of the Act to mean that even if a collective bargaining agreement has been entered into for a specific period which is longer than one year, notwithstanding such agreement, either party may terminate the agreement or give notice for its revision as provided in Section 26 (2) of the Act.

Section 26 of the Saskatchewan Trade Union Act is in part as follows:

- 26 (1) Except as hereinafter provided, every collective bargaining agreement, whether heretofore or hereafter entered into, shall, notwithstanding anything contained therein, remain in force for a period of one year from its effective date and thereafter from year to year.
- (2) Either party to a collective bargaining agreement may, not less than thirty days nor more than sixty days before the expiry date of such agreement, give notice in writing to the other party to terminate such agreement or to negotiate a revision thereof, and thereupon, subject to subsection (3), the parties shall forthwith bargain collectively with a view to the renewal or revision of such agreement or the conclusion of a new agreement.

Chief Justice Martin, in his reasons for judgment, noted that the only ground upon which the order of the Board was attacked was that the Board found that the notice to negotiate by the union under the sixty-thirty day provision of Section 26 of the Act was effective "notwithstanding the provisions of Article 24 of the collective bargaining agreement". This being so, the company's contention must be that the provision of Article 24 of the collective bargaining agreement must be followed instead of the statutory provision as contained in Section 26 of the Act.

In his opinion, the words in Section 26 (1) of the Act, "notwithstanding anything contained therein;" made it clear that provisions in the collective bargaining agreement could not affect the provisions of Section 26 of the statute. Consequently, the agreement, notwithstanding any provision in it, remains in force for one year from its effective date and thereafter from year to year except as provided in the Act.

Further, there could be no doubt as to the meaning of Section 26 of the Act. There is no ambiguity and the words of the section are plain and must be interpreted in their ordinary sense, according to the rule of interpretation as stated in *Maxwell on the Interpretation of Statutes*:

A statute is the will of the legislature, and the fundamental rule of interpretation, to which all others are subordinate, is that a statute is to be expounded "according to the intent of them that made it". If the words of the statute are in themselves precise and unambiguous no more is necessary than to expound those words in their natural and ordinary sense, the words themselves in such case best declaring the intention of the legislature.

The Chief Justice concluded that the application of the Utah Company of the Americas to quash the order of the Board should be dismissed. *Utah Co. of the Americas v. International Union of Operating Engineers, Hoisting and Portable, Local 870*, (1959) 29 WWR, Part 15, p. 633.

Saskatchewan Court of Appeal...

...dismisses application by company to quash a certification order of the Labour Relations Board

On October 27, 1959, the Saskatchewan Court of Appeal in *certiorari* proceedings dismissed an application made by Perini Limited to quash a certification order on the ground that the order contained on its face an error in law.

On July 23, 1959, the Labour Relations Board found that all the employees of Perini Limited employed in connection with the South Saskatchewan River Dam project near Loreburn, Sask., except persons employed in a confidential capacity, supervisors, office staff, field engineering staff and general laborers, constituted an appropriate unit of employees for the purpose of bargaining collectively and that Local No. 870 of the International Union of Operating Engineers, Hoisting and Portable, represented a majority of employees in the appropriate unit. Perini Limited was accordingly required to bargain collectively with the union.

The company applied to the Court of Appeal to have the Board's order quashed on the ground that the Board, in making the order, was without jurisdiction by virtue of having failed to exclude from the bargaining unit "any person having and regularly exercising authority to employ or discharge employees" in accordance with the Saskatchewan Trade Union Act. Employee as defined by the Act excepts therefrom two classes of people, those regularly exercising authority to employ and discharge employees and those acting on behalf of management in a confidential capacity. It was argued that the Board in its order, by

providing for exception of only one class, must be presumed to have intended that the order would apply to the other class and by so doing had made an order which, on its face, was contrary to the provisions of the Act.

Mr. Justice Culliton, in his reasons for judgment, said that if the order is to be construed as a statute, then there might be some merit to the company's argument. But, in his opinion, the order is not to be so construed, but must be interpreted in the light of the record and the legislation under which it was made.

Under the Act, the Board has jurisdiction to determine the appropriate unit of employees for the purpose of bargaining collectively and the Board may decide, as a matter of fact, what employees or class of employees regularly exercise authority to employ or discharge employees. By operation of the statute, those persons employed in a confidential capacity or those regularly exercising the authority to employ or discharge employees are excluded from the bargaining unit. In the *Canada Safeway* case, an order of the British Columbia Board provided that such employees "except those excluded by the Act" and those listed on the certificate were an appropriate unit for bargaining collectively. On that occasion, Mr. Justice Kerwin, as he then was, stated that the words "except those excluded by the Act" should not have been included in the order and could be treated as surplusage. (*Labour Relations Board (B.C.) and the Attorney General for the Province of British Columbia v. Canada Safeway Limited* (1953) 2 S.C.R. 46).

Similarly, in Mr. Justice Culliton's opinion, the words "persons employed in a confidential capacity" used in the order under review may be treated as surplusage. When this was done, any basis there might have been to the company's argument disappeared. Further, he noted that there was nothing in the order or in the record to indicate in fact that the order was intended to apply to any class of employees excluded by the statute; nor was any evidence rendered by the company that would enable the Court to so conclude.

The Court held that in those circumstances it could not be said that the order contained on its face an error in law upon which *certiorari* proceedings could be founded. The company's application was dismissed and the Board's certification order upheld. *Perini Limited v. International Union of Operating Engineers, Hoisting and Portable, Local No. 870*, (1959) 29 W.W.R., Part 14, p. 576.

Ontario Court of Appeal . . .

. . . quashes arbitration board's award on grounds that issue not determined according to agreement

On June 5, 1959, the Ontario Court of Appeal, in *certiorari* proceedings, quashed an award made by a board of arbitration constituted under a collective bargaining agreement. The Court held that the arbitration board exceeded its jurisdiction by deciding whether or not the company acted reasonably in discharging an employee and by failing to determine whether or not there was just cause for the employee's dismissal.

On June 1, 1956, a collective bargaining agreement was made between International Nickel Company of Canada Limited and Local 637, International Union of Mine, Mill and Smelter Workers. According to Article 4.01 of the agreement, the union agreed that the company had the exclusive right "to manage the plant, to direct the working forces and to hire, promote, transfer, demote or lay off employees and to suspend, discharge or otherwise discipline employees for just cause." The agreement contained provisions for the adjustments of grievances between the company and its employees. The grievance procedure was divided into a number of stages; in the event of failure to settle the dispute the matter could be referred to a board of arbitration.

The arbitration proceedings were to be governed by the rules of arbitration annexed to the agreement. Rule No. 2 provided that: "In any arbitration the written representations of the employee made at Stage Three and the decision of the company at Stage Four of the grievance procedure . . . shall be presented to the arbitrators and the award of the arbitrators shall be confined to determining the issues therein set out."

K—, an employee of the International Nickel Company, was discharged by the company. At Stage Three of the grievance procedure he presented his grievance in the following terms: "I have a grievance under the C.B.A. because I was discharged without just cause. I request to be reinstated and paid for all time so lost."

The assistant superintendent of the company replied to that grievance in the following terms: "I find, after a careful investigation, that K— was discharged on July 25 following his persistent absenteeism and inability to report for work in a fit condition extending over a period of several years. It should be noted that K— had been penalized for absenteeism on numerous occasions and had been cautioned and

warned on no less than four occasions since January 1, 1958, that if his conduct continued he would be discharged. I am satisfied that, having regard to the flagrant nature of K—'s conduct and his persistent absenteeism, his discharge was fully justified."

Subsequently, the company's representative at Stage Four of the grievance proceedings made the following decision: "For the reasons contained in the company's reply at Stage Three, which is hereby confirmed, I find that the company was fully justified in discharging K— for persistent absenteeism and failure to report for work in a fit condition."

The board of arbitration constituted according to the provisions of the collective agreement heard the complaint of the employee, as well as the evidence respecting his many absences from work and alleged alcoholism. The board examined also eight occasions when K— reported for work under the influence of liquor and was refused admittance to the plant.

The findings of the board were that, in ordinary circumstances, considering the employee's unsatisfactory record of service with the company, the company was more than justified in discharging such an employee. Yet, the award continued, for previous absences in 1958 because of alcoholism, K— remained unpunished, except for warnings. On the three occasions when he was punished, he was punished by suspensions for one, three and four days respectively. Assuming that those were punishments for K—'s first, second and third offences, then it seemed to the board unreasonable that for his fourth offence he should be discharged. The board was of the opinion that for the last offence a suspension for over seven months was adequate punishment. If, however, on any future occasion, K— should report for work under the influence of liquor, or should be absent because of use of liquor, or be found to be drinking alcoholic beverages on the job, he could be discharged immediately. Finally the board ordered "that K— be restored to his job or a comparable one which he is able to do, effective the day after this award is received by the company."

In the same award the board approved the action of the company's official in discharging the employee. "We believe," the award said, "that he acted in doing so with the best interests of the company at heart, and he is not to be blamed in any way for what he did."

The company challenged the arbitration award in *certiorari* proceedings. On April 28, 1959, Mr. Justice Spence dismissed the motion. He was of the opinion that the board had said in effect that the discharge was not for just cause, and such a finding was fully within its jurisdiction. The judge added that the fact that the board exceeded its jurisdiction and attempted to find another discretionary measure did not affect its main finding and did not vitiate the award.

The ruling of Mr. Justice Spence was appealed by the company. The judgment of the Court of Appeal was delivered by Mr. Justice Laidlaw. He was of the opinion that the conclusions reached by the board of arbitration were indefinite, uncertain and inconsistent in parts.

The jurisdiction of the board was to determine the issues between the parties and was expressly restricted by the agreement between the employer and the union. The issue between the parties was simply this: The employee said "I was discharged without just cause"; the employer said "there was just cause for your discharge and that just cause consisted not only of your absence prior to July 25 but because of the persistent absenteeism and inability to report for work in a fit condition extending over a period of several years."

In Mr. Justice Laidlaw's opinion, the board ought to deal with that issue only. Instead, the board proceeded to consider first, whether or not the conduct of the employee on the occasion of the last offence

merited dismissal and then proceeded to determine whether the company acted reasonably or unreasonably in effecting his discharge. The board decided that "in ordinary circumstances" the company would have been more than justified in discharging the employee. Then the board proceeded to consider the hardship to which the employee would be subjected in the event of discharge and decided that the suspension for over seven months was adequate punishment, and then again the board approved the action of the company in discharging the employee.

In the opinion of the court, the board decided whether or not the employee should be dismissed in the circumstances; it did not decide whether or not there was just cause for his dismissal. The matters considered and determined by the board were beyond its jurisdiction. The board not only exceeded its powers but it omitted to determine clearly the real issue before it. The award could not be regarded as a proper determination of the issues as clearly defined by the parties and in evidence.

The ruling of the court was that the award should be set aside and the matter should be remitted to a board of arbitrators for determination of the issue between the parties in accordance with the collective bargaining agreement and Rule No. 2 of the arbitration procedure. *International Nickel Co. of Canada and International Union of Mine, Mill & Smelter Workers, Local 637*, (1959) 19 DLR (2d), Parts 4 and 5, p. 380.

Recent Regulations under Provincial Legislation

Minimum wage rates increased for employees in ship-building industry in British Columbia, and safety regulations for oil and gas wells are revised in Alberta

In British Columbia, a revised order for the ship-building industry set a minimum wage of \$1.75 an hour for tradesmen and of \$1.25 an hour for other employees and provided for payment at the overtime rate after 40 hours in a week.

In Alberta, new safety regulations for oil and gas wells issued by the Workmen's Compensation Board require additional precautions to be taken against fires and revise factors of safety for hoisting lines. Amendments to the drilling and production regulations under the Oil and Gas Conservation Act prescribe more extensive requirements in connection with blow-out prevention equipment.

Alberta Gas Protection Act

Regulations governing gas installations under the Gas Protection Act (L.G., Oct. 1959, p. 1084) have been amended by Alta. Reg. 375/59, gazetted November 14, with respect to manual shut-off valves on gas appliances used or offered for sale in the province.

The new regulation provides that when a gas appliance has a pilot, the pilot take-off must be an integral part of the manifold assembly and installed upstream from all manifold control valves, including the manual shut-off valve.

Alberta Labour Act

In Alberta, the Minimum Wage and Hours of Work Order governing cooks in work camps was amended by Alta. Reg. 354/59 to permit employees to accumulate their rest period over four months instead of three as formerly.

Alberta Oil and Gas Conservation Act

Alberta Regulation 346/59 relating to Drilling and Production Regulations, issued under the Oil and Gas Conservation Act, was gazetted October 31. This regulation, which includes some safety provisions, further amends Alta. Reg. 31/57 (L.G. 1957, p. 1090).

The new regulations place more specifically the responsibility for the prohibition of smoking on drilling rigs and near certain other oil and gas field operations. It is now provided that failure of the operator to enforce the regulations prohibiting smoking is a contravention of the regulations.

More extensive requirements in connection with blow-out prevention equipment are also prescribed. They set out special safeguards in the case of a well which is being drilled below a depth of 4,000 feet. It is also stipulated that each person employed on the rig shall have an adequate understanding of, and be able to operate the blow-out prevention system, and new employees are required to be trained in the operation of the system as soon as practicable.

Alberta Workmen's Compensation Act

Safety regulations for oil and gas well drilling and servicing rigs and derricks (Alta. Reg. 371/59), issued under the Workmen's Compensation Act, were gazetted November 14. They came into effect on December 1, and rescinded Alta. Reg. 774/57.

Although most of the provisions of the former regulation have not been significantly altered, extensive changes have been made in the arrangement of the provisions, and some new requirements have been introduced.

The new regulation requires that all vehicles used to transport workmen and tools must have tool racks that hold tools securely.

Revised factors of safety are now set out for hoisting lines used for well-drilling, well-servicing or well-abandoning operations. Ropes and equipment must be in good condition and personnel must be careful to minimize shock, impact, and acceleration or deceleration of loads.

An additional provision in connection with pumps now requires their protection to prevent freezing.

A new requirement prohibits the discharge of exhaust gases in such a manner that ignition or fumes may create a hazard to workmen.

Several new provisions have been introduced whose object is to eliminate the risk of fire. These concern the location of boilers, treaters, crude oil storage tanks, separators and flare pits; they also deal with precautions to be taken in connection with vessels and equipment containing ignitable vapours, spark-proofing of motors, and the insulation or cooling of exhaust pipes of internal combustion engines.

Service rigs must be used within rated capacity, have adequate guy wires properly secured, and may not have structural changes or additions made to them without approval.

Another new provision requires the operator of a well where hydrogen sulphide gas is found to post suitable signs warning of gas; the operator of a drilling rig must also post such a sign on it, and he may not permit anyone to approach the drilling rig without warning him of gas.

The responsibility of the employer to supply personal protective equipment is clarified. He must have on the job for use by workmen the personal protective equipment specified in the regulation, unless stated otherwise.

New requirements relating to drawworks controls, hoisting drum guards, and safety cables for rotary tongs are also established.

The repealed regulations contained requirements with respect to blowout prevention equipment which do not appear in the new regulations, the subject now being fully covered in regulations under the Oil and Gas Conservation Act reported above.

British Columbia Factories Act

As a result of a proclamation gazetted on October 29, factories in British Columbia had to remain closed on Saturday, December 26, 1959, except those exempted because of the nature of their activities or by special permission of an inspector.

British Columbia Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently revised its minimum wage order for the ship-building industry, increasing the minimum rate of tradesmen from 90 cents to \$1.75 an hour and that of other workers from 60 cents to \$1.25 an hour, effective from January 3.

Another new provision requires the payment of overtime after 40 hours in a week instead of after 44 as formerly. Only one other order, that covering the pipeline construction industry, provides for the payment of time and one-half the regular rate for hours in excess of 40 where hours do not exceed eight on any one day.

The new order, which was gazetted on November 26 as B.C. Reg. 316/59, applies to female as well as male employees but otherwise has the same coverage as the 1946 order that it replaces, applying to all operations in the construction, reconstruction, alteration, repair, demolition, painting, cleaning, preserving, reconditioning, putting on or taking off the ways, or dry-docking of any ship, boat, barge or scow.

The \$1.75-an-hour rate, which is the highest minimum rate in the province, is payable to all qualified tradesmen in the industry, including asbestos workers, blacksmiths, boat-builders, boilermakers, caulkers, electricians, engineers, fitters, hoistmen, insulation mechanics, joiners, machinists, painters, pipefitters, plumbers and steamfitters, riggers, sheet metal workers, shipwrights and welders.

As previously indicated, all other employees in the ship-building industry who are not journeymen and are not subject to another minimum wage order must receive a minimum of \$1.25 an hour, the only exceptions being apprentices or handicapped or part-time workers for whose employment the Board has issued a special permit to work for less than the prescribed minimum. Such employees must be paid at the rate set in the permit.

In line with the usual practice, some variation of the overtime provision is permitted. If, by agreement, hours are averaged over a fixed period, the overtime rate is payable for all hours worked in excess

of a weekly average of 40 hours provided hours do not exceed eight in any one day. The Board may also vary the overtime provision whenever a part of the industry has been excluded from the Hours of Work Act or a special exemption has been granted by regulation.

Unlike the former order, which did not contain a daily guarantee provision, the new order states that employees in the ship-building industry are to be paid at their regular rate for the entire period spent at work in response to a call from the employer, with a minimum of two hours pay if they report for work and four hours if they commence work, subject to the usual qualifications. School students reporting for work on school days are guaranteed a minimum of two hours pay.

In keeping with recent practice, the order requires all employees to be given a weekly rest of 32 consecutive hours, further providing that, in exceptional cases, the Board may approve a different arrangement upon receipt of a joint application from the employer and employees concerned. The previous order made no provision for a weekly rest.

The new order also contains the usual provisions respecting semi-monthly payment of wages, the posting of orders and daily shifts and the keeping of records and employee registers.

Nova Scotia Workmen's Compensation Act

The Christmas tree industry was brought under the collective liability section of the Nova Scotia Workmen's Compensation Act by a regulation gazetted on November 4. This means that workmen engaged in the cutting or selling of Christmas trees are now entitled to benefits under the Act, provided at least five persons are engaged in the operation.

Current Reports on Progress of Labour Bills

During the current sessions of Parliament and the provincial legislatures, the Legislation Branch of the Department will be issuing a series of mimeographed reports on labour bills introduced.

The reports cover the provisions of each bill and follow its progress from the time the bill is introduced to the point where it receives Royal Assent or is dropped. These current reports are intended to provide more up-to-date information than it is possible to give in the monthly issues of the *LABOUR GAZETTE*. At the close of the sessions the major developments of the year will be reported in a series of articles in this section of the *LABOUR GAZETTE*.

The first report in the present series is available now.

Single copies may be obtained from: The Legislation Branch, Department of Labour, Ottawa.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit rises from 201,600 at September 30 to 250,600 at October 30, 1959; but this number still 22 per cent lower than the 323,500 at October 31, 1958, statistics* show. Revenue higher

Claimants† for unemployment insurance benefit numbered 250,600 on October 30, 1959. This was 24 per cent more than on September 30, when the total was 201,600, but 22 per cent fewer than the total of 323,500 on October 31, 1958.

On October 30, 1959, males comprised 66 per cent of the total, compared with 62 per cent on September 30 and 70 per cent on October 31, 1958.

The total of 151,200 initial and renewal claims for benefit in October was 31 per cent larger than in September but 21 per cent smaller than in October 1958.

The average weekly number of beneficiaries was estimated at 159,800 for October, 155,000 for September and 220,700 for October 1958.

The average weekly benefit payment was \$20.51 in October, \$20.54 in September and \$20.88 in October 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards have been issued to 4,655,649 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At October 31, 1959, employers registered numbered 324,408, an increase of 640 since September 30.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Enforcement Statistics

During October 1959 enforcement officers across Canada made 6,524 investigations. Of these, 4,190 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 149 were miscellaneous investigations. The remaining 2,185 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 158 cases, 41 against employers and 117 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,442.*

Unemployment Insurance Fund

Revenue in October 1959 totalled \$23,357,196.24 compared with \$19,953,518.86 in September and \$20,283,200.09 in October 1958. Benefits paid in October totalled \$13,761,554.32 compared with \$13,375,586.41 in September and \$20,225,925.74 in October 1958. The balance in the fund on October 31 was \$464,834,421.33; on September 30 it was \$455,238,779.41 and on October 31 last year \$643,934,049.60.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1684, October 23, 1959

Summary of the Main Facts: The claimant, married, 24 years of age, who resides in Hamilton, Ont., filed an initial application for benefit on March 19, 1958, and stated therein that she had worked as a selector (her registered occupation) for Dominion Glass Company Limited, Hamilton, from 1950 to September 27, 1957, when she voluntarily left due to pregnancy. She stated also that her baby was born on February 4, 1958, that she was available for full-time employment and that her mother would care for her child in the event that she obtained work.

On December 2, 1958, the local office notified the claimant of an offer of continuing employment in Hamilton. The hours of work were from 8.00 a.m. to 4.30 p.m., 40 hours a week. The travelling time from her home to the place of the employment was stated to be three-quarters of an hour. Her reason for not applying for the employment was "I have no one to look after my baby."

The local office commented:

During the course of interview claimant stated that her Mother, who was going to mind her baby, had taken her sister's baby to mind in May, 1958, when her sister returned to work at American Can Company, and since that time had been unable to mind her baby. Claimant could not say definitely when her sister returned to American Can Company, but she thought it was sometime in May, 1958.

The insurance officer disqualified the claimant from receipt of benefit for the period November 30, 1958, to January 10, 1959, inclusive, because in his opinion she had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) of the Act). He also disqualified her from November 30, 1958, for as long as she failed to prove that she was available for work (section 54 (2) (a) of the Act). The claimant was notified of these decisions on December 5, 1958, and in respect to the disqualification imposed under section 54 (2) (a) of the Act, the insurance officer's letter reads in part:

... You have failed to prove that you are available for work, as required by section 54 (2) (a) of the Unemployment Insurance Act, as after being unemployed for over 5 months you have turned down suitable employment, and you state you have no one to care for your baby...

There is no indication in the records that the claimant appealed to a board of referees from the two aforementioned disqualifications.

The case was referred to an enforcement officer of the Unemployment Insurance Commission for investigation, following which the claimant made the following written statement on December 30, 1958:

I have not had a baby sitter since about May 4/58. My Mother had promised to look after my baby if I should obtain work. However, my married sister returned to work around May 4/58 and my Mother had to look after her baby, so was not available to look after my child. I continued to sign for benefits because I thought that because I was not working I was entitled to receive benefit. I did not know about availability.

The enforcement officer's report, dated December 31, 1958, reads in part:

I found this claimant very co-operative during the course of my investigation regarding her non-availability. She said she did not realize what "availability" meant, and because she was not working she thought she was entitled to benefits. It was only when she was called in for a referral that she realized she could not take the work offered... I asked if it had been possible to obtain some other baby sitter, and again she replied, "No", that her husband did not wish anyone else to look after the child.

I do not believe there was deliberate misrepresentation here...

On March 11, 1959, the insurance officer notified the claimant, by letter, that she was disqualified from receipt of benefit for the period May 4, 1958, to November 29, 1958, for the following reasons:

You were not available for work from 4 May, 1958 to 29 November, 1958 within the meaning of Section 54 (2) (a) of the Unemployment Insurance Act, as you now admit that you had no one to care for your child.

This disqualification created an overpayment of benefit in the amount of \$570.

The insurance officer notified the claimant on April 23, 1959 that she was disqualified also in the amount of \$75 for having incorrectly declared that she was available for work from May 4, 1958 to November 29, 1958, said amount to be deducted from the first benefits otherwise payable to her on and after April 23, 1959 (section 65 of the Act).

The claimant appealed to a board of referees and stated in part:

... I was available for suitable work during the period from the 4 of May 1958 to the 29 of November 1958... I at no time made any misrepresentations, false statements, or attempted in any way to take what I did not honestly believe was due to me...

I refused the R. G. Brown Custom Packing offer to work because the rate of pay was considerably lower, and the distance to Burlington Street from my mountain home was unreasonably distant...

My reaction to your letter dated December 5, 1958, was that I was disqualified as to future payments until suitable employment was available at which time I would arrange for a baby sitter.

On December 8, 1958, (the enforcement officer) spoke to me concerning my availability and wrote out a statement which I signed, which I would qualify in that should suitable work have been offered a baby sitter presented no problem...

The board of referees heard the case in Hamilton on May 27, 1958. The claimant and her solicitor were present at the hearing. The board, after taking into consideration all the evidence, both written and oral, unanimously found (1) that the claimant was not available for work during the period May 4, 1958 to November 29, 1958, and (2) that she was properly disqualified under section 65 of the Act. However, the board felt that the amount of the disqualification should be reduced from \$75.00 to \$15.00 in view of her utter lack of knowledge of the booklet (Form UIC 501D, *Direction to Report and Information for Claimants*) and of "her statement that she at no time deliberately misrepresented or intended to deceive or obtain money under false pretences."

The United Glass and Ceramic Workers of North America, Hamilton Local 203, of which the claimant is a member, appealed to the Umpire on the following grounds:

- (a) there was no evidence of misrepresentation or false statement
- (b) the sums received were received in good faith
- (c) upon a true construction of all the facts, the claimant was in fact available
- (d) in any event the claimant is entitled to relief because of undue hardship under the circumstances.

The union also requested a hearing of the case before the Umpire, which was held in Toronto, Ont., on October 9, 1959. The union was represented by O. H. Ferguson, President of the aforementioned local, and the Unemployment Insurance Commission by F. G. Power.

Considerations and Conclusions: The facts that were before the insurance officer when he made his decision of December 5, 1958, under section 54 (2) (a) of the Act, unquestionably established that the claimant was not available for work since May 1958. However, notwithstanding that evidence, he decided to disqualify her only as from November 30, 1958. Under those circumstances, his subsequent decision of March 11, 1959, under that same section, is in fact an amendment of his decision of December 5, and is *ultra vires* in that it was not based on any new facts, as it should have been to meet the requirements of

section 79 of the Act. The insurance officer's decision of March 11, 1959 should, therefore, be considered a nullity to all intents and purposes, and I so decide.

As to the disqualification imposed under section 65 of the Act, the board of referees has accepted as true the claimant's statement that "she at no time deliberately misrepresented or intended to deceive or obtain money under false pretences." According to the jurisprudence established in the Umpire's decision CUB-1376, section 65 of the Act does not apply when statements or representations which are proved to be incorrect have been made in good faith. The disqualification imposed under section 65 in the present case should, therefore, be removed entirely and I so direct.

The claimant's appeal from the insurance officer's decisions of March 11 and April 23, 1959 is therefore allowed.

Decision CUB-1697, November 16, 1959

(Translation)

Summary of the Main Facts: On April 24, 1959, the insurance officer notified the claimant that he was disqualified from November 30, 1958, to March 28, 1959, under sections 54 (1) and 57 (1) of the Act and section 155 (2) of the Unemployment Insurance Regulations, because he had worked as an insurance agent and had not proved that he was unemployed during the period in question.

On June 30, 1959, the board of referees unanimously confirmed the decision of the insurance officer. The facts that had been submitted to the board were as follows:

On April 9, 1959, an insurance company, "La Prévoyance du Canada" stated that it had "hired" the claimant on December 1, 1958, and that during the months of December 1958, and January, February and March 1959, it had paid the claimant \$150.00 fortnightly (Exhibit 2).

On April 10, 1959, the claimant made the following written statement but did not sign it:

... It is true that I was hired by La Prévoyance Insurance Company of Hull on the first of December 1958. It is also true that I have received, since December 15, 1958, \$150.00 fortnightly. This amount is an advance on future commissions. I have been in training since December 1, 1958. I have not yet been granted my licence for 1959. I was under the impression that I did not have to report my fortnightly remuneration of \$150.00 since it was an advance on commissions.

In his appeal to the board of referees (Exhibit 5), the claimant stated that those so-called earnings were nothing more than promissory notes which he had to refund to the company.

The enforcement officer who inquired from the employer made a report (Exhibit 6), which reads in part:

(The claimant) was hired on December 1, 1958, and for about 6 weeks underwent intensive training of 8 hours and more a day at the office of the company in Hull. During this training period, he became familiar, through his studies carried out at the office, with the different kinds of contracts and rates of premiums. By the middle of the training period he was dividing his time between the study of the different manuals and field training, that is, visits to prospective clients with the manager who was in charge of training.

There is no provision as to duration in the contract of engagement. Under the same contract, the moneys received as advances during the training period and even after must be refunded in full or in part according to the circumstances, that is to say if, at the end of this training period or rather the period during which the company paid him advances, the contracting party should decide not to continue under the contract, the company could demand a repayment of the advances. On the other hand, should the contracting party decide to separate from this employment, the circumstances under which he did so would influence the decision of the company in the following manner: if the agent should decide to leave La Prévoyance Company to work for another insurance company, the employer would evidently demand the repayment of all the advances made. However, according to the manager of La Prévoyance... who was questioned on the matter, the new employer would in such instance, eventually refund the advances. Should the agent decide to leave the field of insurance entirely, there is no fixed policy in respect to this although, under the provisions of the contract, a refund could be demanded...

As to the claimant's sales, by January 15, 1959, he had sold 3 insurance policies and from January 15 to April 9, 1959, he had sold 12. By the end of May 1959, (the claimant) owed \$1,468.65 and had refunded \$222.69 on his advances.

In his testimony before the board of referees, the claimant stated, among other things, that he did not consider himself to be an employee of the insurance company "since he was free at any time to accept any other employment which would have offered greater advantages or a higher remuneration..."

The board of referees based its decision on the following considerations:

In any event, the facts on record indicate without contradiction that the claimant, from December 1, 1958, underwent training as an insurance agent for La Prévoyance Insurance Company and, as such, was receiving \$150.00 fortnightly. It is true that this sum was not a salary but this fact is of no importance in this case since all we have to decide is whether or not the claimant was an employee of La Prévoyance Insurance Company of Canada as of December 1, 1958. Only an affirmative answer can be given to this question.

On August 6, 1959, the claimant appealed to the Umpire and stated, in part:

... During the period of training which I underwent, I did not think it necessary to report the moneys I received from La Prévoyance beginning in December because I was under an obligation to refund such moneys. I have at

all time been at the disposal of the Unemployment Insurance Commission. I have even, on three different occasions, had interviews with certain employers who offered me work. For good reasons I had to decline their offers.

I received benefit from December 1, 1958 to March 28, 1959, that is, for a period of four months—and because one or two stamps were lacking in my book, I was refused benefit for a period of a month and a half. Moreover, inasmuch as the training I received at La Prévoyance consisted mainly of having to read documents, La Prévoyance left me free to spend all my time as I wished.

The claimant, in addition, requested a hearing before the Umpire, which was held in Ottawa on November 12, 1959. The claimant was present at the hearing and the Unemployment Insurance Commission was represented thereat by F. G. Power. The claimant, among other things, drew the attention of the Umpire to the fact that the insurance officer and the board of referees should have examined his claim in the light of section 154 (1) (b) and (2) of the Regulations, instead of section 155 (2), in that the time he spent learning the job of insurance agent was left to his discretion and he could have carried on his studies just as well at home in the evening.

Considerations and Conclusions: The evidence in the records shows that on December 1, 1958, La Prévoyance du Canada "hired" the claimant as an insurance agent and that the training course he followed was an essential condition of the contract of engagement. The activities he devoted to this course must consequently be assimilated to work performed by virtue of an obligation resulting from a contractual relationship between an employee and his employer.

Moreover, the evidence shows that the claimant did in fact, during the regular working hours, devote his whole time to the aforementioned course. Under such circumstances, I cannot see how he can be considered to be unemployed, regardless of what provision of the regulations his case is examined under, whether it is section 154 (1) (b) or 155 (2), or whether or not he received remuneration with respect to the period in question, since the applicable provisions do not make the remuneration a factor to be necessarily taken into account for the purpose of determining whether an insured person is unemployed.

For all the foregoing reasons, I decide to maintain the unanimous decision of the board of referees and I dismiss the claimant's appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 161 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 155 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	2	\$ 6,098.25
Defence Production	93	532,446.00
Post Office	11	180,170.33
RCMP	2	22,942.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of \$4,314.11 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 269 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Indian Head Sask: Engel Bros, construction of new water system, Forest Nursery Station. *Kamloops B C:* Taylor & Son Ltd, renovations to insecticide bldg, entomology laboratory. *Summerland B C:* Barr & Anderson (Interior) Ltd, installation of additional gas fired heating boiler, controls & chimney, Research Station.

Central Mortgage and Housing Corporation

Greenwood N S: Rodney Contractors Ltd, construction of 15 room elementary school (DND 9/59). *Camp Gagetown N B:* Kew Gardens Nurseries Ltd, site improvement & planting for high school (Job 61/54); Kew Gardens Nurseries Ltd, site improvement & planting for 19 classroom school (Job 62/54). *Montreal Que:* Delphis Cote Ltee, *repairs to 15 roofs, Benny Farm. *Valcartier Que:* Le Service Paysagiste National Ltd, site improvement & planting for 200 housing units (DND 10/58). *Deep River Ont:* M & S Martin Reg'd, site improvement & planting for staff hotel & extra areas (AECL 23/57). *Kingston Ont:* Konvey Construction Co Ltd, construction of 71 housing units (FP 4/58). *Petawawa Ont:* Kew Gardens Nurseries Ltd, site improvement & planting for 226 housing units (DND 11/56); Kew Gardens Nurseries Ltd, site improvement of special area adjacent to project (DND 9/55). *Orillia Ont:* Andre Knight Ltd, construction, site improvement & planting for 10 semi-detached housing units (FP 2/58). *St Catharines Ont:* H W Colton, *exterior painting of 11 housing units in Niagara Peninsula.

Department of Citizenship and Immigration

Blackfoot Indian Agency Alta: C Bolderhey Construction Co, supply & installation of fire escapes & general repairs, Old Sun's IRS. *Nicola Indian Agency B C:* Henry Norgaard, erection of portable school, teacherage & power house, Nicola Lake IR No 1, near Merritt.

Defence Construction (1951) Limited

Summerside P E I: Accurate Electrical Contractor, construction of aerodrome lighting facilities, RCAF Station. *Longueuil Que:* Canadian Pratt & Whitney Aircraft Co Ltd, repairs to Crown-owned plant for Department of Defence Production. *St Johns Que:* Desourdy Freres Ltee, construction of 26 bed casual care hospital, RCAF Station. *Valcartier Que:* G H Montminy Inc, construction of hypersonic range bldg, No 5 CARDE. *Camp Borden Ont:* G M Gest Ltd, extension of electrical distribution system. *Uplands Ont:* Canadian Comstock Co Ltd, installation of additional bulk fuel facilities, RCAF Station. *Rivers Man:* Homme Petroleum Construction Ltd, construction of bulk fuel facilities & relocation of two existing tanks, RCAF Station; Brothan Painting Co Ltd, painting with

fire retardant coating interior of five hangars, including leantos, RCAF Station. *Winnipeg Man*: Durall Ltd, supply & installation of two boilers, Minto Armoury. *Cold Lake Alta*: Poole Construction Co Ltd, construction of single storey observation room at hangars, RCAF Station. *Sea Island B C*: The J H McRae Co Ltd, installation of overhead power distribution system, RCAF Station.

Building and Maintenance

Camp Borden Ont: Lagendyk & Co Ltd, painting with fire retardant coating of structural steel in two hangars, RCAF Station; L T Bristow Plumbing & Heating Ltd, conversion of heating system, Barker School, RCAF Station. *Picton Ont*: Malach Roofing & Flooring Ltd, re-roofing of barrack block. *Camp Wainwright Alta*: Banister Helm Ltd, repair of natural gas distribution system. *Boundary Bay B C*: Moore Electric, alterations to primary & secondary distribution systems.

Department of Defence Production

St John's Nfld: McNamara Industries Ltd, replacement of stacks, Central Heating Plant, Buckmaster's Field. *Glace Bay N S*: R G MacDougall Ltd, repairs to exterior walls & repainting of armoury. *Cornwallis N S*: Fred T Cleveland, interior painting of PMQs, HMCS *Cornwallis*. *Greenwood N S*: Louis Donolo Inc, grading, compacting & application of hot mix asphalt surface on parking lots, RCAF Station; Municipal Spraying & Contracting Ltd, repairs (asphaltic) to drives & walks, PMQs, RCAF Station; G W Sampson, interior painting of PMQs, RCAF Station. *Halifax N S*: Standard Paving (Maritime) Ltd, repairs to asphalt pavement, HMCS *Stadacona*; Standard Paving (Maritime) Ltd, asphalt paving of road in North Section, HMC Dockyard; Nelson Bros Welding Ltd, supply, fabrication & erection of new elevated floor, new projection platform & new plotting platform in Maritime Warfare School, HMCS *Stadacona*. *Shearwater N S*: Vincent & Frank Cosgrove, interior painting of PMQs, RCN Air Station. *Montreal Que*: Desjardins Asphalte Ltee, repairs to asphalt surfaces & construction of asphalt curb, Depot Area—6769 Notre Dame St East. *Centralia Ont*: Graham & Graham Ltd, replacing pavement & catch basins, RCAF Station. *Clinton Ont*: C A McDowell & Co, replacing existing floors with concrete floor in bldg No 111, RCAF Station. *Trenton Ont*: Miron-Lassing & Associates Ltd, construction of inflammable paint & oil stores leanto, No 6 Repair Depot, RCAF Station. *Gimli Man*: Stan's Painting & Decorating, interior repainting of PMQs, RCAF Station. *Winnipeg Man*: Oswald Decorating Co, interior repainting of bldgs B8, B9 & B11, Fort Osborne Barracks. *Edmonton Alta*: Blanchett Decoration Ltd, interior painting with fire retardant paint, drill hall, bldg No 42, RCAF Station.

National Harbours Board

Montreal Harbour Que: Creaghan & Archibald Ltd, repairs to face of wharf at Shed 11, Section 17; J G Fitzpatrick Ltd, construction of shed at Section 50. *Vancouver Harbour B C*: Commonwealth Construction Co Ltd, paving of apron & open areas, Centennial Pier.

Department of Northern Affairs and National Resources

Fort Smith N W T: Horton Steel Works Ltd, supply & erection of steel elevated water storage tank. *Hay River N W T*: R D Argue (Armac Expeditors), construction of school playground area. *Rankin Inlet N W T*: The Edward Milner Co Ltd, refrigeration & temperature controlled warehousing; North Rankin Nickel Mines Ltd, supply & installation of oil storage tank complete with piping, valves & cleaners, etc. *Northwest Territories & Yukon Territory*: Mannix Co Ltd, erection of fifty-four one bed-room prefabricated houses for Eskimos employed at Distant Early Warning sites.

Department of Public Works

Botwood Nfld: E J Clarke & Sons Ltd, construction of federal bldg. *Corner Brook Nfld*: Chisholm Construction Co Ltd, installation of filling. *Antigonish N S*: Floyd Construction Co, construction of RCMP detachment quarters. *Central Port Mouton N S*: Mosher & Rawding Ltd, harbour improvements (construction). *Glace Bay N S*: Maritime Builders Ltd, construction of federal bldg. *Shelburne N S*: Shelburne Contracting Ltd, construction of RCMP detachment quarters. *Wine Harbour N S*: Antigonish Construction Co Ltd, breakwater reconstruction. *Grand Manan N B*: Joseph McDowell & Laurence Cook, construction of RCMP detachment quarters. *Point Bouleau (Tracadie Harbour) N B*: Whalen Bros Construction, construction of causeway. *St Quentin N B*: Clumac Construction Ltd, construction of post office bldg. *Champlain Que*: Marautier Construction

Inc, construction of retaining wall. *Chandler Que*: Keys Construction Inc, test blasting of quarry. *Contrecoeur Que*: P Baillargeon Ltd, repairs to retaining wall. *Fauvel Que*: Cecil H Beebe, wharf repairs. *Loretteville Que*: Tellier & Groleau Inc, construction of federal bldg. *Matane Que*: Yvon Gauthier, construction of retaining wall (backfill). *Montreal Que*: Noma Construction Co Ltd, construction of letter carrier depot, Cote St Luc. *Port St Francois Que*: Anatole Proulx, repairs to wharf approach. *Quebec Que*: Plessis Construction Ltee, construction of storage shed. *St Jacques de Montcalm Que*: Jean Claude Perreault, addition & alterations to public bldg. *St Laurent, I O, Que*: Les Travaux St Laurent Enrg, wharf repairs. *Sept Iles Que*: Hector Belanger, construction of shed. *Sutton Que*: Williams Construction Co Ltd, addition & alterations, federal bldg. *Amherstburg Ont*: George L Dillon Construction Co Ltd, harbour improvements (retaining wall). *Elliot Lake Ont*: Foundation Company of Ontario Ltd, construction of federal bldg. *Fort Erie Ont*: S E Zimmerman & Son Ltd, alterations to federal bldg. *Leamington Ont*: Ferguson Construction, repairs to warehouse. *Moose Factory Ont*: Temiskaming Construction Ltd, construction of sewage treatment plant. *Ottawa Ont*: S G Brookes, installation of buzzer system on six floors, Jackson Bldg, Bank St; Ted Wojdacki, interior redecoration, Mines & Technical Surveys Bldg, 556 Booth St; J R Statham Construction Ltd, demolition of existing partitions, construction of new partitions, installation of conveyor system, redecoration, floor covering, plumbing & electrical work, No 1 Temp Bldg; Universal Painters & Decorators Reg'd, interior re-painting of basement garage, Supreme Court Bldg, Wellington St; A Lanctot Construction Co Ltd, repairs to stone parapet wall adjacent to Supreme Court garage, Wellington St; W Sparks & Son Ltd, moving furniture, paintings, etc (Phase 1), from various locations to Lorne Bldg, Elgin St. *Ottawa Ont & Hull Que*: Hurdman Bros Ltd, removal of ashes from Central Heating Plants—Cliff St, CEF, Riverside Drive & National Printing Bureau. *Stoney Creek Ont*: Wilchar Construction Ltd, construction of post office bldg. *Wheatley Ont*: Detroit River Construction Ltd, harbour improvements (East Wharf reconstruction). *Lundar Man*: Dauphin Fixtures Ltd, construction of RCMP detachment quarters. *Ethelbert Man*: Dauphin Fixtures Ltd, construction of RCMP detachment quarters. *Lynn Lake Man*: Calvert Construction Co Ltd, construction of nursing station & double garage. *Big River Sask*: Lahti Construction Ltd, construction of RCMP detachment quarters. *Craik Sask*: Shoquist Construction Ltd, construction of RCMP detachment quarters. *Regina Sask*: Dominion Electric Protection Co, installation of fire alarm system, RCMP Barracks. *Saskatoon Sask*: W C Wells Construction Co Ltd, construction of federal bldg. *Vonda Sask*: Shoquist Construction Ltd, construction of RCMP detachment quarters. *Pincher Creek Alta*: Southern Alberta Construction Ltd, construction of post office. *Lillooet B C*: Basarab Construction Co Ltd, construction of RCMP detachment quarters. *Mission City B C*: Commonwealth Construction Co Ltd, construction of dormitory school, priests' house & two residences for Indian Affairs Branch, St Mary's Mission. *North Galiano B C*: Harbour Piledriving Co, wharf reconstruction. *Sooke B C*: Gordon John Ltd, repairs to bank protection. *Victoria B C*: Parfitt Construction Co, alteration to 3rd & 4th floors, federal bldg, Department of National Health & Welfare. *Westview B C*: Northern Construction Co & J W Stewart Ltd, construction of boat harbour breakwater. *William's Lake B C*: Peter Kiewit Sons Co of Canada Ltd, construction of 4 classroom school, etc. *Fort Smith N W T*: Yukon Construction Co Ltd, heating room addition to RCMP hangar.

Contracts Containing the General Fair Wages Clause

Bedford Basin N S: Warnock Hersey Co Ltd, test borings for Hydrographic Research Station. *Pictou N S*: Ferguson Industries Ltd, repairs to Dredge No 20. *Hull Que*: Glebe Electric, supply & installation of light fixtures, new Printing Bureau; Rene Cleroux, repairs to boiler, new Printing Bureau; Rene Cleroux, repairs to plumbing, new Printing Bureau; Ottawa Mechanical Services Ltd, supply & installation of pumping unit, Post Office. *Levis Que*: P A Tremblay, repairs to masonry, federal bldg. *Arnrior Ont*: Patrick Visheskie, replacement of joists & flooring, Civil Defence College. *Clarkson Ont*: D J Delwort, erection of postal screenline, Post Office. *Hamilton Harbour Ont*: Ontario Marine & Dredging Ltd, dredging, Burlington Beach. *Ottawa Ont*: R & R Construction, installation of fire door & related work, Prime Minister's residence; M Sullivan & Son, alterations in conference room, Veterans Memorial Bldg, Wellington St; Ontario Building Cleaning Co, cleaning exhaust duct system, House of Commons, Durie Mosaic & Marble Ltd, repairs to lighting, Senate Chamber; Louis G Fortin Construction, moving equipment, 40 Lydia St; P E Latremouille, repairs to flooring, old Printing Bureau; Leopold Beaudoin Construction, alterations to various rooms, "C" Bldg, Cartier Square; Edge Ltd, repairs to water system, CEF; P E Latremouille, repairs to flooring, Postal Terminal Bldg; Leopold

Beaudoin Construction, general redecorating, Daly Bldg; Thomas Gregoire, general redecorating, Connaught Bldg; The B Phillip Co Ltd, installation of lighting systems, various bldgs. *Winnipeg Man*: R G McAllister, supply & installation of partitions, federal bldg; Western Tools & Industries Ltd, installation of mail receivers, Post Office. *Regina Sask*: Hipperson Construction Co, general alterations, new Post Office.

St. Lawrence Seaway Authority

International Rapids Section Ont: Canadian Bridge Division of Dominion Coal & Steel Corp Ltd, construction of superstructure & deck, Cornwall North Channel Bridge. *Merritton Ont*: Ontario Construction Co Ltd, delivery of piles & timber, Welland Ship Canal, Western District. *Port Weller Ont*: The Carter Construction Co Ltd, upper entrance wall extension, Lock 1, Welland Ship Canal. *St Catharines Ont*: C A Pitts General Contractor Ltd, entrance wall extensions, Lock 3, Welland Ship Canal; McNamara Marine Ltd, entrance wall extensions, Lock 2, Welland Ship Canal; R E Law Crushed Stone Ltd, paving on bridges 13 & 21, Welland Canal. *Thorold Ont*: McNamara Marine Ltd, entrance wall extensions, Guard Gate, Welland Ship Canal.

Department of Transport

Halifax N S: Diamond Construction (1955) Ltd, additional development of Airport. *Moncton N B*: Bedard-Girard Ltd, construction of airport lighting facilities. *Dorval Que*: The Foundation Company of Canada Ltd, construction of foundations for heating plant, Montreal Airport. *Mont Joli Que*: Francois Lavoie, cleaning of Air Terminal Bldg, Airport. *Montreal Que*: Dominion Structural Steel Ltd, supply & erection of structural steel for fingers & aeroquay, Air Terminal Bldg; Accurate Electrical Contractors, construction of airport lighting facilities; J R Robillard Ltd, construction of localizer bldg & related works, Airport. *Amherstburg Ont*: Geocon Ltd, *test borings & soil investigation for lighthouse piers in channels. *Malton Ont*: Canada Construction Co Ltd, construction of foundation, aeroquay No 1, Air Terminal Bldg, Toronto International Airport. *Bainsville Ont, Coteau Landing & St Anicet Que*: Porter Ltd, *test borings & soil investigation for lighthouse piers in Lake St Francis regions. *Lethbridge Alta*: McCormick Electric Ltd, relocation of localizer & glide path bldg & related work on runway 12-30, Airport. *Point Atkinson Marine Station B C*: F B Stewart & Co, installation of underground power line & related work.

In the first nine months of 1959 cash farm income amounted to \$2,027,050,000, an increase of 2 per cent over the 1958 total of \$1,990,145,000, the Dominion Bureau of Statistics reported last month.

The increase was attributed in the main to substantially higher receipts in the first quarter; \$641,682,000 compared with \$613,182,000 in the first quarter of 1958.

Second quarter earnings were only slightly higher than those of a year earlier, \$676,311,000 compared with \$666,414,000, and third quarter returns were slightly lower: \$709,057,000 compared with \$710,549,000.

Livestock and livestock products accounted for the increase in the nine months; returns from the sale of field crops were about the same as in the first nine months of 1958.

Compared with 1958, cash farm income for the January-September period this year was higher in all provinces except Prince Edward Island, New Brunswick and Saskatchewan.

Increases ranged from 1 per cent in Quebec to nearly 6 per cent in Manitoba; declines were almost 1 per cent in Prince Edward Island, 2 per cent in Saskatchewan and just over 5 per cent in New Brunswick.

Lower returns from the sale of potatoes accounted for the reduction in the two Maritime provinces. In Saskatchewan it was due to smaller farm deliveries of wheat.

Returns from the sale of livestock and livestock products in the nine-month period are estimated at \$1,283,000,000, larger by 3 per cent than the 1958 total of \$1,247,000,000.

Receipts from the sale of field crops were \$719,616,000, slightly larger than last year's \$716,753,000.

Lower returns from the sale of wheat, oats, potatoes, fruits and vegetables were offset by the effects of higher Canadian Wheat Board payments and higher returns from the sale of barley, flaxseed and tobacco.

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1959

Canada's consumer price index (1949=100) declined 0.3 per cent from 128.3 to 127.9 between November and December 1959.* A year ago the index stood at 126.2.

Over the year 1959 the index averaged 126.5, or 1.1 per cent above the 1958 level of 125.1.

The current month's movement was due entirely to a drop of 1.1 per cent in foods; the other four group indexes recorded little or no change. The clothing and other commodities and services indexes were both unchanged; the shelter and household operation indexes were up fractionally.

The food index moved from 123.8 to 122.4 to stand almost at the December 1958 level of 122.2. The sharpest drop in egg prices in some years accounted for most of this change, as grade "A" large eggs decreased 14.4 cents to 48.3 cents a dozen, the lowest since March 1950 and the lowest December price since 1944. Imported fruits, orange juice, pork and chicken were also lower. Fresh vegetables, particularly tomatoes and cabbage, were higher.

The shelter index increased 0.1 per cent from 142.6 to 142.7 as rents were unchanged and home-ownership rose slightly.

The clothing index was unchanged at 111.4 as price increases for footwear and a scatter of children's items were balanced by sale prices for women's winter coats.

The household operation index rose 0.2 per cent from 123.5 to 123.7. Slightly higher prices were reported for coal, utensils and equipment, household supplies, laundry, dry cleaning, and shoe repairs.

The other commodities and services index, unchanged at 136.9, showed little or no price movement on most items.

Group indexes one year earlier (December 1958) were: food 122.2, shelter 139.9, clothing 110.5, household operation 122.0, and other commodities and services 133.4.

City Consumer Price Indexes, November 1959

Eight of the ten regional consumer price indexes (1949=100) were higher between October and November.† Increases ranged from 0.1 per cent in St. John's to 0.7 per cent in Montreal. Indexes in both Ottawa and Saskatoon-Regina were unchanged.

*See Table F-1 at back of book.

†See Table F-2 at back of book.

Increases in both the clothing and other commodities and services groups were mainly responsible for the changes at the total level. Clothing indexes were higher in eight of the ten regional cities; a rise of 1.6 per cent in the Winnipeg index was the largest increase. Other commodities and services rose in all ten cities, gains ranging from 0.1 per cent in St. John's to 1.6 per cent in Saskatoon-Regina.

In clothing, November prices for women's fur coats and boys' parkas were generally up from the end of last season as well as above the level of a year ago. Children's shoes were up in a number of cities. Initial pricing of 1960 passenger cars, up from 1959 model prices a year ago and substantially above model year-end prices of October 1959, moved the other commodities and services group indexes in all ten cities. Theatre admissions, pharmaceuticals, personal care items, men's haircuts and women's hairdressing were also higher in a number of cities.

The shelter index was up in eight cities, down in one and unchanged in Toronto. Household operation indexes were up in seven cities, down in one and unchanged in the remaining two centres.

Food indexes showed mixed results: they declined in six regional cities, rose in three and remained unchanged in Saint John. Eggs, grapefruit, canned vegetables, lamb and some beef and pork prices were lower. Fresh vegetables, particularly potatoes, were up in a number of cities.

Regional consumer price index point changes between October and November were as follows: Montreal +0.9 to 128.7; Halifax +1.07 to 127.7; Winnipeg +0.7 to 125.7; Saint John +0.2 to 129.2; Toronto +0.2 to 130.5; Edmonton-Calgary +0.2 to 124.7; Vancouver +0.2 to 129.8; St. John's +0.1 to 114.6.* Ottawa and Saskatoon-Regina remained unchanged at 128.6 and 124.6 respectively.

Wholesale Price Index, November 1959

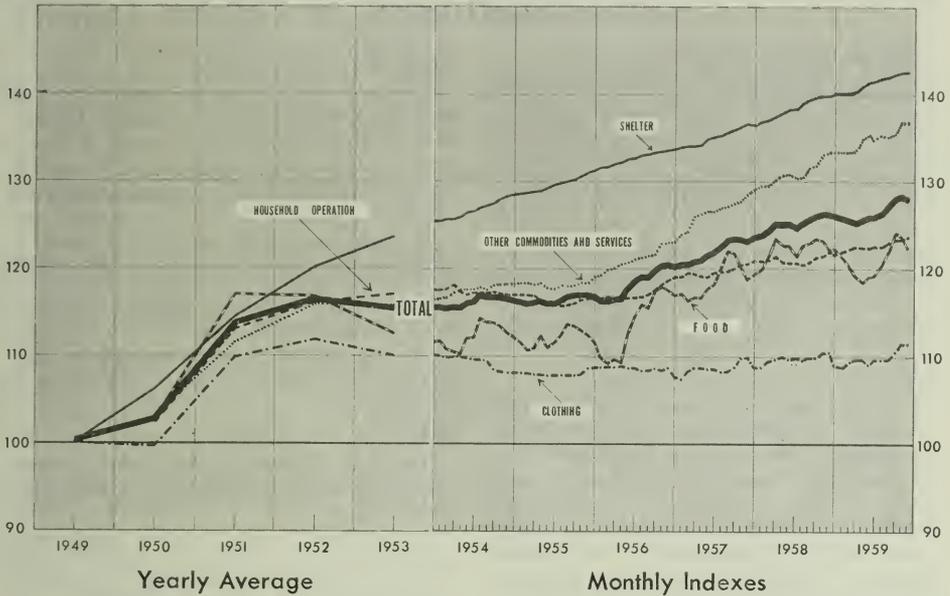
Canada's general wholesale price index (1935-39=100) advanced slightly between October and November, moving up 0.1 per cent from 230.1 to 230.3 to stand 0.6 per

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



cent above the November 1958 index of 228.8. Four of the major groups were higher and four lower than in October.

The non-ferrous metals group index rose 2.2 per cent from 173.5 to 177.4, and the vegetable products group index 0.4 per cent from 198.6 to 199.5. Lesser advances occurred in chemical products and in non-metallic minerals.

The group index for animal products was down 0.8 per cent from 252.4 to 250.4. Decreases of 0.1 per cent or less occurred in the wood products, iron products and textile products groups.

U.S. Consumer Price Index, November 1959

The United States consumer price index (1947-49=100) rose 0.1 per cent between mid-October and mid-November from 125.5

to a record figure of 125.6. Higher costs for transportation, medical care, housing and personal care items more than offset declining food prices. The food index dropped 0.4 per cent but medical care costs rose 0.3 per cent, transportation costs 0.3 per cent, personal care costs 0.2 per cent, and housing costs 0.2 per cent.

A year earlier the total index was 123.9.

U.K. Index of Retail Prices, October 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100), after dropping in September, rose from 108.7 to 109.2 at mid-October 1959. The index is still lower than the record 110.4 at the beginning of the year and than the 109.4 figure for October 1958.

It is disclosed in the 1958-59 annual report of the Council for Technical Co-operation in South and Southeast Asia that Canada had recently increased her annual contribution for Colombo Plan aid to \$50,000,000, bringing the total of Canadian assistance to Colombo Plan countries since inception of the plan in 1950 to more than \$351,000,000.

The report emphasizes that the volume of technical assistance provided under the technical co-operation scheme reached its highest annual level during the year 1958-59, when 1,717 new training places were made available in the member countries of the Colombo Plan. This represented an increase of 165 over the previous year.

The total expenditure on the technical co-operation scheme by all Colombo Plan countries during 1958-59 was about \$8.42 million.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 135

Aged

1. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. COMMUNITY SERVICE ACTIVITIES. *The Lansing Story; an Experiment in working with Older Citizens*. Conducted by AFL-CIO Community Service Activities and the Community Services Committee of the Greater Lansing, Michigan Central Labor Council, AFL-CIO. New York, 1958. Pp. 13.

2. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *How Old is Old? A Study of the Older Worker Problem*. Ottawa, Queen's Printer, 1959. Pp. 16.

Tells what the National Employment Service of the Unemployment Insurance Commission does to help place older workers. Contains some case histories from the Commission's files.

3. HUNT, GEORGE HALSEY. *Aging; a Review of Research and Training Grants supported by the National Institute of Health* by G. Halsey Hunt and Stanley R. Mohler. Bethesda, Md., U.S. Dept. of Health, Education, and Welfare, Public Health Service, National Institutes of Health, 1958. Pp. 50.

4. TEXAS. LEGISLATURE. COMMITTEE TO STUDY PROBLEMS OF THE AGED. *Interim Report of Legislative Committee To Study Problems of the Aged*. Dallas, 1959. Pp. 30.

5. U.S. VETERANS ADMINISTRATION. ADVISORY COMMITTEE ON PROBLEMS OF AGING. *Research in Aging; VA Prospectus*. Washington, Veterans Administration, 1959. Pp. 125.

Proceedings of a meeting of the members of the Veterans Administration Advisory Committee on Aging and their guests, May 16, 1958, Washington, D.C.

6. WELFARE COUNCIL OF GREATER WINNIPEG. COMMITTEE ON SERVICES FOR THE AGED. *Age and Opportunity; a Report on Our Older Citizens*. Winnipeg, 1956. Pp. 66.

Canada at Work Broadcasts

The following broadcasts were made in 1959 and published by the Federal Department of Labour in Ottawa.

7. CANADA. DEPARTMENT OF LABOUR. *It pays to graduate* by T. J. MacKinnon [and others]. 5 parts.

Five speakers explain why it is desirable to complete high school in order to succeed in the business world.

8. HAMILTON, ALVIN. *Canada's North—Land of Opportunity*. Pp. 4.

The Minister of Northern Affairs discusses some of the features of the northern part of Canada.

Employment Management

BARLING, ELIZABETH. *Staff Management*. London, Institute of Personnel Management, 1959. Pp. 46.

The subjects covered include employment policies, training and education, pay and incentives, consultation and communication, records and their uses, and welfare and amenities.

10. PERSONNEL MANAGEMENT CONFERENCE, UNIVERSITY OF ILLINOIS. 10TH, 1958. *Modifications in Manpower Management. Proceedings of the Tenth Personnel Management Conference at the University of Illinois, Urbana, March 4 and 5, 1958*. Urbana, Bureau of Business Management, University of Illinois, 1959. Pp. 50.

Some of the topics discussed were the effects of automation on the worker; training programs for workers and for supervisors; an Employee Qualifications Index, developed by the Caterpillar Tractor Company in Peoria, for filling job openings in the company; and, an absence pay plan in effect at the Detroit Edison Company.

Executives

11. BERNSTEIN, MARVER HILLEL. *The Job of the Federal Executive*. Washington, Brookings Institution, 1958. Pp. 241.

The author, who served as executive secretary of a Round Table on the Federal Executive organized by the Brookings Institution in 1957, prepared this book from the recorded discussions as well as from other sources. He discusses the two types of executives, career and political, in the American federal civil service, the differences in the functions of each, the special environment in which the federal executive works, and the problem of obtaining and developing federal executives.

12. GARFORTH, F. I. DE LA P. *Management Development, a Systematic Approach to the Provision of Supervisors and Managers*. London, Institute of Personnel Management, 1959. Pp. 72.

The subjects discussed include organization charts, staff reviews and appraisals, forecasts of vacancies, recruiting policy, further educa-

tion and training for staff, job rotation and exchange, and a section on the initiation and operation of a systematic management development policy.

13. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Research Criteria of Executive Success*, by Stanley Stark. Urbana, 1959. Pp. 14.

An examination of various recent books and articles on the selection of executives.

14. INDUSTRIAL RELATIONS NEWS. *The Industrial Relations Executive, 1958-1959*. New York, 1959. Pp. 67.

Contains information about a sample of 500 people engaged in industrial relations or personnel work. The participants in the survey were asked a number of questions about their work and the answers were tabulated and analyzed.

15. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Compensation of Top Executives*, by Nicholas L. A. Martucci and Harland Fox. New York, 1959. Pp. 71.

Analysis of the compensation of the three highest paid groups of executives in 644 major American companies in 1957.

Health, Public

16. AMERICAN PUBLIC WELFARE ASSOCIATION. *Medical Care in Public Welfare. Summary of Material presented by all Participants in an Institute sponsored by the American Public Welfare Association under a Grant made by the Rockefeller Brothers' Fund, July 10-11-12, 1958, Chicago, Ill.* [Chicago, 1958?] Pp. 44.

17. HEALTH INFORMATION FOUNDATION, NEW YORK. *An Inventory of Social and Economic Research in Health*. 7th ed., 1958. [New York, 1959?] Pp. 492.

Industry

18. BARKER, DUDLEY. *Private Company*. London, Longmans, Green, 1959. Pp. 316.

A novel about an attempt to reorganize a company controlled by three families.

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Concentration Patterns in Manufacturing; Some Findings from an Inquiry into the Relevance of Data being used to measure Market Shares in Specified Industries*, by Betty Bock. New York, 1959. Pp. 128.

Based on the findings of the Subcommittee on Antitrust and Monopoly of the Senate Committee on the Judiciary, published in 1957 with the title, "Report on Concentration in American Industry." This study discussing the definitions used by the Subcommittee on Antitrust and Monopoly and examines the measures and ratios it adopted in determining the degree of concentration in particular industries.

Labour Organization

20. BROMWICH, LEO. *Union Constitutions*. New York, Fund for the Republic, c1959. Pp. 43.

Based on a study of the constitutions of seventy international unions with a total membership of almost 16,000,000. The author found procedural problems in some of the constitutions, which he discusses.

21. EUROPEAN PRODUCTIVITY AGENCY. *Trade Union Research and Study Departments (Economic and Technical Problems). Introductory Reports to the International Trade Union Conference at Vienna (9-12 December 1958)*. [Paris, Organization for European Economic Co-operation, 1958?] Pp. 310.

22. TAFT, PHILIP. *The A.F. of L. from the Death of Gompers to the Merger*. 1st ed. New York, Harper, 1959. Pp. 499.

The second and concluding volume of the author's "study" begun with *The A.F. of L. in the time of Gompers*.

Based on public and private records of the American Federation of Labor, some of which material has been unpublished up to now.

23. WATILLO, LEON. *The Knights of Labor in Belgium*. Translated and with an introduction by Frederic Meyers. Los Angeles, Institute of Industrial Relations, University of California, 1959. Pp. 35.

The author, Director General of Social Security in the Belgian Ministry of Labor and Social Security, prepared this study as a thesis in the early 1920's. The translator has translated the section of the study dealing with the Belgian Knights of Labor while they were affiliated with the American Knights of Labor.

Labour Supply

24. GINZBERG, ELI. *Manpower for Government, a Decade's Forecast*, by Eli Ginzberg and James K. Anderson. Chicago, Public Personnel Association, 1958. Pp. 33.

The decade under study is the period 1955 to 1965. Includes an estimate of the labour force in 1965 as well as the manpower needs of the U.S. Government in this period.

25. U.S. BUREAU OF LABOR STATISTICS. *Population and Labor Force Projections for the United States, 1960 to 1975*. Washington, GPO, 1959. Pp. 56.

"Presents population and labor force projections to 1975 and a detailed description of the method used in preparing the labor force projections." These projections will help to forecast economic and social needs of the U.S.

Subcontracting

26. CHANDLER, MARGARET KUEFFNER. *Contracting-Out, a Study of Management Decision-Making*, by Margaret K. Chandler and Leonard R. Sayles. New York, Graduate School of Business, Columbia University, c1959. Pp. 40.

Deals with the question whether to contract out work or to do it in the plant. In other words, should the plant "make or buy"? Based on a survey of the experiences of 74 plants in seven metropolitan areas: Boston, Chicago, Cleveland, Detroit, New York, Philadelphia and Pittsburgh.

27. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Construction and Maintenance: Who contracts it out—and Why*, by Margaret K. Chandler and Leonard R. Sayles. Urbana, 1959. Pp. 4.

Based on interviews with representatives of management regarding the subject of sub-contracting.

United Nations

28. UNITED NATIONS. COMMITTEE ON ECONOMIC CO-OPERATION IN CENTRAL AMERICA. *Report, 25 February 1957 to 10 June 1958*. Mexico, 1959. Pp. 72.

29. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Report, 25 April 1958-6 May 1959*. New York, 1959. Pp. 83.

30. UNITED NATIONS. TECHNICAL ASSISTANCE BOARD. *Annual Report to the Technical Assistance Committee for 1958*. New York, 1959. Pp. 132.

Wages and Hours

31. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Equal Pay: Some Aspects of Australian and Overseas Practice*. Melbourne, 1958. Pp. 88.

Contains a survey of Federal and State legislation in Australia dealing with the principle of equal pay for equal work, and a brief outline of legislation in Canada, France, West Germany, Great Britain, Norway, Sweden, and the United States.

32. FRIIS, ASTRID. *A History of Prices and Wages in Denmark, 1660-1800. Volume I*. By Astrid Friis and Kristof Glamann. London, New York, Published for the Institute of Economics and History, Copenhagen by Longmans, Green, 1958. Pp. 350.

33. INTERNATIONAL LABOUR OFFICE. *Reduction of Hours of Work*. Seventh item on the agenda. Geneva, 1959. Pp. 66.

At head of title: Report 7 (1). International Labour Conference. 44th Session, 1960.

34. SHIMMIN, SYLVIA. *Payment by Results, a Psychological Investigation*, by Sylvia Shimmin, in collaboration with Joan E. Williams and L. J. Buck. London, Staples Press, c1959. Pp. 162.

Based on four studies of financial incentives carried out in British factories between December 1953 and December 1955. Examines the workers' attitudes toward incentive plans.

35. U.S. BUREAU OF LABOR STATISTICS. *Factory Workers' Earnings, May 1959*. Washington, GPO, 1959. Pp. 63.

Contents: Summary. All Manufacturing, Metropolitan and Nonmetropolitan Areas. Durable and Nondurable Goods Industries. Major Industry Groups. Selected Industries. Non-supervisory Workers. Comparison of Mean and Median Averages. Wage Changes—April 1954 to May 1958.

36. U.S. BUREAU OF LABOR STATISTICS. *Premium Pay for Night, Weekend, and Overtime Work in Major Union Contracts*. Washington, GPO, 1959. Pp. 36.

Analyzes "... shift differentials, premium pay for work on Saturdays, Sundays, or the sixth and seventh day of the work-week, and daily and weekly premium overtime pay."

37. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trades, July 1, 1958 and Trend 1907-58*. Washington, GPO, 1959. Pp. 38.

Information in this report was based on union scales in effect on July 1, 1958 and covered 650,000 journeymen and 160,000 helpers and labourers in 52 cities with populations of 100,000 or more.

38. U.S. WOMEN'S BUREAU. *State Minimum-Wage Law and Order Provisions affecting Working Condition, July 1, 1942, to April 1, 1959*. Washington, GPO, 1959. Pp. 141.

Youth—Employment

39. NATIONAL CHILD LABOR COMMITTEE. *Primer on Employment of Youth. 1958 Annual Report*. [New York, 1958?] Pp. 16.

40. SILBERSTON, DOROTHY. *Youth in a Technical Age; a Study of Day Release*. London, M. Parrish, 1959. Pp. 228.

"Day release" means that a young worker is given time off by his employer, usually with pay, in order to attend classes during working hours. This book describes experience in Great Britain.

Miscellaneous

41. BEAK, THOMAS WILLIAM. *We came to Canada*. 3d ed. Ottawa, Printed by Mortimer Ltd., 1959. Pp. 63.

The author and his family came to Canada three and a half years ago. He tells of his experiences and gives his opinions about settling down successfully as an immigrant in this country.

42. CROSS, BERYL CONWAY. *Living alone*. London, Odhams, 1956. Pp. 159.

Suggestions for women living alone on furnishing a home or apartment, preparing meals, entertaining, etc.

43. ILLINOIS. DIVISION OF UNEMPLOYMENT COMPENSATION. *Study of Alternative Systems of Experience Rating*. Chicago, 1959. Pp. 25.

Alternative Proposal No. 2, Tables. Chicago, 1958. Pp. 11.

"The purpose of the study... was 'to determine the most suitable method of assessing contribution rates so as to assure the solvency of Illinois' account in the unemployment trust fund, giving due consideration to contra-cyclical devices, the equitable distribution of costs among employers, and the effect of such systems upon labor and industry in this State.'"

(Continued on page 67)

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	93
Table B-1—Labour Income.....	95
Tables C-1 to C-6—Employment, Hours and Earnings.....	96
Tables D-1 to D-6—Employment Service Statistics.....	101
Tables E-1 to E-4—Unemployment Insurance.....	107
Tables F-1 and F-2—Prices.....	109
Tables G-1 to G-4—Strikes and Lockouts.....	110
Tables H-1 and H-2—Industrial Accidents.....	112

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 17, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,290	118	447	1,761	2,310	1,086	568
Agricultural.....	705	*	66	152	179	281	23
Non-Agricultural.....	5,585	114	381	1,609	2,131	805	545
Males.....	4,697	99	343	1,326	1,684	819	426
Agricultural.....	651	*	60	144	168	254	21
Non-Agricultural.....	4,046	95	283	1,182	1,516	565	405
Females.....	1,593	19	104	435	626	267	142
Agricultural.....	54	*	*	*	11	27	*
Non-Agricultural.....	1,539	19	98	427	615	240	140
All Ages.....	6,290	118	447	1,761	2,310	1,086	568
14—19 years.....	599	16	49	208	193	95	38
20—24 years.....	782	18	57	251	258	132	66
25—44 years.....	2,911	56	185	815	1,093	492	270
45—64 years.....	1,771	27	134	439	678	320	173
65 years and over.....	227	*	22	48	88	47	21
<i>Persons with Jobs</i>							
All status groups.....	6,053	105	425	1,673	2,242	1,065	543
Males.....	4,504	86	324	1,254	1,631	802	407
Females.....	1,549	19	101	419	611	263	136
Agricultural.....	698	*	61	150	177	280	23
Non-Agricultural.....	5,355	101	361	1,523	2,065	785	520
Paid Workers.....	4,921	89	339	1,393	1,908	726	466
Males.....	3,520	72	251	1,010	1,343	503	341
Females.....	1,401	17	88	383	565	223	125
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	237	13(1)	22	88	68	21	25
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,338	153	455	1,525	1,780	909	516
Males.....	1,102	44	100	296	337	193	127
Females.....	4,236	109	355	1,229	1,443	711	389

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended October 17, 1959		Week Ended September 19, 1959		Week Ended October 18, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	260	250	237	227	340	326
Without Jobs.....	237	228	213	204	313	301
Under 1 month.....	90	—	83	—	103	—
1—3 months.....	87	—	71	—	118	—
4—6 months.....	23	—	28	—	44	—
7—12 months.....	23	—	23	—	32	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	10	—	*	—	*	—
Worked.....	23	22	24	23	27	25
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	17	16	18	17	19	18

(¹) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.
* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1958 1st 9 months.....	2,768	22,611	50,559	13,258	10,935	100,131	50,114
1959 1st 9 months.....	1,638	19,295	45,004	10,432	8,986	85,355	42,079

(¹) Total includes 3,883 whose destination is not specified.

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1958 1st 9 months.....	6,882	5,767	1,053	1,862	8,889	4,432	442	15,342	7,451	335	52,455
1959 1st 9 months.....	6,295	4,555	835	1,756	7,610	4,098	298	10,877	7,308	311	43,943

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—May.....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June.....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July.....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,405.4
August....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2	1,411.6
Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,403.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May.....	45.1	420.7	147.0	68.5	367.8	75.3	626.0	1,220.5	191.7	1,483.5
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,529.1
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,508.2
August....	46.4	422.7	152.6	62.4*	431.6*	78.3*	637.4*	1,218.2*	195.2*	1,520.4
Sept.*....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,554.2
Oct.†....	47.0	434.8	150.7	.....	.....	.....	.....	.....	.....	1,549.6

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at September, 1959 employers in the principal non-agricultural industries reported a total employment of 2,875,973. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ⁽¹⁾				Manufacturing			
	Index Numbers (1949 = 100)				Index Numbers (1949 = 100)			
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	185.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September*.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October†.....	124.4	217.2	173.8	74.67	113.9	201.7	175.3	77.10

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1959	Aug. 1959	Sept. 1958	Sept. 1959	Aug. 1959	Sept. 1958
				\$	\$	\$
Provinces						
Newfoundland.....	143.5	143.6	132.3	63.02	63.41	63.02
Prince Edward Island.....	145.5	150.8	124.6	55.39	53.70	50.78
Nova Scotia.....	99.6	101.0	99.7	61.35	60.20	58.65
New Brunswick.....	106.2	106.4	102.7	61.17	60.75	58.84
Quebec.....	124.7	124.0	120.8	71.22	70.38	68.13
Ontario.....	125.3	124.7	122.2	77.68	76.52	73.41
Manitoba.....	117.7	119.0	112.7	71.37	71.50	67.60
Saskatchewan.....	138.1	140.0	135.9	71.15	70.94	69.29
Alberta (including Northwest Territories).....	164.8	166.7	159.5	75.93	75.22	73.83
British Columbia (including Yukon).....	122.7	112.6	120.5	80.49	79.68	76.47
Canada.....	125.3	124.2	121.9	74.36	73.42	70.85
Urban Areas						
St. John's.....	152.7	149.1	135.2	52.34	52.76	50.60
Sydney.....	92.6	91.5	92.6	75.13	72.70	74.84
Halifax.....	115.5	115.5	114.2	59.96	60.27	57.58
Moncton.....	103.7	102.8	102.1	58.14	57.45	56.05
Saint John.....	100.2	99.5	92.6	58.87	57.71	55.44
Chicoutimi—Jonquiere.....	116.0	116.0	.....	86.41	86.03	.....
Quebec.....	114.8	115.5	107.7	62.36	61.93	59.47
Sherbrooke.....	103.8	103.0	100.7	59.93	59.73	57.69
Shawinigan.....	105.9	104.3	100.9	80.68	79.81	77.51
Three Rivers.....	124.9	123.2	116.3	68.68	68.41	66.04
Drummondville.....	78.4	78.1	75.3	60.31	60.90	59.57
Montreal.....	126.8	125.7	123.7	73.14	72.32	69.67
Ottawa—Hull.....	128.0	128.3	125.9	69.23	68.80	65.40
Kingston.....	111.4	113.0	113.4	71.56	69.59	68.47
Peterborough.....	102.3	103.7	97.6	83.13	81.32	78.54
Oshawa.....	177.3	136.7	163.3	86.59	84.25	86.05
Toronto.....	133.5	133.0	132.5	77.69	76.85	74.51
Hamilton.....	116.2	114.5	97.1	83.73	82.36	75.93
St. Catharines.....	116.9	114.4	113.6	84.30	82.40	77.39
Niagara Falls.....	112.3	112.9	117.9	74.75	73.76	75.39
Brantford.....	91.4	91.8	88.0	69.96	69.47	67.25
Guelph.....	129.8	128.8	122.5	69.88	68.12	68.10
Galt.....	116.2	117.2	112.1	67.44	65.77	64.01
Kitchener.....	126.5	126.8	117.9	71.31	70.47	66.84
Sudbury.....	141.8	142.6	115.5	85.99	86.03	52.42
Timmins.....	95.0	97.2	95.0	66.50	64.00	61.93
London.....	125.8	125.2	122.2	71.03	70.06	67.36
Sarnia.....	126.9	128.2	120.6	94.32	92.60	89.67
Windsor.....	80.9	74.5	80.6	88.07	83.40	76.69
Sault Ste. Marie.....	155.9	156.5	148.8	95.81	92.89	87.85
Ft. William—Pt. Arthur.....	114.8	120.0	118.0	75.64	74.31	72.33
Winnipeg.....	115.6	115.2	110.8	68.06	67.85	64.56
Regina.....	135.3	137.4	127.2	67.93	67.57	65.15
Saskatoon.....	145.1	146.3	138.7	66.89	66.83	65.92
Edmonton.....	199.1	198.8	187.2	71.06	70.74	70.26
Calgary.....	177.1	177.3	165.4	71.53	71.36	68.73
Vancouver.....	120.2	112.8	117.6	79.14	78.74	74.97
Victoria.....	120.5	109.2	117.6	71.05	71.64	68.20

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1959	Aug. 1959	Sept. 1958	Sept. 1959	Aug. 1959	Sept. 1958
Mining	125.7	127.0	125.1	91.28	89.19	85.79
Metal mining.....	142.5	144.1	138.7	93.39	91.42	85.99
Gold.....	74.0	74.9	76.1	74.46	71.89	72.43
Other metal.....	206.4	208.7	197.1	99.72	97.97	90.87
Fuels.....	93.6	93.0	101.2	91.98	89.19	88.74
Coal.....	51.1	50.3	56.9	72.81	67.73	74.20
Oil and natural gas.....	276.4	276.7	274.4	107.23	105.99	100.54
Non-metal.....	143.3	149.1	134.4	80.42	79.37	78.22
Manufacturing	115.2	113.5	112.4	76.50	75.27	72.73
Durable goods.....	119.1	114.1	114.1	83.08	81.48	78.45
Non-durable goods.....	111.9	112.9	110.9	70.57	69.98	67.70
Food and beverages.....	127.2	133.5	128.4	65.62	65.62	63.08
Meat products.....	144.4	146.6	135.1	79.50	76.48	73.55
Canned and preserved fruits and vegetables.....	174.2	218.1	207.2	48.33	52.20	53.22
Grain mill products.....	106.0	110.8	107.1	73.73	74.85	71.94
Bread and other bakery products.....	110.8	112.2	110.9	66.18	65.68	63.62
Distilled and malt liquors.....	110.5	117.1	109.6	87.85	89.00	82.75
Tobacco and tobacco products.....	84.4	83.2	90.3	75.61	75.06	70.24
Rubber products.....	110.5	104.4	101.1	80.73	75.68	76.40
Leather products.....	89.1	90.1	88.2	51.38	51.18	50.44
Boots and shoes (except rubber).....	94.6	96.3	93.6	49.19	49.19	47.71
Textile products (except clothing).....	80.0	79.3	78.7	61.61	60.58	59.40
Cotton yarn and broad woven goods.....	72.6	72.3	76.4	57.74	56.28	54.60
Woolen goods.....	64.8	64.3	59.6	57.93	57.30	57.13
Synthetic textiles and silk.....	83.2	82.6	80.9	68.00	67.33	66.19
Clothing (textile and fur).....	95.6	94.4	94.1	49.04	48.01	45.96
Men's clothing.....	95.6	94.1	95.1	48.25	47.20	44.72
Women's clothing.....	102.3	101.1	101.6	50.90	50.54	46.44
Knit goods.....	80.2	79.5	78.0	47.11	46.06	46.22
Wood products.....	110.7	94.8	109.2	66.73	63.16	63.98
Saw and planing mills.....	113.0	87.3	112.4	68.58	63.20	65.55
Furniture.....	116.2	116.4	112.7	65.55	64.95	62.75
Other wood products.....	89.5	89.1	87.6	58.64	58.52	57.51
Paper products.....	127.1	128.4	125.0	88.40	88.47	85.19
Pulp and paper mills.....	127.9	130.2	124.4	94.47	94.70	91.13
Other paper products.....	125.0	124.0	126.5	72.75	72.00	70.91
Printing, publishing and allied industries.....	123.4	121.1	120.1	83.77	82.27	79.42
Iron and steel products.....	112.7	112.9	99.1	88.15	86.42	82.89
Agricultural implements.....	75.6	76.9	59.3	85.69	80.09	81.06
Fabricated and structural steel.....	168.0	171.8	169.1	87.10	86.63	85.11
Hardware and tools.....	102.7	101.6	94.2	79.67	77.93	74.83
Heating and cooking appliances.....	115.4	112.6	104.5	77.51	74.74	74.01
Iron castings.....	101.5	103.1	92.7	85.17	81.96	80.55
Machinery, industrial machinery.....	120.1	120.3	108.9	84.27	84.09	79.32
Primary iron and steel.....	125.1	124.2	85.5	101.32	99.61	95.30
Sheet metal products.....	117.0	117.8	106.5	88.93	88.82	84.48
Wire and wire products.....	121.0	118.8	113.0	89.21	88.45	83.61
Transportation equipment.....	112.5	103.9	117.6	87.79	85.67	83.04
Aircraft and parts.....	252.6	257.8	366.3	89.92	89.33	88.40
Motor vehicles.....	109.1	78.4	97.9	100.87	97.48	89.91
Motor vehicle parts and accessories.....	109.8	99.4	101.4	85.23	81.99	81.39
Railroad and rolling stock equipment.....	69.6	68.8	68.2	79.44	79.19	72.90
Shipbuilding and repairing.....	127.1	129.2	114.2	79.85	80.67	77.80
Non-ferrous metal products.....	130.5	130.1	124.2	86.52	85.59	78.70
Aluminum products.....	148.7	145.3	136.8	83.18	81.07	81.23
Brass and copper products.....	111.5	111.8	106.9	83.23	80.73	79.59
Smelting and refining.....	145.1	146.5	140.6	94.54	94.10	80.92
Electrical apparatus and supplies.....	140.0	138.0	136.6	82.46	81.11	79.26
Heavy electrical machinery.....	113.7	111.7	119.9	89.56	88.41	85.28
Telecommunication equipment.....	222.4	217.1	220.0	78.19	77.29	76.93
Non-metallic mineral products.....	151.5	151.6	142.7	80.87	79.44	77.89
Clay products.....	105.4	105.9	109.8	74.83	73.73	71.36
Glass and glass products.....	153.9	151.5	140.8	75.91	73.33	75.52
Products of petroleum and coal.....	138.3	140.2	140.3	110.73	110.01	104.02
Chemical products.....	132.2	131.8	131.6	87.67	86.75	83.89
Medicinal and pharmaceutical preparations.....	118.0	118.4	119.9	77.50	76.31	74.68
Acids, alkalis and salts.....	151.8	148.1	148.2	98.73	97.36	93.50
Miscellaneous manufacturing industries.....	131.8	130.1	125.0	67.47	66.91	65.49
Construction	151.4	151.4	144.2	79.59	77.92	76.25
Building and general engineering.....	148.7	149.4	142.2	86.59	84.82	83.09
Highways, bridges and streets.....	155.7	162.6	147.3	68.80	67.69	65.67
Electric and motor transportation.....	132.9	132.4	126.4	78.67	78.21	75.70
Service	142.7	147.5	139.1	50.30	49.36	48.04
Hotels and restaurants.....	134.3	140.3	130.0	39.85	38.98	38.51
Laundries and dry cleaning plants.....	114.8	114.1	116.2	45.27	44.27	43.07
Industrial composite	125.3	124.2	121.9	74.36	73.42	70.85

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	September 1959	August 1959	September 1958	September 1959	August 1959	September 1958
Newfoundland.....	37.7	38.3	37.6	1.55	1.53	1.49
Nova Scotia.....	41.0	41.4	40.5	1.47	1.48	1.48
New Brunswick.....	41.0	42.3	42.4	1.50	1.46	1.41
Quebec.....	42.4	42.0	41.6	1.54	1.53	1.49
Ontario.....	41.3	40.8	40.7	1.82	1.79	1.71
Manitoba.....	41.0	40.7	40.1	1.65	1.64	1.57
Saskatchewan.....	39.0	38.9	39.4	1.87	1.86	1.78
Alberta ⁽¹⁾	39.2	39.7	39.6	1.82	1.82	1.74
British Columbia ⁽²⁾	37.9	37.7	37.7	2.11	2.09	2.02

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics
(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1959	Aug. 1959	Sept. 1958	Sept. 1959	Aug. 1959	Sept. 1958	Sept. 1959	Aug. 1959	Sept. 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.9	40.8	40.9	2.04	2.04	1.95	\$5.49	\$3.15	79.84
Metal mining.....	41.9	40.8	40.0	2.13	2.13	2.03	89.22	87.01	81.28
Gold.....	42.7	41.1	42.9	1.62	1.63	1.59	69.30	66.92	68.04
Other metal.....	41.6	40.8	38.9	2.32	2.31	2.22	96.41	94.30	86.40
Fuels	41.0	39.1	41.2	1.93	1.91	1.88	79.08	74.64	77.33
Coal.....	40.9	38.2	41.7	1.75	1.72	1.75	71.39	65.65	72.93
Oil and natural gas.....	41.3	40.6	40.4	2.24	2.23	2.14	92.65	90.49	86.33
Non-metal.....	43.2	43.0	44.4	1.79	1.79	1.72	77.39	77.16	76.55
Manufacturing	41.2	41.0	40.7	1.72	1.70	1.64	71.14	69.56	66.91
Durable goods.....	41.7	41.1	40.7	1.88	1.85	1.79	78.38	76.28	72.85
Non-durable goods.....	40.8	40.8	40.7	1.58	1.56	1.51	64.31	63.65	61.46
Food and beverages.....	40.3	41.6	41.8	1.50	1.46	1.39	60.41	60.68	57.93
Meat products.....	42.1	40.7	40.4	1.83	1.79	1.74	77.05	72.98	70.22
Canned and preserved fruits and vegetables.....	38.5	44.5	47.5	1.12	1.10	1.06	43.15	48.90	50.35
Grain mill products.....	41.6	42.1	41.7	1.65	1.67	1.59	68.87	70.42	66.14
Bread and other bakery products.....	42.3	42.1	42.2	1.42	1.42	1.36	60.06	59.84	57.43
Distilled liquors.....	39.8	41.6	41.8	1.90	1.90	1.85	75.90	78.87	77.25
Malt liquors.....	38.9	40.1	35.9	2.13	2.12	2.05	82.84	84.90	73.67
Tobacco and tobacco products.....	39.9	39.4	39.4	1.74	1.74	1.64	69.43	68.54	64.46
Rubber products.....	42.3	41.2	41.3	1.80	1.78	1.73	76.29	73.59	71.41
Leather products.....	40.2	40.1	40.8	1.18	1.17	1.14	47.30	46.84	46.72
Boots and shoes (except rubber).....	39.9	40.4	40.4	1.14	1.13	1.10	45.49	45.11	44.32
Other leather products.....	40.7	40.3	41.8	1.26	1.26	1.25	51.26	50.74	52.17
Textile products (except clothing).....	42.7	42.3	42.2	1.30	1.29	1.26	55.47	54.45	53.26
Cotton yarn and broad woven goods.....	40.8	40.2	40.2	1.29	1.28	1.24	52.70	51.49	50.05
Woollen goods.....	43.8	44.5	43.6	1.22	1.21	1.19	53.43	53.96	51.88
Synthetic textiles and silk.....	43.9	43.5	43.9	1.39	1.38	1.35	60.85	60.10	59.13
Clothing (textile and fur).....	39.5	38.7	37.7	1.12	1.11	1.08	44.38	43.16	40.83
Men's clothing.....	39.0	38.3	37.0	1.14	1.13	1.09	44.61	43.32	40.48
Women's clothing.....	38.4	37.9	35.4	1.20	1.20	1.14	46.05	45.62	40.25
Knit goods.....	41.4	40.5	40.6	1.03	1.02	1.03	42.52	41.23	41.78
*Wood products.....	42.2	43.0	41.9	1.52	1.37	1.46	64.27	58.84	61.30
Saw and planing mills.....	41.5	42.8	41.1	1.62	1.37	1.55	67.20	58.86	63.66
Furniture.....	43.9	43.6	43.7	1.40	1.40	1.35	61.52	60.86	59.00
Other wood products.....	41.7	42.6	42.7	1.30	1.27	1.26	54.15	54.01	53.59
Paper products.....	41.5	41.5	41.2	2.00	2.00	1.94	83.06	83.12	79.72
Pulp and paper mills.....	41.2	41.4	41.0	2.15	2.15	2.08	88.71	89.04	85.44
Other paper products.....	42.1	41.7	41.8	1.59	1.58	1.54	67.13	65.98	64.37
Printing, publishing and allied industries.....	40.2	39.5	39.6	2.10	2.08	1.99	84.35	82.17	78.96
*Iron and steel products.....	41.7	40.9	41.1	2.03	2.02	1.91	84.84	82.70	78.54
Agricultural implements.....	39.6	37.2	39.7	2.02	1.97	1.89	79.95	73.22	75.19
Fabricated and structural steel.....	40.5	40.8	41.4	1.96	1.98	1.89	79.28	80.86	78.41
Hardware and tools.....	42.7	41.8	41.1	1.77	1.76	1.69	75.50	73.63	69.46
Heating and cooking appliances.....	42.8	41.4	42.5	1.74	1.72	1.68	74.55	71.41	71.19
Iron castings.....	42.2	40.4	41.5	1.95	1.93	1.87	82.16	78.14	77.52
Machinery, industrial.....	42.1	41.9	40.5	1.89	1.90	1.80	79.81	79.51	72.98
Primary iron and steel.....	41.1	40.7	40.2	2.38	2.37	2.26	97.75	96.56	90.97
Sheet metal products.....	42.4	42.8	42.2	2.00	2.00	1.94	84.92	85.65	81.66
*Transportation equipment.....	41.0	40.0	40.0	2.01	1.99	1.92	82.48	79.55	76.68
Aircraft and parts.....	41.5	41.2	40.8	1.96	1.98	1.96	81.55	81.36	79.97
Motor vehicles.....	42.1	38.4	38.8	2.24	2.28	2.09	94.42	87.52	80.94
Motor vehicle parts and accessories.....	41.1	39.5	40.4	1.96	1.91	1.89	80.53	75.52	76.48
Railroad and rolling stock equipment.....	39.8	39.5	39.5	1.94	1.95	1.79	77.33	77.11	70.82
Shipbuilding and repairing.....	40.5	40.9	40.3	1.93	1.93	1.89	78.15	79.16	76.29
*Non-ferrous metal products.....	40.8	40.4	36.5	1.98	1.98	1.92	80.78	79.78	69.93
Aluminum products.....	42.1	41.4	42.2	1.77	1.71	1.67	74.62	70.92	70.31
Brass and copper products.....	41.6	40.5	41.2	1.89	1.86	1.82	78.56	75.52	75.19
Smelting and refining.....	40.1	40.1	32.8	2.20	2.20	2.16	88.38	88.21	70.68
*Electrical apparatus and supplies.....	41.4	40.5	40.7	1.78	1.77	1.73	73.72	71.80	70.33
Heavy electrical machinery and equipment.....	41.2	40.5	40.4	1.99	1.98	1.92	82.03	79.97	77.77
Telecommunication equipment.....	40.9	39.9	40.8	1.58	1.59	1.55	64.72	63.59	63.16
Refrigerators, vacuum cleaners and appliances.....	41.8	40.3	41.2	1.79	1.77	1.73	74.62	71.29	71.11
Wire and cable.....	43.0	42.2	41.8	2.01	2.01	1.91	86.58	84.68	79.67
Miscellaneous electrical products.....	41.1	40.3	40.3	1.68	1.68	1.63	69.18	67.65	65.77
*Non-metallic mineral products.....	44.4	43.5	44.3	1.74	1.73	1.68	77.14	75.14	74.65
Clay products.....	43.7	43.0	43.4	1.61	1.60	1.56	70.56	69.12	67.82
Glass and glass products.....	42.5	41.5	42.8	1.71	1.68	1.70	72.72	69.20	62.92
Products of petroleum and coal.....	40.8	40.7	40.4	2.43	2.42	2.30	99.21	98.28	92.72
Chemical products.....	41.1	40.5	40.8	1.90	1.89	1.83	77.99	76.73	74.75
Medicinal and pharmaceutical preparations.....	41.2	40.1	40.0	1.44	1.44	1.42	59.38	57.62	56.96
Acids, alkalis and salts.....	41.3	40.4	40.6	2.19	2.18	2.10	90.34	88.18	85.18
Miscellaneous manufacturing industries.....	42.2	41.7	41.9	1.41	1.41	1.38	59.54	58.66	57.91
Construction	42.4	42.0	42.7	1.85	1.83	1.76	78.57	76.97	75.07
Building and general engineering.....	41.9	41.1	42.4	2.02	2.01	1.92	84.71	82.75	81.32
Highways, bridges and streets.....	43.3	43.4	43.1	1.56	1.54	1.49	67.56	67.01	64.09
Electric and motor transportation.....	44.7	44.2	44.6	1.76	1.76	1.70	73.55	77.95	75.64
Service	39.6	39.5	39.4	1.00	0.98	0.97	39.51	38.71	38.10
Hotels and restaurants.....	39.5	39.6	39.5	0.97	0.96	0.94	38.53	37.78	37.29
Laundries and dry cleaning plants.....	40.8	39.8	39.8	0.97	0.97	0.97	39.65	38.55	38.65

*Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September(1).....	41.2	1.72	71.14	170.4	127.1	134.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
December 1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
December 1, 1954.....	16,104	10,504	26,608	255,811	85,259	341,040
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
December 1, 1957.....	13,327	11,209	24,536	326,568	107,176	433,744
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959(1).....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959(1).....	15,201	12,674	27,875	365,031	137,855	502,886

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 30, 1959⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Sept. 30, 1959	Oct. 31, 1958
Agriculture, Fishing, Trapping	382	99	481	- 1,372	- 32
Forestry	2,298	8	2,306	- 298	+ 1,741
Mining, Quarrying and Oil Wells	438	33	471	+ 49	+ 158
Metal Mining.....	301	20	321	+ 75	+ 159
Fuels.....	81	6	87	- 31	- 34
Non-Metal Mining.....	29	1	30	+ 9	+ 24
Quarrying, Clay and Sand Pits.....	14	1	15	0	+ 13
Prospecting.....	13	5	18	- 4	- 4
Manufacturing	2,776	1,944	4,720	- 2,253	+ 1,537
Foods and Beverages.....	264	153	417	- 193	+ 150
Tobacco and Tobacco Products.....	4	7	11	- 1	- 2
Rubber Products.....	20	21	41	- 21	- 7
Leather Products.....	35	117	152	- 86	+ 18
Textile Products (except clothing).....	97	132	229	- 93	+ 94
Clothing (textile and fur).....	94	854	948	- 793	+ 351
Wood Products.....	269	63	332	- 121	+ 102
Paper Products.....	114	56	170	- 40	+ 75
Printing, Publishing and Allied Industries.....	132	78	210	- 67	+ 23
Iron and Steel Products.....	562	113	675	- 252	+ 300
Transportation Equipment.....	515	52	567	- 23	+ 172
Non-Ferrous Metal Products.....	144	72	216	- 31	+ 113
Electrical Apparatus and Supplies.....	210	71	281	- 330	+ 134
Non-Metallic Mineral Products.....	86	23	109	- 17	+ 45
Products of Petroleum and Coal.....	12	6	18	- 16	- 22
Chemical Products.....	121	62	183	- 81	+ 8
Miscellaneous Manufacturing Industries.....	97	64	161	- 97	- 21
Construction	1,659	86	1,745	- 854	+ 683
General Contractors.....	977	52	1,029	- 651	+ 405
Special Trade Contractors.....	682	34	716	- 203	+ 278
Transportation, Storage and Communication	704	171	875	- 76	+ 391
Transportation.....	583	92	675	- 62	+ 403
Storage.....	33	7	40	- 40	- 19
Communication.....	88	72	160	+ 26	+ 7
Public Utility Operation	13	22	53	- 32	- 12
Trade	1,884	2,479	4,363	- 983	+ 1,351
Wholesale.....	715	381	1,096	- 557	+ 217
Retail.....	1,169	2,098	3,267	- 426	+ 1,134
Finance, Insurance and Real Estate	441	484	925	- 184	+ 129
Service	1,537	7,609	9,146	- 2,766	+ 2,115
Community or Public Service.....	180	1,562	1,742	- 270	+ 583
Government Service.....	546	331	877	- 351	+ 78
Recreation Service.....	85	59	144	- 119	+ 60
Business Service.....	335	273	608	- 318	+ 123
Personal Service.....	391	5,384	5,775	- 1,708	+ 1,271
GRAND TOTAL	12,150	12,935	25,085	- 8,770	+ 8,061

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT OCTOBER 29, 1959 (1)

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies (2)			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,389	1,197	2,586	5,429	1,686	7,115
Clerical Workers.....	777	2,465	3,242	12,174	40,536	52,710
Sales Workers.....	992	1,463	2,455	5,115	12,492	17,607
Personal and Domestic Service Workers.	442	5,990	6,432	23,354	18,595	41,949
Seamen.....				1,076	2	1,078
Agriculture, Fishing, Forestry (Ex. log.).	379	23	402	2,367	198	2,565
Skilled and Semiskilled Workers.....	6,606	1,411	8,017	83,224	16,750	99,974
Food and kindred products (incl. tobacco).....	58	15	73	878	465	1,343
Textiles, clothing, etc.....	96	1,033	1,129	2,614	10,148	12,762
Lumber and lumber products.....	2,427	3	2,430	6,181	122	6,303
Pulp, paper (incl. printing).....	80	19	99	778	386	1,164
Leather and leather products.....	26	89	115	1,042	1,103	2,145
Stone, clay and glass products.....	33		33	213	44	257
Metalworking.....	600	4	604	11,084	723	11,807
Electrical.....	138	15	153	1,955	867	2,822
Transportation equipment.....	6		6	832	26	858
Mining.....	161		161	1,136		1,136
Construction.....	1,004		1,004	19,373	4	19,377
Transportation (except seamen).....	610	18	628	14,605	135	14,740
Communications and public utility.....	36		36	561	4	565
Trade and service.....	193	155	348	3,419	1,622	5,041
Other skilled and semiskilled.....	1,011	39	1,050	13,924	854	14,778
Foremen.....	44	10	54	1,537	239	1,776
Apprentices.....	83	11	94	3,092	8	3,100
Unskilled Workers.....	1,412	464	1,876	63,077	17,148	80,225
Food and tobacco.....	74	111	185	2,740	3,763	6,503
Lumber and lumber products.....	57	10	67	6,290	279	6,569
Metalworking.....	77	22	99	3,818	539	4,357
Construction.....	579		579	28,822		28,822
Other unskilled workers.....	625	321	946	21,407	12,567	33,974
GRAND TOTAL.....	11,997	13,013	25,010	195,816	107,407	303,223

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 29, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Oct. 29, 1959	Previous Month Oct. 1, 1959	Previous Year Oct. 30, 1958	(1) Oct. 29, 1959	Previous Month Oct. 1, 1959	Previous Year Oct. 30, 1958
Newfoundland	395	387	330	5,821	4,857	8,222
Corner Brook.....	20	22	9	1,437	1,099	2,310
Grand Falls.....	21	6	17	516	444	986
St. John's.....	354	359	304	3,868	3,314	4,826
Prince Edward Island	260	440	109	1,123	991	1,256
Charlottetown.....	91	85	59	749	644	869
Summerside.....	169	355	50	374	347	387
Nova Scotia	680	728	593	12,150	11,192	13,813
Amherst.....	12	13	6	447	372	462
Bridgewater.....	18	12	24	672	600	731
Halifax.....	405	459	384	3,935	3,761	3,826
Inverness.....				180	171	262
Kentville.....	81	95	76	761	693	894
Liverpool.....	9	12	1	261	210	345
New Glasgow.....	31	28	31	1,253	1,396	1,899
Springhill.....	4	1		826	690	713
Sydney.....	24	26	7	2,243	2,241	2,824
Truro.....	28	19	10	739	530	829
Yarmouth.....	68	63	54	833	528	1,028
New Brunswick	725	891	547	10,419	8,506	12,655
Bathurst.....	37	51	7	825	685	855
Campbellton.....	28	126	45	708	726	901
Edmundston.....	4	42		479	395	702
Fredericton.....	155	160	90	942	958	1,082
Minto.....	45	25	17	256	273	501
Moncton.....	165	213	213	2,561	1,847	3,049
Newcastle.....	2	1		911	846	1,068
Saint John.....	213	195	125	1,934	1,793	2,497
St. Stephen.....	18	28	36	986	404	982
Sussex.....	13	18	11	306	221	340
Woodstock.....	45	32	3	511	358	678
Quebec	6,607	9,872	3,438	89,386	74,455	111,359
Alma.....	17	18	24	1,261	1,094	1,196
Asbestos.....	30	8	1	366	291	503
Baie Comeau.....	140	49		337	90	
Beauharnois.....	24	35	41	605	582	819
Buckingham.....	68	65	15	501	442	692
Causapscal.....	14	96	270	545	354	1,061
Chandler.....	11	38	5	223	200	241
Chicoutimi.....	533	560	103	1,209	1,026	1,207
Cowansville.....	18	9		265	165	
Dolbeau.....	66	101	2	531	457	608
Drummondville.....	33	40	32	1,250	1,010	1,336
Farnham.....	16	299	6	521	288	668
Forestville.....	398	369	25	224	397	719
Gaspé.....	1	14	4	212	160	228
Granby.....	19	502	11	1,022	849	1,723
Hull.....	33	88	55	1,708	1,376	1,878
Joliette.....	78	115	53	1,987	1,389	1,796
Jonquière.....	23	77	23	1,279	1,133	1,448
Lachute.....	16	42	32	417	353	440
La Malbaie.....	10	15	14	473	349	473
La Tuque.....	561	678	79	575	559	760
Lévis.....	58	69	62	1,555	1,300	1,961
Louiseville.....	22	17	12	529	319	653
Magog.....	2	1		613	536	452
Maniwaki.....	133	24		254	177	306
Matane.....	11	27	19	396	298	933
Mégantic.....	2	3	4	470	325	474
Mont-Laurier.....	37	14	4	218	172	352
Montmagny.....	25	29	6	491	409	598
Montreal.....	2,315	3,785	1,553	36,161	32,157	47,694
New Richmond.....	3	25	7	275	214	375
Port Alfred.....		8	5	327	258	310
Quebec.....	430	649	316	7,079	5,929	7,952
Rimouski.....	88	202	38	1,127	835	1,400
Rivière du Loup.....	21	13	7	990	633	1,239
Roberval.....	223	228	23	581	499	695
Rouyn.....	44	82	24	1,327	1,210	1,662
Ste. Agathe.....	14	39	11	432	296	508
Ste. Anne de Bellevue.....	66	92	30	521	473	597
Ste. Thérèse.....	29	200	11	1,149	1,019	1,143
St. Hyacinthe.....	62	87	45	1,461	942	1,462
St. Jean.....	58	62	51	1,517	1,345	1,570
St. Jérôme.....	65	87	29	981	652	1,060
Sept-Îles.....	192	195	54	697	648	950
Shawinigan.....	68	122	10	1,967	1,666	3,169
Sherbrooke.....	157	187	107	3,122	2,369	3,464
Sorel.....	37	22	18	1,326	1,047	3,235
Thetford Mines.....	58	54	22	1,343	665	1,187
Trois-Rivières.....	146	172	105	2,559	1,958	3,214

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 29, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Oct. 29, 1959	Oct. 1, 1959	Oct. 30, 1958	Oct. 29, 1959	Oct. 1, 1959	Oct. 30, 1958
Quebec—(Cont'd.)						
Val d'Or.....	22	20	14	1,118	962	1,296
Valleyfield.....	18	18	17	1,260	1,162	1,402
Victoriaville.....	22	42	13	1,105	832	1,239
Ville St. Georges.....	70	79	26	924	584	1,011
Ontario	8,933	10,484	6,598	108,082	96,176	139,077
Arnprior.....	39	17	34	180	106	187
Barrie.....	22	23	22	882	911	936
Belleville.....	39	50	21	1,047	931	1,302
Bracebridge.....	46	56	40	479	358	640
Brampton.....	37	31	26	1,388	1,339	684
Brantford.....	94	162	53	1,693	1,624	2,045
Brockville.....	43	76	21	348	225	436
Carleton Place.....	6	9	7	180	120	159
Chatham.....	68	91	217	1,236	1,065	1,573
Cobourg.....	39	22	18	460	478	576
Collingwood.....	32	12	18	380	344	534
Cornwall.....	92	109	83	1,962	1,768	2,376
Elliot Lake.....	88	69	.....	300	270	.....
Fort Erie.....	4	17	.....	426	376	541
Fort Frances.....	22	39	20	269	223	321
Fort William.....	77	88	63	1,231	1,211	1,944
Galt.....	82	104	89	923	667	1,006
Gananoque.....	7	18	3	142	103	206
Goderich.....	41	37	13	324	260	267
Guelph.....	44	49	77	1,212	1,095	1,079
Hamilton.....	882	976	500	8,366	7,163	12,514
Hawkesbury.....	24	31	15	372	275	418
Kapuskasing.....	23	43	21	516	359	838
Kenora.....	18	16	26	359	257	422
Kingston.....	92	110	63	1,386	1,383	1,477
Kirkland Lake.....	61	86	22	701	573	880
Kitchener.....	164	219	91	1,159	1,125	1,711
Leamington.....	23	42	20	885	621	825
Lindsay.....	11	18	8	378	335	598
Listowel.....	24	26	42	141	111	205
London.....	555	653	414	3,230	3,014	3,591
Long Branch.....	137	196	117	2,644	2,428	2,775
Midland.....	15	15	13	413	336	509
Napanee.....	5	8	5	276	198	348
Newmarket.....	101	66	91	941	786	783
Niagara Falls.....	35	76	44	1,561	1,145	2,013
North Bay.....	22	17	11	1,009	813	1,282
Oakville.....	105	117	45	578	508	598
Orillia.....	25	23	24	526	457	790
Oshawa.....	111	139	41	3,473	3,866	10,175
Ottawa.....	887	992	711	3,890	3,434	4,149
Owen Sound.....	51	37	8	697	616	967
Parry Sound.....	.....	.....	.....	304	229	328
Pembroke.....	90	101	45	1,034	911	1,229
Perth.....	19	23	17	261	170	335
Peterborough.....	62	83	43	2,050	1,770	2,429
Picton.....	11	13	16	244	149	264
Port Arthur.....	131	147	111	1,891	1,480	3,095
Port Colborne.....	4	9	9	420	392	752
Prescott.....	30	33	10	458	334	542
Renfrew.....	8	19	8	289	239	426
St. Catharines.....	158	152	104	2,571	2,103	3,065
St. Thomas.....	52	91	49	1,130	584	773
Sarnia.....	58	83	45	1,332	1,243	2,022
Sault St. Marie.....	288	383	254	1,107	953	1,615
Simcoe.....	40	43	38	603	519	615
Sioux Lookout.....	12	12	6	119	95	145
Smiths Falls.....	7	15	14	246	183	354
Stratford.....	25	50	20	507	424	690
Sturgeon Falls.....	8	12	2	616	369	831
Sudbury.....	117	185	153	2,037	1,888	5,066
Tillsonburg.....	26	32	.....	417	348	.....
Timmins.....	71	128	34	1,230	1,010	1,488
Toronto.....	2,852	3,141	2,043	28,243	26,166	32,955
Trenton.....	79	138	50	510	459	572
Walkerton.....	58	75	65	425	258	255
Wallaceburg.....	8	7	.....	426	367	333
Welland.....	50	32	14	983	932	1,981
Weston.....	135	206	112	3,230	2,958	2,111
Windsor.....	182	215	106	6,122	5,747	8,902
Woodstock.....	59	71	.....	714	619	.....
Manitoba	2,838	3,850	1,416	11,260	7,621	13,550
Brandon.....	167	285	123	1,075	687	1,002
Dauphin.....	16	28	23	573	314	621
Flin Flon.....	26	28	32	205	125	168
Portage la Prairie.....	44	50	28	601	386	565
The Pas.....	61	86	16	203	113	233
Winnipeg.....	2,524	3,373	1,194	8,603	5,999	10,961

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 29, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Oct. 29, 1959	Previous Month Oct. 1, 1959	Previous Year Oct. 30, 1958	(1) Oct. 29, 1959	Previous Month Oct. 1, 1959	Previous Year Oct. 30, 1958
Saskatchewan	763	1,246	648	8,161	5,565	7,910
Estevan.....	42	59	26	292	144	258
Lloydminster.....	14	37	.....	159	105	.....
Moose Jaw.....	123	135	126	830	549	734
North Battleford.....	23	33	45	521	324	554
Prince Albert.....	41	84	65	1,081	634	1,015
Regina.....	218	295	135	1,987	1,551	2,110
Saskatoon.....	165	390	140	1,833	1,424	1,860
Swift Current.....	47	56	28	331	211	328
Weyburn.....	24	26	19	214	92	178
Yorkton.....	66	131	64	913	531	873
Alberta	2,058	2,813	2,041	14,488	12,124	15,938
Blairmore.....	19	21	3	200	178	382
Calgary.....	631	712	623	5,354	4,583	5,470
Drumheller.....	25	47	37	171	150	184
Edmonton.....	1,032	1,440	1,051	6,487	5,386	7,116
Edson.....	27	98	14	373	336	332
Lethbridge.....	104	176	125	935	662	1,232
Medicine Hat.....	141	166	106	444	442	573
Red Deer.....	79	153	82	524	387	649
British Columbia	1,751	2,243	1,151	42,333	36,290	47,382
Chilliwack.....	27	33	32	829	656	1,139
Courtenay.....	23	17	5	514	449	606
Cranbrook.....	23	38	19	475	322	445
Dawson Creek.....	22	17	22	627	488	706
Duncan.....	19	19	13	477	670	654
Kamloops.....	8	7	8	763	517	865
Kelowna.....	20	18	9	481	350	630
Kitimat.....	37	50	1	147	167	287
Mission City.....	6	21	20	684	525	732
Nanaimo.....	14	11	1	740	725	947
Nelson.....	10	36	9	617	475	472
New Westminster.....	198	279	142	6,036	5,361	6,789
Penticton.....	14	21	12	486	399	622
Port Alberni.....	16	36	18	520	566	598
Prince George.....	50	95	40	1,918	1,318	2,218
Prince Rupert.....	6	7	13	1,157	835	1,381
Princeton.....	11	15	3	203	155	159
Quesnel.....	11	18	.....	922	594	.....
Trail.....	46	50	32	609	469	448
Vancouver.....	1,012	1,145	609	19,286	17,258	22,648
Vernon.....	14	38	5	858	517	767
Victoria.....	144	199	119	3,647	3,305	3,882
Whitehorse.....	20	73	19	337	169	387
Canada	25,010	32,954	16,871	303,223	257,780	371,162
Males.....	11,997	16,162	7,319	195,816	160,519	255,451
Females.....	13,013	16,792	9,552	107,407	97,261	115,711

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (10 months).....	712,884	465,889	246,995	46,597	169,089	243,334	151,840	102,024
1959 (10 months).....	848,701	573,207	275,494	57,929	206,043	289,435	182,969	112,325

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, OCTOBER 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.4	14,148	297,642
Prince Edward Island.....	0.6	2,467	44,027
Nova Scotia.....	7.2	30,300	581,072
New Brunswick.....	5.7	24,061	458,874
Quebec.....	50.1	210,238	4,236,250
Ontario.....	58.5	245,805	5,109,663
Manitoba.....	4.7	19,834	390,394
Saskatchewan.....	2.7	11,538	265,874
Alberta.....	6.5	27,213	563,265
British Columbia.....	20.4	85,541	1,818,692
Total, Canada, October 1959.....	159.8	671,150	13,765,735
Total, Canada, September 1959.....	155.0	651,114	13,371,386
Total, Canada, October 1958.....	220.7	970,917	20,273,443

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, OCTOBER 30, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the register (weeks)							Percentage Postal	October 31, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	250,583	101,820	32,342	37,006	21,949	15,813	10,762	30,891	27.9	323,530
Male.....	164,391	76,097	22,330	23,109	12,462	8,306	5,340	16,747	30.1	226,527
Female.....	86,192	25,723	10,012	13,897	9,487	7,507	5,422	14,144	23.8	97,003
Newfoundland.....	5,659	2,266	778	778	398	284	200	955	67.9	8,258
Male.....	4,754	2,033	674	644	292	203	139	769	71.4	7,305
Female.....	905	233	104	134	106	81	61	186	49.2	953
Prince Edward Island.....	852	335	109	118	74	69	54	93	56.8	918
Male.....	542	260	80	67	37	37	21	40	61.6	607
Female.....	310	75	29	51	37	32	33	53	48.4	311
Nova Scotia.....	10,927	3,778	1,350	1,758	1,013	688	547	1,793	41.9	13,808
Male.....	8,225	3,092	1,034	1,307	711	439	369	1,273	44.0	10,826
Female.....	2,702	686	316	451	302	249	178	520	35.7	2,982
New Brunswick.....	9,357	3,962	1,117	1,351	752	572	374	1,229	55.6	11,564
Male.....	6,679	3,005	852	942	506	343	205	826	59.1	8,829
Female.....	2,678	957	265	409	246	229	169	403	47.1	2,735
Quebec.....	78,010	31,650	10,335	11,645	7,067	4,909	3,372	9,032	26.4	100,322
Male.....	51,122	23,458	7,352	7,487	4,059	2,461	1,605	4,700	28.0	70,150
Female.....	26,888	8,192	2,983	4,158	3,008	2,448	1,767	4,332	23.5	30,172
Ontario.....	86,444	33,714	10,467	12,556	7,737	5,899	3,961	12,110	21.5	120,875
Male.....	53,044	23,849	6,645	7,264	4,167	3,022	1,872	6,225	21.5	82,888
Female.....	33,400	9,865	3,822	5,292	3,570	2,877	2,089	5,885	21.4	37,987
Manitoba.....	8,828	4,384	977	1,053	675	447	334	958	25.4	10,518
Male.....	5,827	3,421	661	562	311	210	165	497	29.3	6,708
Female.....	3,001	963	316	491	364	237	169	461	17.9	3,810
Saskatchewan.....	6,456	3,237	828	779	479	349	243	541	46.9	6,248
Male.....	4,273	2,554	599	415	214	139	105	247	53.6	4,118
Female.....	2,183	683	229	364	265	210	138	294	34.0	2,130
Alberta.....	11,505	5,348	1,397	1,720	952	694	397	997	30.8	13,604
Male.....	7,316	4,039	884	923	493	298	185	494	36.4	8,966
Female.....	4,189	1,309	513	797	459	396	212	503	21.0	4,638
British Columbia.....	32,545	13,146	4,984	5,248	2,802	1,902	1,280	3,183	24.0	37,415
Male.....	22,609	10,386	3,549	3,498	1,672	1,154	674	1,676	25.5	26,130
Female.....	9,936	2,760	1,435	1,750	1,130	748	606	1,507	20.8	11,285

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, OCTOBER, 1959

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,021	2,143	878	2,517	1,666	851	1,280
Prince Edward Island.....	468	328	140	440	317	123	147
Nova Scotia.....	6,291	4,138	2,153	5,926	4,456	1,470	1,656
New Brunswick.....	5,491	3,689	1,802	4,604	3,216	1,388	1,794
Quebec.....	44,672	28,126	16,546	40,967	30,016	10,951	11,700
Ontario.....	51,753	32,441	19,312	49,210	35,779	13,431	13,092
Manitoba.....	5,997	4,114	1,883	4,902	3,414	1,488	1,701
Saskatchewan.....	4,620	3,287	1,333	3,816	2,575	1,241	1,369
Alberta.....	8,480	5,249	3,231	6,956	5,129	1,827	2,983
British Columbia.....	20,398	12,839	7,559	18,901	13,354	5,547	5,930
Total, Canada, October 1959.....	151,191	96,354	54,837	138,239	99,922	38,317	41,652
Total, Canada, September 1959.....	115,137	70,091	45,046	111,730	82,946	28,784	28,700
Total, Canada, October 1958.....	191,215	110,725	80,490	185,160	136,929	48,231	44,303

* In addition, revised claims received numbered 23,333.

† In addition, 23,211 revised claims were disposed of. Of these, 2,072 were special requests not granted and 1,149 were appeals by claimants. There were 3,887 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—September.....	3,982,000	3,780,000	202,000
August.....	4,009,000	3,799,000	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200
October.....	3,987,000	3,663,500	323,500

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	November 1958	October 1959	November 1959					
(1) St. John's, Nfld.....	112.6	114.5	114.6	111.6	115.1	105.1	109.5	127.5
Halifax.....	124.3	127.0	127.7	119.6	133.7	120.3	129.5	139.7
Saint John.....	126.7	129.0	129.2	124.0	137.9	117.1	124.2	142.9
Montreal.....	127.2	127.8	128.7	129.0	144.9	106.9	120.0	137.0
Ottawa.....	126.5	128.6	128.6	123.0	147.7	115.0	120.9	137.6
Toronto.....	129.4	130.3	130.5	122.2	153.6	114.7	123.5	139.0
Winnipeg.....	123.8	125.0	125.7	121.3	133.6	118.8	120.0	134.4
Saskatoon—Regina.....	123.0	124.6	124.6	121.8	124.1	120.1	125.4	130.1
Edmonton—Calgary.....	122.7	124.5	124.7	119.6	124.5	118.7	126.6	133.4
Vancouver.....	127.5	129.6	129.8	125.7	138.5	115.5	132.8	136.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1954-59

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,012	0.06
November.....	8	18	4,392	59,741	0.06

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	17	340
Fishing.....			
Mining.....	2	1,165	4,107
Manufacturing.....	9	2,132	42,308
Construction.....	1	950	11,400
Transportation, etc.....	1	7	14
Public utilities.....			
Trade.....	2	40	180
Service.....	2	81	1,392
All industries.....	18	4,392	59,741

TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	1,012	3,036
New Brunswick.....			
Quebec.....	5	1,844	37,079
Ontario.....	5	1,244	15,063
Manitoba.....			
Saskatchewan.....	1	141	1,794
Alberta.....			
British Columbia.....	5	144	2,755
Federal.....	1	7	14
All jurisdictions.....	18	4,392	59,741

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
NOVEMBER 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Novem- ber	Accu- mulated	Termini- nation Date	
MINING— Marmoraton Mining Co., Marmora, Ont.	Steelworkers Loc. 4854 (AFL-CIO/CLC)	153	1,071	14,216	July 15 Nov. 12	Wages, fringe benefits~ Return of workers pending outcome of dispute in U.S.A.
Dominion Coal Company, Glace Bay, N.S.	Mine Wkrs. Loc. 4520 (Ind.)	1,012	3,036	3,036	Nov. 17 Nov. 20	Disciplinary dismissal of two workers~Return of workers pending negotia- tions.
MANUFACTURING— <i>Textile Products—</i> Dominion Textile Mills, Magog, Que.	Textile Wkrs. (CCCL)	1,725 (85)	36,225	74,850	Sept. 28	Wages~
<i>Clothing (Textile and Fur)—</i> CanaDay Apparel, Moose Jaw, Sask.	United Garment Wkrs. Loc. 396 (AFL-CIO/CLC)	141	1,794	9,740	Aug. 14 Nov. 20	Wages for time and piece- workers~Piece workers receive an over-all increase of 3% the first year; 2% the second year; 3% third year. Time workers 5¢ an hour in each of first, second and third years.
CONSTRUCTION— General Contractors section of the Hamilton Construction Asso- ciation and Builders Exchange, Hamilton, Ont.	Carpenters Loc. 18 (AFL-CIO/CLC)	950	11,400	11,400	Nov. 13	Wages~

Figures in parentheses show the number of workers indirectly affected.

H.—Industrial Fatalities

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1959, BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Ma Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....	—	—	—	—	—	—	—	—	—	—	—	—	—
Struck by													
(a) Tools, Machinery, Cranes, etc.....	—	—	—	2	2	2	—	1	—	—	1	—	8
(b) Moving Vehicles.....	3	—	—	4	3	—	—	9	2	—	3	—	29
(c) Other Objects.....	3	9	—	13	10	9	1	5	—	—	1	—	51
Caught in, on or Between Machinery, Vehicles, etc.....	6	1	1	2	7	4	—	5	—	—	2	—	30
Collisions, Derailments, Wrecks, etc.....	23	5	2	3	9	8	1	19	11	—	6	—	87
Falls and Slips													
(a) On Same Level.....	—	—	—	—	—	—	—	—	—	—	—	—	—
(b) To Different Levels.....	5	4	3	5	12	13	1	5	4	—	2	—	59
Conflagrations, Temperature Extremes, Explosions.....	2	—	1	—	7	3	—	2	—	—	1	—	16
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....	1	—	—	4	4	2	—	—	—	—	—	—	11
Electric Current.....	—	1	—	—	4	9	6	1	—	—	1	—	22
Over-exertion.....	—	—	—	—	—	1	—	1	—	—	—	—	2
Miscellaneous Accidents.....	1	1	—	1	1	1	—	—	—	—	—	—	5
Total, Third Quarter—1959.....	46	21	7	34	59	62	9	46	19	—	18	—	321
Total, Third Quarter—1958.....	38	28	10	33	48	87	16	46	13	1	21	—	342

TABLE H-2—INDUSTRIAL FATALITIES DURING THE THIRD QUARTER OF 1959 BY PROVINCE AND GROUPS OF INDUSTRIES

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....	—	—	1	—	8	23	2	8	2	—	—	46
Logging.....	—	—	1	—	6	4	—	—	—	10	—	21
Fishing and Trapping.....	2	—	1	—	—	—	—	—	—	4	—	7
Mining and Quarrying.....	1	—	6	—	2	10	1	2	3	9	—	34
Manufacturing.....	—	—	1	1	14	24	1	2	6	10	—	59
Construction.....	1	—	2	2	12	26	4	2	11	2	—	62
Public Utilities.....	1	—	2	—	2	3	—	—	1	—	—	9
Transportation, Storage and Communications.....	2	1	3	4	9	6	3	5	3	10	—	46
Trade.....	1	—	1	1	2	8	—	—	2	4	—	19
Finance.....	—	—	—	—	—	—	—	—	—	—	—	—
Service.....	—	—	—	—	3	4	1	—	4	6	—	18
Unclassified.....	—	—	—	—	—	—	—	—	—	—	—	—
Total.....	8	1	18	8	58	108	12	19	32	57	—	321*

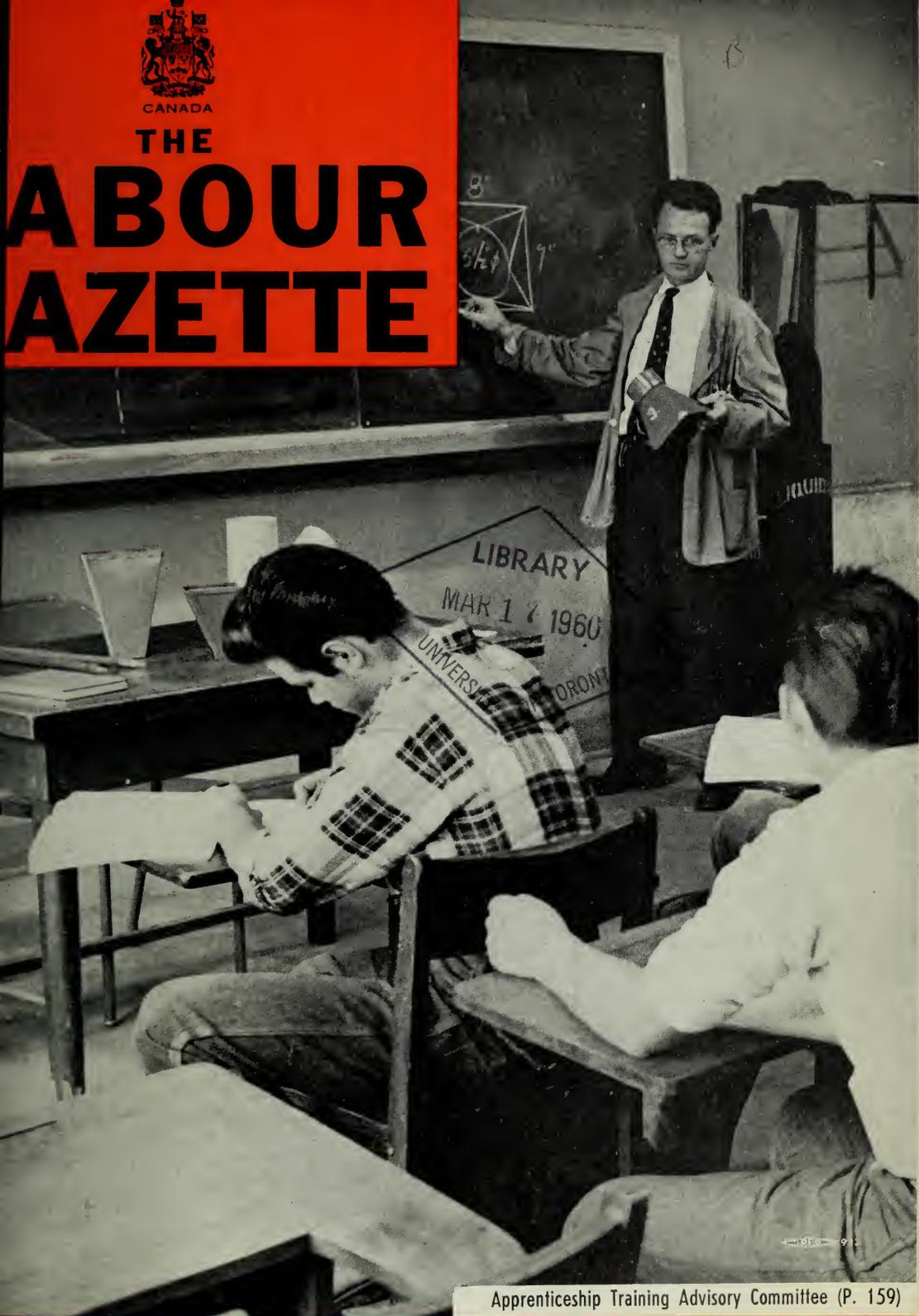
* Of this total 233 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 88 were obtained from other, non-official sources.



CANADA

THE

ABOUT AZETTE



Apprenticeship Training Advisory Committee (P. 159)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 2

FEBRUARY 29, 1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph
National Film Board

Vol. IX, No. 2	CONTENTS	February 29, 1960	
Employment Review		113	
Collective Bargaining Review		126	
Notes of Current Interest		132	
House of Commons Debates of Labour Interest: A Guide		138	
Employment in Canada in 1959		139	
Wages and Working Conditions, 1959		144	
Canada's Economic Outlook for 1960		145	
CLC Memorandum to Federal Cabinet		146	
Role of Organized Labour in Canadian Social Structure		151	
Self-Analysis of U.S. Labour Movement		152	
Quebec Federation of Labour Convention		154	
Apprenticeship Training Advisory Committee		159	
Sixth World Congress, I.C.F.T.U.		161	
Education for the Handicapped		163	
Older Worker Panels Bring Results		164	
Report of ILO Panel on Women Workers		165	
50 Years Ago This Month		166	
Teamwork in Industry		167	
Industrial Relations:			
Certification	168	Conciliation	171
Canadian Railway Board of Adjustment No. 1			172
Labour Law:			
Legal Decisions Affecting Labour			175
Recent Regulations under Provincial Legislation			179
Unemployment Insurance:			
1959 Annual Report, Unemployment Insurance Advisory Committee			188
Monthly Report on Operation			190
Decisions of Umpire			191
Labour Conditions in Federal Government Contracts			193
Prices and the Cost of Living			201
Publications Recently Received in Department's Library			203
Labour Statistics			206

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

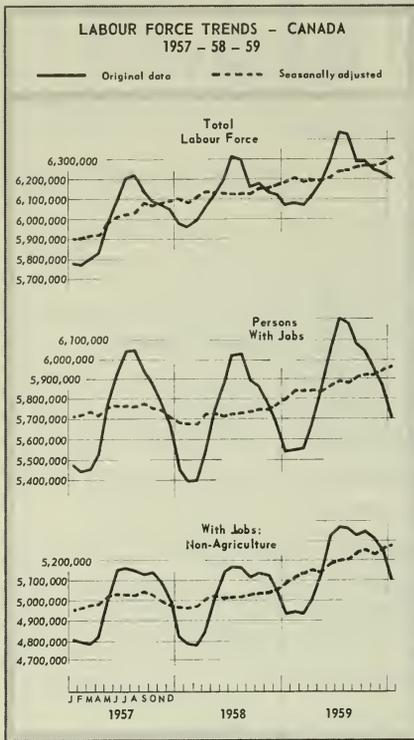
Employment expansion proceeded more slowly in the last half of 1959 than in the earlier part of the year. Although some of the retarding influences had dispersed by the year's end, resulting in an accelerated advance in some goods-producing industries, housebuilding slowed down. The decline in employment between December and January was no greater than usual, and employment was almost 3 per cent higher than last year. The rise in unemployment was somewhat greater than usual for this time of year, partly because of the relatively small seasonal reduction in the labour force.

The most pronounced drop in seasonal activity always takes place between December and January. This year the estimated decrease in employment was 162,000, considerably greater than last year but about the same as the December-January average of the past six winters. For men the employment decline was somewhat greater than usual but for women employment was well maintained for the time of year.

In the construction industry, which normally accounts for a large part of the winter slackness, the decline in employment over the December-January period was greater than that of any year in the past decade. The most noticeable weakness was in housing. The number of new units started during the month was at least 20 per cent less than in January 1959. Little improvement in the level of housebuilding activity is expected, at least during the next two months. The number of housing units under construction was quite high, although down from a year ago. In non-residential construction, shortages of structural steel were still being felt in some areas; this may have resulted in the postponement of some projects until spring. There is, however, a substantial amount of non-residential construction work on hand, which should maintain activity in this sector well into this year.

Manufacturing employment, though declining seasonally, was supported by the resumption of automobile production that followed the settlement of the steel strike in the United States. Although employment estimates in the industry are not yet available for January, output figures (20 per cent more than in January 1959) indicate that the industry was operating close to full capacity. Seasonal rehiring of workers was underway in the textile industry and operations in most iron and steel products industries (agricultural implements was an important exception) were at very high levels. Conditions in the building materials industries were somewhat less buoyant, and there was little sign of an early recovery in aircraft and railway rolling stock firms.

The number of persons with jobs was up 161,000 or almost 3 per cent from January 1959. More than 85 per cent of the additional jobs were in the trade and service industries, which continue to play an increasingly important



role in the provision of new job opportunities. In January, for example, 25 per cent of total employment was in the service industry, compared with 21 per cent in the same month five years ago.

The increasing emphasis on service-producing industries is reflected in differing rates of employment growth for men and women. Over the year, the number of employed males increased by 86,000 or 2 per cent; the number of women job holders increased by 75,000, or 5 per cent. The relatively strong demand for female workers has had little effect on unemployment among women; in fact, the number of women unemployed was somewhat higher than last year. The demand has had the effect of persuading a greater proportion of the adult female population to enter the labour force. In the period 1953-59 this proportion increased steadily from 23.4 per cent to 26.7 per cent.

Unemployment in January

The number without jobs and seeking work in January was estimated to be 504,000. The increase from December (134,000) was greater than normal, in part because of the small reduction in the labour force compared with earlier years and in part because of the weakness in residential construction. The January figure was 8.1 per cent of the labour force compared with 8.9 per cent last year. In addition to the job seekers, an estimated 42,000 were on temporary layoff; this was about the same number as last year at this time.

Of the 504,000 job seekers in January, 444,000 were men and 60,000 were women. About one-third were in the under-25-year age group and one-quarter were over 45 years. More than half came from the primary industries, construction, and transportation. These highly seasonal industries together accounted for 70 per cent of the increase in job seekers between last August and this January.

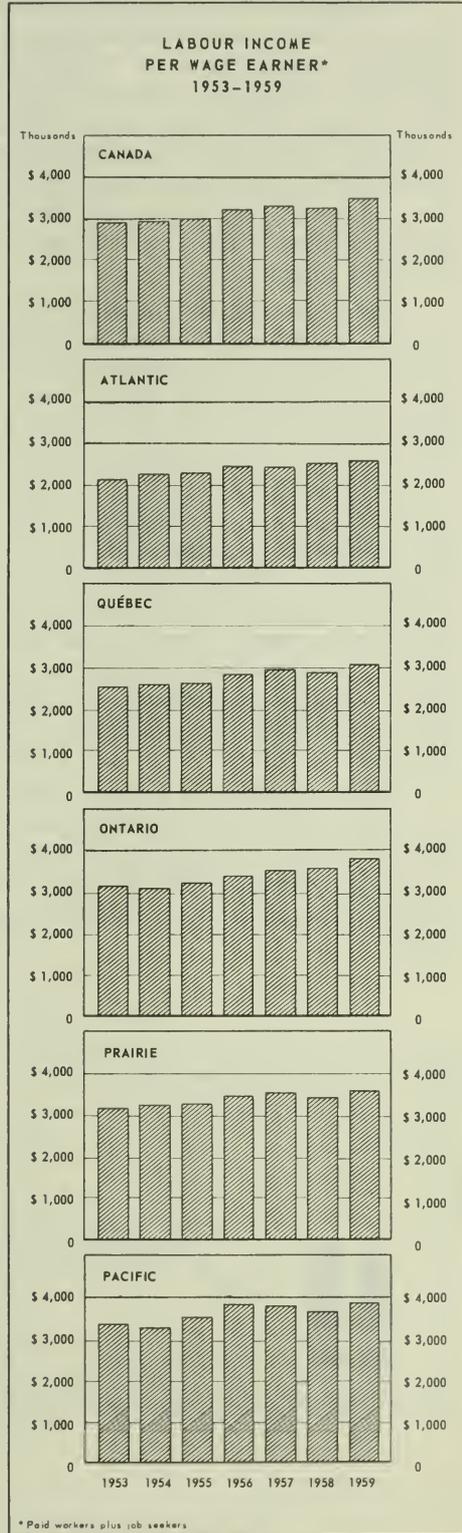
About 400,000 persons, or 80 per cent of the total, had been looking for work for three months or less. This would include the majority of those unemployed for seasonal or frictional reasons. Of the remainder, about 63,000 had been looking for work for four to six months and 41,000 for more than six months. Last year in January, 387,000 had been looking for work for three months or less, 93,000 for four to six months, and 58,000 for more than six months. These figures show that there were considerably fewer long-term unemployed in January than at the same time last year.

Labour Income

Wages, salaries and supplementary labour income rose steadily during 1959, reaching a total of \$17.7 billion for the year as a whole. This was 8 per cent above the corresponding figure in 1958, which in turn was up 2.5 per cent from 1957. Increases in the price of consumer goods and services in 1959 were generally small so that the additional labour income earned during the year was for the most part a real addition to total wages and salaries.

The rise in total labour income in 1959 reflected increases in employee earnings, employment expansion and changes in the industrial distribution of employment. The average number of paid workers rose by 168,000 or 3.7 per cent between 1958 and 1959. Average annual earnings of wage and salary earners rose from \$3,298 in 1958 to \$3,479 in 1959. Higher wage rates and longer weekly hours combined to raise the level of per worker labour income during the year. As may be seen from the accompanying chart, this increase was considerably larger than that of most recent years.

Of the factors that determine the average level of income of wage earners, a good deal of the improvement during 1959 came from increased wage rates. Average weekly hours showed a relatively small increase; there was a gain of almost half an hour a week in manufacturing but in a few industries, notably construction, the work week was shorter than in the previous year. The change to higher wage rates is evident in a review of collective agreements. Of the collective agreements covering 500 or more workers that were signed in the first half of 1959, approximately two-thirds of those with a one-year term provided for increases of 5 to 10 cents an hour on base rates.

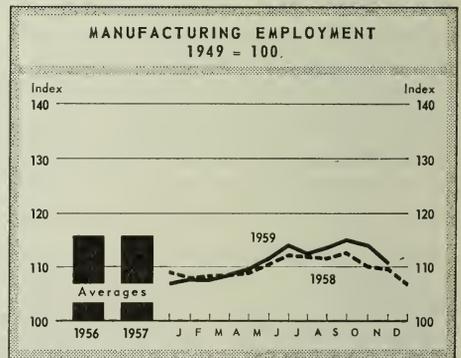
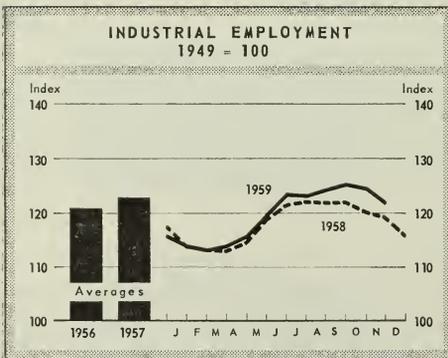


All major industry groups shared in the expansion of labour income during the year. The service-producing group, with a marked increase in the number employed, registered some of the largest advances. In finance and services there was a 12-per-cent increase in labour income. Labour income was up by 7 per cent in trade and 6 per cent in the transportation, storage and communication industries. Manufacturing and construction recorded gains of 6 per cent and 9 per cent respectively. In mining, where the level of employment was lower than the year before, the total wage bill was about 5 per cent higher. Labour income in forestry increased by only 3 per cent, partly because of the strike last summer.

The industrial distribution of wages and salaries received by workers in the third quarter of 1959 was very similar to that of the previous year. The only marked change was in forestry and even this was of a transitory nature. Manufacturing accounted for 28 per cent of total labour income, fractionally less than the year before. Services, which are next in order of size, were responsible for 17.6 per cent of the total compared with 17.0 per cent in 1958.

Higher average wages and salaries were mainly responsible for the increase in total wages in manufacturing. The combined effects of improved wage rates and a lengthening of the work week accounted for a large part of the over-all advance. In the finance and service industries, increases in labour income were the result of a sharp rise in employment and a considerable increase in average employee earnings. Total labour income in these industries increased by 12 per cent and the average number of paid workers by 7 per cent. Average annual earnings of employees in this group of industries rose somewhat more than in manufacturing, although they remained low compared with other industries.

All five regions in Canada shared in the rise in total labour income. On a per capita basis, the rate of increase was largest in the Pacific region, followed by the Ontario, Atlantic, Quebec and Prairie regions, in that order. Average earnings of workers differed widely among the various regions, from a low of \$2,592 per annum in the Atlantic region to a high of \$3,878 in the Pacific region.



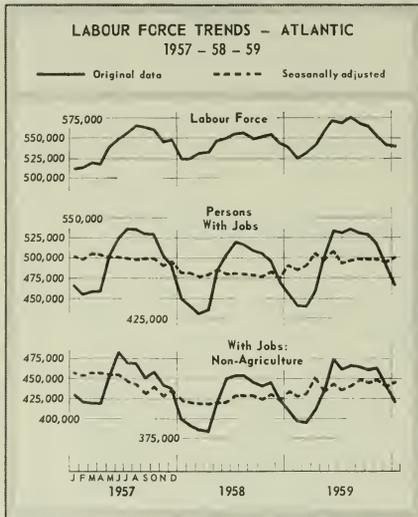
CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY ← EDMONTON ← HAMILTON ← MONTREAL ← Quebec-Levis St. John's TORONTO ← Vancouver- New Westminster Windsor WINNIPEG ←	Halifax Ottawa-Hull		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	BRANTFORD ← Corner Brook Cornwall Farnham-Granby Fort William— Port Arthur Joliette Lac St. Jean Moncton New Glasgow NIAGARA PENINSULA ← Peterborough ROUYN— VAL D'OR SARNIA ← Shawinigan Sherbrooke SYDNEY ← TIMMINS— KIRKLAND LAKE ← Trois Rivières	Guelph Kingston KITCHENER ← London Oshawa Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Barrie BRANDON ← Charlottetown CHATHAM ← Prince Albert Rivière du Loup Thetford-Megantic — St. Georges Yorkton	Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst BEAUHARNOIS ← BELLEVILLE— TRENTON ← Bracebridge BRAMPTON ← Bridgewater CAMPBELLTON ← CENTRAL VANCOUVER ISLAND ← Chilliwack CRANBROOK ← Dauphin Dawson Creek Drummondville EDMUNDSTON ← FREDERICTON ← Gaspé CODERICH ← Grand Falls Kentville Lindsay Montmagny Newcastle NORTH BAY ← Okanagan Valley Owen Sound PEMBROKE ← Portage La Prairie Prince George PRINCE RUPERT ← Quebec North Shore Rimouski Ste Agathe— St. Jérôme (Continued in col. 3)	Drumheller Galt Kamloops Lachute—Ste. Thérèse Listowel Medicine Hat St. Thomas Sault Ste Marie STRATFORD ← Swift Current Woodstock—Tillsonburg	Kitimat	
		Group 1 (concl'd)		
		ST. HYACINTHE ← ST. JEAN ← St. Stephen ← SIMCOE ← Sorel Summerside TRAIL-NELSON ← Truro Valleyfield Victoriaville WALKERTON ← WEYBURN ← Woodstock, N.B. Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, November 1959 issue.

Employment Situation in Local Areas

ATLANTIC



Employment in the Atlantic region declined seasonally during January. The number of persons with jobs fell by an estimated 22,000 to 466,000 between December and January. Compared with a year ago, employment was 10,000 higher and unemployment was moderately lower. Employment contractions during the month were heaviest in outdoor activities, notably construction. Retail trade experienced the usual post-Christmas lull, resulting in the release of a fairly large number of workers. The Eastern Car Company plant in New Glasgow, which employs 1,000 to 1,200 workers when operating at capacity, remained at a virtual standstill during the month. Elsewhere in manufacturing employment

changes over the year were generally small.

The general economic picture was somewhat brighter than in January last year. The renewed strength shown by lumbering and logging during recent months has contributed to employment expansion in other industries. Manufacturing employment in Newfoundland was substantially higher than a year ago. In the three Maritime provinces, the recovery in manufacturing was curbed by weaknesses in transportation equipment, notably shipbuilding and railway rolling stock.

During the month four labour market areas were reclassified to categories denoting higher unemployment. At the end of January, the area classification was the same as last year: in substantial surplus, 19; in moderate surplus, 2.

Local Area Developments

St. John's (metropolitan) remained in Group 1. Winter weather caused further layoffs in the construction industry during the month. Construction employment remained considerably higher than a year ago, but some of the larger projects that provided employment last winter were nearly completed. Total industrial employment in November was about 8 per cent higher than the year before.

Halifax (metropolitan) remained in Group 2. Employment in this area remained fairly stable during January. Apart from the pulp mill, which closed down because of over-production, manufacturing plants in the area showed renewed strength. Increased hirings at the shipyards made up for the release of 100 workers at the pulp mill. Aircraft and clothing manufacture showed relatively small employment gains. Favourable weather continued to aid the construction industry. At latest report, construction employment was 11 per cent higher than a year earlier.

Sydney (major industrial) was reclassified from Group 2 to Group 1. The coal mining industry, which together with iron and steel manufacturing is the mainstay of the local economy, has shown continuing signs of serious dislocation

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	January 1960	January 1959	January 1960	January 1959	January 1960	January 1959
Metropolitan.....	10	8	2	4	—	—
Major Industrial.....	18	18	8	8	—	—
Major Agricultural.....	8	8	6	6	—	—
Minor.....	46	44	11	13	1	1
Total.....	82	78	27	31	1	1

during the past few months. Other fuels have made intensive inroads on the coal market in recent years. Periodic shutdowns occurred last year to bring production more closely in line with sales, and a series of temporary closures that will affect some 6,500 workers will be resumed early this year.

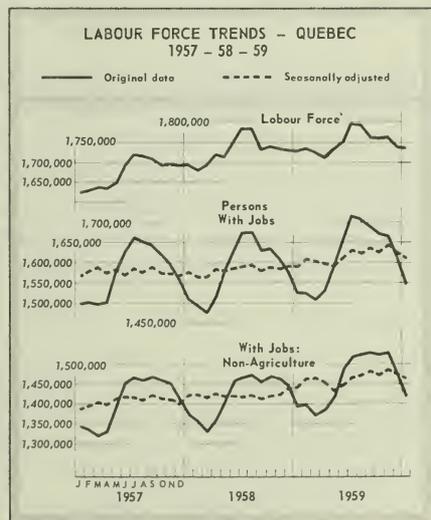
The iron and steel industries have been busier in recent months than they were a year ago, although the advances in output have been accompanied by relatively small employment gains. The construction industry showed continuing vigour during January, but fishing activities were hampered by poor weather. **Campbellton, Edmundston and Fredericton** (minor) were reclassified from Group 2 to Group 1.

QUEBEC

Employment in the Quebec region declined more than usual between December and January. In January the number of persons with jobs was estimated at 1,546,000, some 65,000 fewer than in the previous month but 19,000 more than a year earlier. More than 90 per cent of the decline occurred in non-agricultural activities, principally in construction, forestry, manufacturing and transportation.

The construction industry figured most prominently in the employment decline. This was due in part to the reduction in housebuilding. Non-residential construction was well maintained for this time of the year, although bad weather caused some unexpected work curtailment on development projects.

The usual seasonal contractions in employment took place in the transportation industry group. Employment levels in rail and highway industries were about the same as a year ago. Shipping was more active this winter than last year, resulting in an increase in waterfront activity, especially in the port of Quebec.



Metal mining showed continuing strength; in asbestos mining, however, marketing difficulties caused a temporary layoff of about 500 men.

Employment in forestry fell off sharply after Christmas, but during January it remained substantially higher than a year earlier. Reports from the field indicated that pulpwood operations, at mid-month, employed about 4,000 more men than at the same time a year ago.

There was a more-than-usual seasonal decline in manufacturing employment during the last quarter of 1959, and in January conditions appeared to be generally less buoyant than a year earlier. Much of the change may be attributed to a slower upturn in the clothing industry this year. In primary textiles, effects of the long labour dispute at Magog were being felt in plants at Trois Rivières and Sherbrooke. On the other hand, the iron and steel industry, which showed a strong advance in the last half of 1959, reported continuing strength in January. Increasing world demand for aluminum resulted in greater use of smelting capacity, which will bring about the rehiring of several hundred workers. In the transportation equipment group, activity picked up as aircraft firms started work on a new contract. Employment was higher than last year in the shipyards in this region.

Unemployment increased sharply during the month but remained at a lower level than a year earlier; as a result, labour supply was higher in eight and lower in thirteen areas than last year, and in the remaining three areas it was about the same as the year before. At the end of January the area classification was as follows (last year's figures in brackets): in substantial surplus, 23 (22); in moderate surplus, 1 (2).

Local Area Developments

Montreal (metropolitan) was reclassified from Group 2 to Group 1. Unemployment rose seasonally during the month and was at about the same level as a year earlier. During the last quarter of 1959 employment, seasonally adjusted, showed a slight downward trend. Lower activities in construction, particularly in housebuilding, and production declines in construction materials and clothing plants were contributing factors. In January, reports indicated increasing activity in manufacturing.

Quebec-Levis (metropolitan) remained in Group 1. Owing to seasonal factors unemployment increased further in the area. Its level, however, continued to be lower than a year ago. Employment during the last quarter of 1959 was substantially higher than in the comparable period in 1958. Higher levels of activity in forestry, pulp and paper, textiles and shipbuilding industries were the main contributing factors. Increased waterfront activity in the port of Quebec resulted in the employment of several hundred workers.

Rouyn-Val d'Or (major industrial) was reclassified from Group 2 to Group 1. Seasonal slackening in employment was responsible for the reclassification. Mining and forestry employment were reported to be holding up well.

Beauharnois, St. Hyacinthe and St. Jean (minor) were reclassified from Group 2 to Group 1.

ONTARIO

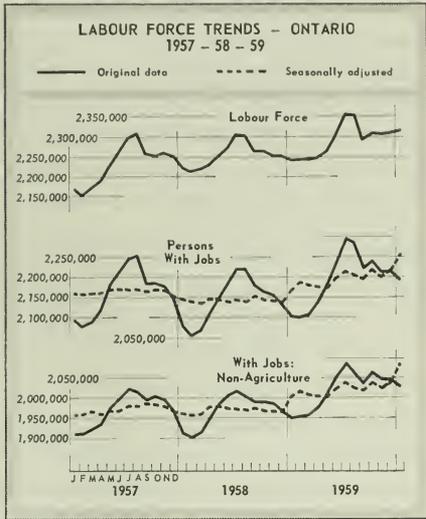
In Ontario, the number of persons with jobs in January was estimated to be 2,189,000, only 23,000 less than the previous month and 87,000—more than 4 per cent—more than in January last year. The change between December and January, one of the smallest on record, resulted in part from a high level of activity in manufacturing. Apart from agricultural implement manufacturing, where order cancellations caused some layoffs, output and employment were at record levels in the iron and steel products industry, and they were also quite high in the manufacture of motor vehicles and parts. In the aircraft and railway rolling stock industries, the latest employment figures show declines of 61 per cent and 7 per cent respectively from a year ago, and slackness also continued in heavy electrical machinery. In other parts of manufacturing, employment was well above a year earlier but not up to the record levels of 1956-57.

A sharp drop in new housing was reported in Toronto and, to a lesser extent, in other parts of the region. At the end of the year the volume under construction was down only 2 per cent from 12 months earlier, but at least one-third fewer new units were started in January. The decline in housing was partly compensated for by increased activity in other types of construction. Nevertheless, layoffs of construction workers were considerably heavier this winter than last.

Over-all employment remained higher than last year in most areas. The most recent figures indicate year-to-year increases of at least 5 per cent in Oshawa, Hamilton, Sudbury, Sault Ste. Marie and Kitchener, and smaller gains in most other centres. Because of the heavy layoffs in construction, however, the unemployment level was not very different from last winter in most areas, and somewhat higher in some. The classification of the 34 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 21 (17); in moderate surplus, 13 (17).

Local Area Developments

Toronto (metropolitan) was reclassified from Group 2 to Group 1. Increases in the numbers unemployed during January occurred mainly in construction and transportation occupations, caused by a sharp drop in new housing and some shortages of structural steel. In most manufacturing centres, firms were increasing production during January after year-end shutdowns, several firms recalling workers earlier than usual. Total employment was somewhat higher than last year. An increase in services, construction and iron and steel products more than offset the drop in aircraft employment that occurred last spring. The number of registrations at NES offices was somewhat higher than a year earlier, notably in construction trades.



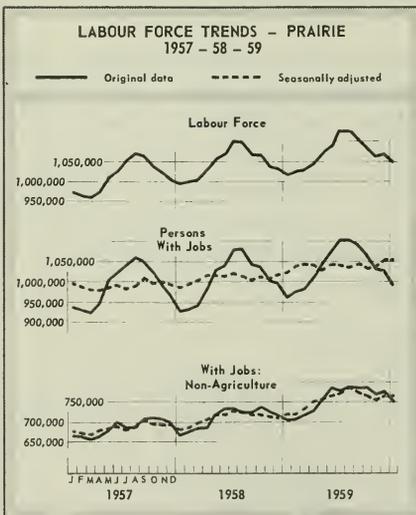
Hamilton (metropolitan) was reclassified from Group 2 to Group 1. Registrations at the NES office increased seasonally but were down more than 10 per cent from a year earlier. Employment, at latest count, was up 6 per cent over the year. Primary steel manufacturing continued to operate at capacity during January. The 1960 production of farm implements got underway and there was additional hiring in iron and steel manufacturing as a result of the settlement of the steel strike in the U.S. Employment in railway rolling stock manufacture was still at a very low level.

Brantford (major industrial) was reclassified from Group 2 to Group 1. The increase in unemployment was caused mainly by a drop in construction activity and some layoffs in manufacturing. In the production of farm implements, operations were reduced from a two-shift to a one-shift basis. In other manufacturing industries of the area, activity was well maintained during the month.

Niagara Peninsula (major industrial) was reclassified from Group 2 to Group 1, resulting mainly from a decline in construction, the release of temporary sales help and small layoffs in textiles and pulp and paper manufacturing. Employment continued to increase in motor vehicle parts manufacturing. These and most other plants were busier than at the beginning of last year.

Thirteen other areas were reclassified to categories denoting increased unemployment during January, mainly as a result of seasonal layoffs. These areas were: Kitchener, Sarnia, Timmins-Kirkland Lake, Chatham, Belleville-Trenton, Brampton, Goderich, North Bay, Pembroke, Simcoe, Stratford, Walkerton.

PRAIRIE



The usual large seasonal decline in employment occurred between December and January, the estimate of persons with jobs declining by 37,000 to 991,000. This was still 30,000 higher than a year earlier; non-farm employment was 45,000 higher. The change during the month occurred in both non-farm industries and in agriculture, which moved towards the seasonal mid-winter low point in employment. Mild weather reduced the demand for help on stock farms, so that only some chore men and farm couples were being sought.

A heavy over-all reduction in construction employment occurred during the month, consisting chiefly of small, widely distributed layoffs. Mild weather,

however, enabled some work to be carried on at a number of large construction projects. Workers at the site of the South Saskatchewan River Dam numbered about 300, and work continued at the hydro and mining projects in northern Manitoba in spite of a fire at Kelsey that damaged power generation installations. Almost 200 men began clearing brush and usable timber from the

reservoir area of a new hydro site, Squaw Rapids, on the Saskatchewan River some distance northeast of Prince Albert.

Cement plants, pipe makers, and many other manufacturers reduced production to lower levels, some closing briefly for overhaul and installation of new equipment. Three sugar refineries in the Lethbridge area of Alberta closed down when processing of the 1959 sugar beet crop was completed. Packing plants made staff reductions following a heavy run of hog deliveries in the last week of December and the first week of January that helped to maintain employment in the early part of the month. In this two-week period, shipments of hogs from prairie points were more than 40 per cent higher than in the same period a year earlier. Some employment increases occurred during the month in manufacturing; production schedules for spring sales were initiated in clothing, leather goods, and farm machinery enterprises.

Unemployment increased sharply in all 20 labour market areas. Five were reclassified to categories indicating changes from moderate to substantial labour surplus. At the end of January, the over-all classification was the same as a year earlier, with 11 areas in substantial surplus and 9 in moderate surplus.

Local Area Developments

Calgary, Edmonton and Winnipeg (metropolitan) were reclassified from Group 2 to Group 1. Construction, manufacturing and transportation activities moved towards seasonal employment lows, and layoffs of workers in nearly all industries increased the total registered at National Employment Service offices in these three prairie centres to a number fractionally above the year-earlier figure.

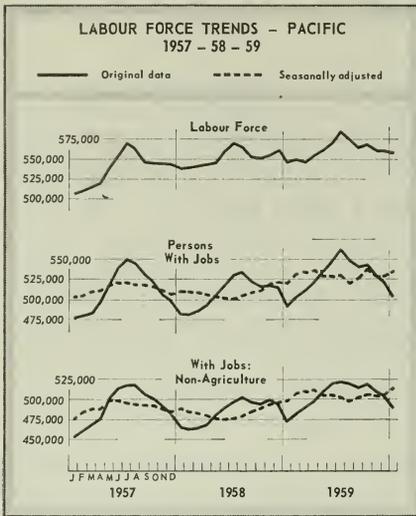
Fort William-Port Arthur (major industrial) remained in Group 1. Unemployment increased as a result of small layoffs in construction and in the bus and aircraft plant, as well as in elevator and railway crews because of continued slow grain movement from the prairies. Pulpwood cutting, however, remained steady at a level substantially higher than a year earlier.

Brandon (major agricultural) and **Weyburn** (minor) were reclassified from Group 2 to Group 1. The railways made temporary layoffs of trackmen, and most other industries released workers.

PACIFIC

Employment decreased somewhat less than usual in the Pacific region: persons with jobs were estimated to number 507,000 in January, fewer by 15,000 than in December but 15,000 more than a year earlier. The change from both the previous month and the year before took place in non-agricultural industries; farm employment was almost unchanged at the low winter level.

Heavy snow and generally icy conditions on Vancouver Island and most of the southern mainland lowered over-all logging employment from the December level. Sawmills in the areas affected reduced operations as the supply of logs contracted, and thus reduced the demand for truck drivers, caterpillar operators, and other transportation workers. A fairly rapid return towards capacity operations was anticipated in most camps but some were



expected to remain closed until about March. In the north, the logging roads were kept hard by cold weather, and favourable demand for all lumber products except shingles kept the industry at high operating levels.

Western Canadian oil exploration and development displayed some shift towards the northwest as a result of recent encouraging discoveries in both northern British Columbia and a wide area around the Swan Hills district of Alberta. This brought the number of oil rigs drilling in British Columbia to 42 at the beginning of February from 27 a month earlier and 25 at the beginning of February 1959. Exploitation of other minerals held steady; labour-management disputes

in copper smelting plants in the United States were resolved, allowing increased copper ore exports.

Construction workers continued to be laid off as a result of seasonal factors and the low level of housebuilding; trade and services establishments made the usual post-Christmas staff reductions; and transportation employment declined in spite of a very strong level of waterfront activity. Unemployment increased, especially in the southern part of the region, but remained lower than a year earlier. Four labour market areas were reclassified to categories of greater labour surplus, bringing the classification of the 11 areas at the end of January as follows (last year's figures in brackets): in substantial surplus, 8 (9); in moderate surplus, 2 (1); in balance, 1 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 1. The waterfront experienced a particularly active month with all berths occupied by deep sea vessels at times. Lumber and allied products constituted the main export cargoes. Wet grain continued to arrive from prairie points for drying and subsequent storage or shipment. Seasonal influences increased registrations at the local offices of the National Employment Service, but total registrations were almost 5 per cent fewer than a year ago.

Kitimat and **Kamloops** (minor) remained in Group 3 and Group 2 respectively. A high rate of aluminum production, with four and a half pot lines out of five in operation, kept registrations down at the Kitimat office of the National Employment Service, while very good weather conditions at Kamloops allowed logging and sawmilling to be sustained at very strong levels, well above January 1959.

Cranbrook, Central Vancouver Island, Trail-Nelson, and Prince Rupert (minor) were reclassified from Group 2 to Group 1 as snow and ice conditions caused a temporary curtailment in logging and sawmilling.

Current Labour Statistics

(Latest available statistics at February 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 16	6,203,000	- 0.5	+ 2.1
Persons with jobs.....	Jan. 16	5,699,000	- 2.8	+ 2.9
Agriculture.....	Jan. 16	594,000	- 3.9	- 1.8
Non-Agriculture.....	Jan. 16	5,105,000	- 2.6	+ 3.5
Paid Workers.....	Jan. 16	4,647,000	- 2.5	+ 3.7
Usually work 35 hours or more.....	Jan. 16	5,325,000	- 2.7	+ 2.3
At work 35 hours or more.....	Jan. 16	4,954,000	- 2.8(b)	+ 2.7
At work less than 35 hours, or not at work due to short time and turnover..	Jan. 16	85,000	- 7.6	+ 9.0
for other reasons.....	Jan. 16	244,000	- 3.2(b)	- 6.9
Not at work due to temporary layoff..	Jan. 16	42,000	+20.0	+ 7.7
Usually work less than 35 hours.....	Jan. 16	374,000	- 3.6	+ 12.0
Without jobs and seeking work.....	Jan. 16	504,000	+36.2	- 6.3
<i>Registered for work, NES</i>				
Atlantic.....	Jan. 14	101,300	+48.8	- 3.3
Quebec.....	Jan. 14	240,400	+46.5	- 3.5
Ontario.....	Jan. 14	228,300	+29.3	- 0.8
Prairie.....	Jan. 14	104,500	+35.5	- 0.4
Pacific.....	Jan. 14	80,900	+27.8	- 7.0
Total, all regions.....	Jan. 14	755,400	+37.6	- 2.6
Claimants for Unemployment Insurance benefit.....	Dec. 31	685,689	+64.2	- 4.1
Amount of benefit payments.....	December	\$32,661,333	+86.9	- 2.7
Industrial employment (1949 = 100).....	November	121.8	- 2.1	+ 2.2
Manufacturing employment (1949 = 100).....	November	110.7	- 2.8	+ 1.0
Immigration.....	Year 1959	106,928	-	- 14.4
Destined to the labour force.....	Year 1959	53,551	-	- 15.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	20	- 9.1	- 47.4
No. of workers involved.....	January	3,531	- 8.0	- 74.3
Duration in man days.....	January	58,440	+ 4.3	- 63.2
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	November	\$74.28	- 0.5	+ 3.7
Average hourly earnings (mfg.).....	November	\$1.74	0.0	+ 4.2
Average hours worked per week (mfg.).....	November	40.9	- 1.0	0.0
Average weekly earnings (mfg.).....	November	\$71.10	- 0.8	+ 3.9
Consumer price index (av. 1949 = 100).....	January	127.5	- 0.3	+ 1.1
Real weekly earnings (mfg. av. 1949 = 100)...	November	132.7	- 1.1	+ 2.2
Total labour income.....\$000,000	November	1,516	- 2.2	+ 7.3
<i>Industrial Production</i>				
Total (average 1949 = 100).....	December	161.6	- 5.1	+ 7.7
Manufacturing.....	December	142.2	- 6.2	+ 6.0
Durables.....	December	142.0	- 3.4	+ 7.7
Non-Durables.....	December	142.3	- 8.4	+ 4.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, November issue.

(b) Some persons lost time from work because of the religious observance of December 8.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

Collective bargaining for the renewal of 77 major agreements (agreements covering 500 or more workers) extended into 1960 from the previous year. They affect a total of 203,800 employees. The negotiations between the major railways in Canada and their non-operating employees were the most significant of the carryovers. A number of meetings were held, including one attended by the presidents of the CNR and CPR, but little progress was made. By the end of January, the talks had reached an impasse and the unions were reported to be preparing a submission for conciliation services.

Meanwhile, **Dominion Textile Company** and the **textile unions** showed definite signs of moving towards a solution of their lengthy dispute. Premier Barrette of Quebec, in his capacity as Minister of Labour, proposed a compromise solution to which the parties agreed. However, in Magog, discussions continued regarding compensation for the workers who had been on strike since September 27. By the end of the month it was reported that an acceptable formula was being worked out and final settlement was expected soon.

Of the major agreements in negotiation at the end of the previous year, 13 were settled during January, providing wage increases for approximately 14,800 workers. The largest, in terms of the number of employees covered, was in Toronto, where 4,400 members of the **Street Railway Employees Union** reached an agreement with the **Toronto Transit Commission**. The negotiating committees agreed upon a compromise formula during the last days of 1959. In a two-day referendum which followed, the union members voted overwhelmingly to accept the Commission's offer of an 18-cent-an-hour increase in a two-year contract.

Also in Toronto, 1,200 employees were affected by the collective agreement signed by the **Bookbinders Union** and **38 bindery room employers**. Wage increases during the term of the two-year contract will amount to 14 cents an hour for women employees and 20 cents an hour for men. The 20 cents an hour for men will be made up of 6 cents an hour effective January 11, 1960, an additional 8 cents an hour effective June 1, 1960, and 6 cents on January 11, 1961. The initial increase for women employed at the plants consisted of 4 cents an hour on January 11, 1960; this is to be followed by an additional 6 cents on June 1, 1960, and a final 4 cents on January 11, 1961. A feature of the new agreement was the provision for check-off of union dues. Other terms included a shortened work week from $38\frac{3}{4}$ hours to $37\frac{1}{2}$ hours and improved vacation allowances.

Early in January, **Trans-Canada Airlines** signed a new collective agreement with its 725 pilots represented by the **Canadian Airline Pilots Association**. The most controversial issue resolved during the negotiations was the pay schedule for flying the new DC-8 jet airliners coming into service this spring. The salary will be approximately \$22,000 annually for fully qualified pilots flying the maximum monthly hours. TCA indicated that only 17 senior captains will be eligible for jet flying during 1960.

Wage increases for pilots of conventional aircraft amounted to approximately \$1,000 per year. Captains flying piston-engine aircraft in the domestic service will now earn between \$10,000 and \$17,000 per year, averaging about

\$14,000 yearly. Exact earnings are calculated by a complex formula. First officers, who constitute slightly more than half of the 725 pilots, will earn between \$5,000 and \$10,200 per year under the terms of the new agreement.

The Railway, Transport and General Workers Union, recently certified as bargaining agent for 950 operating and maintenance employees, signed a first agreement with the **St. Lawrence Seaway Authority**. Wage increases totalling 14 cents hourly were granted, consisting of 7 cents per hour retroactive to July 1959 plus a further 7 cents on April 1, 1960. The divisions along the Seaway were reduced from six to three, with different pay rates prevailing in each. By April 1, 1960, the western division, including Welland and Sault Ste. Marie, will have a basic rate of \$1.80 per hour; the central division, including Cornwall, Iroquois and Beauharnois, \$1.62 per hour; and the eastern division, including Montreal, \$1.60 per hour. The process of levelling off the regional pay differences will result in additional increases up to 7 cents per hour for some workers. The settlement also provided for the voluntary, irrevocable check-off of union dues. Provision for statutory holidays, vacations with pay, and health and welfare benefits previously in effect were incorporated in the agreement.

In addition to the 77 agreements under negotiation at the end of last year, 209 major agreements* affecting approximately 289,000 workers will terminate in 1960. These 209 agreements represent more than 40 per cent of all collective agreements that cover 500 or more workers (exclusive of construction agreements) on record at the Department of Labour. The largest number of expirations falls within the second quarter, when 76 major agreements covering 71,300 workers will run out; 88,800 workers will be affected by the 56 terminations during the fourth quarter.

MAJOR AGREEMENTS EXPIRING DURING 1960

Collective agreements covering 500 or more workers, shown by industry and quarter in which they terminate. Construction agreements are excluded. The agreements in this table are those listed in the *Bargaining Calendar for 1960* published last month.

Industry	1st QUARTER		2nd QUARTER		3rd QUARTER		4th QUARTER		TOTAL	
	Agts	Wkrs	Agts	Wkrs	Agts	Wkrs	Agts	Wkrs	Agts	Wkrs
Logging	1	700	1	900	11	11,150			13	12,750
Mining	2	1,940			1	2,300	1	500	4	4,740
Manufacturing	18	25,810	59	55,250	19	32,540	31	34,050	127	147,650
Foods and beverages.....	6	12,550	4	2,350	2	1,640			12	16,540
Tobacco and tobacco products.....							5	4,270	5	4,270
Rubber products.....	2	2,790	3	2,700			2	1,410	7	6,900
Leather products.....	1	1,000	1	550			1	650	3	2,200
Textile products.....			2	3,150	2	3,160	1	640	5	6,950
Clothing.....	1	2,000	5	7,300	3	10,150	2	1,910	11	21,360
Wood products.....					2	5,000			2	5,000
Paper products.....			36	30,530					36	30,530
Printing and publishing.....							3	2,630	3	2,630
Iron and steel products.....	1	900	1	1,300	4	4,020	1	500	7	6,720
Transportation equipment.....	2	3,400	1	1,030	4	3,720	7	9,490	14	17,640
Non-ferrous metal products.....	2	1,030	1	1,850	1	4,210	3	3,160	7	10,250
Electrical apparatus and supplies.....	1	800	3	2,140			2	6,910	6	9,850
Non-metallic mineral products.....	1	840	1	550	1	640			3	2,030
Products of petroleum and coal.....	1	500							1	500
Chemical products.....			1	1,800			2	1,020	3	2,820
Miscellaneous manufacturing industries.....							2	1,460	2	1,460
Transportation, etc.	6	12,640	5	9,200	2	2,700	10	39,900	23	64,440
Public utility operation	4	12,370	2	2,610			1	630	7	15,610
Trade	4	4,680	2	1,540	1	3,000	2	1,300	9	10,520
Service	10	13,690	3	1,850	2	5,470	11	12,410	26	33,420
Total.....	45	71,830	72	71,350	36	57,160	56	88,790	209	289,130

* These agreements were listed in the *Bargaining Calendar for 1960* (L.G., Jan., p. 14).

More than 60 per cent of the contracts that expire during 1960 are in manufacturing, and nearly half of these are in foods and beverages, clothing, transportation equipment and pulp and paper industries. The largest number of terminations in this group are in the pulp and paper industry. Most of these contracts cover employees of mills located in Ontario, Quebec and the Maritime provinces. The collective agreements covering the Ontario and eastern Canadian mills contained a mutual consent wage reopener clause. When the unions wanted to open negotiations on this point the companies were unwilling to do so. However, Canadian International Paper Company, which refused to consider the reopener, later agreed to enter into discussions for a new contract even though their current agreement had another six months to run. The ensuing collective bargaining ended with a new agreement which will terminate on April 30, 1961 (L.G., Dec. 1959, p. 1242).

During 1960 nearly 40 per cent of the major contracts in the transportation and communications industry will be open for renegotiation. Of the 23 agreements expiring in this sector, 11 are in the communication industry, where most of the 46,000 workers are employed by the Bell Telephone Company and the provincial telephone companies operating in western Canada. The remaining 12 expirations, covering 18,500 employees, are mostly with firms in the shipping industry operating on both the east and west coasts.

In the service sector, 26 major collective agreements covering approximately 33,400 workers are due to expire during the year. Most of these agreements cover civic and provincial workers, including firemen and civic employees (both clerical and outside workers) as well as the service staffs of municipal hospitals.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During February, March and April (Except those under negotiation in January)

Company and Location	Union
Abitibi Power & Paper, Iroquois Falls, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Abitibi Power & Paper, Sault Ste. Marie, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC)
Anglo-Cdn. Paper, Quebec, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC)
B.C. Electric, province-wide	Longshoremen and Warehousemen (CLC)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C.	B.C. Telephone Wkrs. (Ind.)
B.C. Telephone, province-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co., western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers, eight plants	Pulp and Paper Wkrs. Federation (CCCL)
Canada Paper, Windsor Mills, Que.	Steelworkers (AFL-CIO/CLC)
Can-Met Explorations, Elliot Lake, Ont.	Railway Clerks (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Sheet Metal Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Bakery Wkrs. (CLC)
Christie, Brown, Toronto, Ont.	Municipal and School Empl. Federation (CCCL) (inside wkrs.)
City of Quebec, Que.	Municipal and School Empl. Federation (CCCL) (outside wkrs.)
City of Toronto, Ont.	Firefighters (AFL-CIO/CLC)
City of Toronto, Ont.	Public Empl. (CLC) (inside staff)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
City of Vancouver, B.C.	B.C. Peace Officers (CLC)
City of Vancouver, B.C.	Firefighters (AFL-CIO/CLC)
City of Winnipeg, Man.	Public Service Empl. (CLC)

Company and Location	Union
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan Falls, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dairies (various), Toronto, Ont.	Teamsters (CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp and Paper Wkrs. Federation (CCCL)
E.B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Food stores (various), Vancouver, B.C.	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Ft. William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), and others
Hammermill Paper, Matane, Que.	Carpenters (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Kellogg Co., London, Ont.	Millers (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Manitoba Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone, province-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide	Manitoba Telephone Wkrs. (Ind.)
Marathon Corp., Marathon, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Mersey Paper, Liverpool, N.S.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Ontario Minnesota Paper, Fort Francis & Kenora, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Provincial Paper, Thorold, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Ready-mix concrete cos. (various), Toronto, Ont.	Teamsters (CLC)
E. S. & A. Robinson, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
St. Lawrence Corp., Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Sask. Govt.	Sask. Civil Service (CLC) (labour services)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Swift Canadian, six plants	Packinghouse Wkrs. (AFL-CIO/CLC)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Transit Commission, Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During January

Bargaining

Company and Location	Union
American Can, Ontario and Quebec	CLC-chartered local
Asbestos Corp., Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Association des Marchands Détaillants (Auto-Voiture), Quebec, P.Q.	CCCL-chartered local
B.C. Electric Railway (company-wide)	Office Empl. (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Building suppliers, Vancouver, B.C.	Teamsters (CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Cannery, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec	I.U.E. (AFL-CIO/CLC)

Company and Location	Union
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CCCL)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
CNR, CPR, other railways, Montreal, Que.	15 unions (non-operating empl.)
City of Montreal, Que.	Firefighters (AFL-CIO/CLC)
City of Montreal, Que.	CLC-chartered local
City of Ottawa, Ont.	Public Empl. (CLC)
City of Vancouver, B.C.	Public Empl. (CLC) (inside staff)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CCCL)
Continental Can, St. Laurent, Que.	CLC-chartered local
Crown Zellerbach, Vancouver, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dairies (various), Vancouver, B.C.	Teamsters (CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Firestone Tire, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Gatineau Power, company-wide	I.B.E.W. (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CCCL)
Goodyear Tire, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Millinery Mfrs. Assoc., Montreal, Que.	Hatters (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Noranda Copper and Brass, Montreal, Que.	Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Inst. (Ind.)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Service Empl. (CLC)
Township of Scarborough, Ont.	Public Empl. (CLC)
Wilsil Ltd., Montreal, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)

Conciliation Officer

Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Cdn. Aviation Electronics, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
Canada Cement, company-wide	Cement Wkrs. (AFL-CIO/CLC)
C.I.L., Millhaven, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Milliken Lake Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
Printing Industries Council, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Post-Conciliation Bargaining

Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Drummondville, Que.	Textile Federation (CCCL) (see also under "Work Stoppage")
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Arbitration

Company and Location	Union
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Work Stoppage

Dominion Textile, Magog, Que.	Textile Federation (CCCL)
------------------------------------	---------------------------

Part III—Settlements Reached During January 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ALBERTA GOVT. TELEPHONES, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—general increase of 5% eff. Nov. 1, 1959 and 3% eff. Nov. 1, 1960.

BINDERY ROOM EMPLOYERS, TORONTO, ONT.—BOOKBINDERS (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—male empl. to receive an increase of 6¢ an hr. eff. Jan. 11, 1960, an additional 8¢ an hr. eff. June 1, 1960 plus 6¢ an hr. eff. Jan. 11, 1961; female empl. to receive an increase of 4¢ an hr. eff. Jan. 11, 1960, an additional 6¢ an hr. on June 1, 1960 and 4¢ an hr. on Jan. 11, 1961; eff. June 1, 1960 the work week will be reduced from 38½ hrs. to 37½ hrs.; 3 wks. vacation with pay after 13 yrs. service (formerly 3 wks. after 15 yrs.).

CDN. STEEL FOUNDRIES, MONTREAL, QUE.—STEEL AND FOUNDRY WKRS. (IND.): 2-yr. agreement covering 800 empl.—7¢-an-hr. increase retroactive to Oct. 4, 1959 and an additional 4¢-an-hr. increase eff. Oct. 4, 1960; increase in the night premium of 1¢ an hr.; triple time to be paid to all empl. working on statutory holidays.

CITY OF WINNIPEG, MAN.—FIREFIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 525 empl.—general wage increase of 2%; work week reduced from 44 hrs. to 42 hrs.; 2 wks. vacation with pay after 1 yr. of service (formerly 2 wks. after 2 yrs.); any wage increases which may be granted to other civic empl. will also be given to firemen.

CONSUMERS GAS, TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—5¢-an-hr. increase retroactive to July 8, 1959, plus 2¢ an hr. eff. Jan. 1, 1960, an additional 8¢ an hr. eff. July 8, 1960 and 9¢ an hr. on July 8, 1961; improved insurance and medical plans.

COMMUNAUTÉ DES SŒURS DE LA CHARITÉ DE LA PROVIDENCE, MONTREAL, P.Q.—SERVICES FEDERATION (CCCL): 20-mo. agreement covering 1,200 empl.—an increase of \$2 per wk. retroactive to May 1, 1959; an additional \$3 per wk. retroactive to Dec. 20, 1959; empl. working a 48 hr. wk. will have their hrs. reduced to 44; contributory hospitalization plan to become eff. 60 days after signature of the contract, costs to be shared equally between employer and employees.

DOMINION WABANA ORE, BELL ISLAND, NFLD.—STEELWORKERS (AFL-CIO/CLC): 30-mo. agreement covering 1,900 empl.—2¢-an-hr. increase eff. June 1, 1960, and a further 3¢-an-hr. increase eff. Jan. 1, 1961; 4 wks. vacation with pay after 25 yrs of service (formerly no 4 wks. vacation provision).

NORMETAL MINING, NORMETAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 525 empl.—3¢-an-hr. increase retroactive to Jan. 1, 1960 and an additional 5¢ an hr. eff. Jan. 1, 1961; 1 additional paid holiday in 1961 bringing the total up to 6 holidays; group insurance benefits increased from \$1,500 to \$2,000; the re-employment preference for former empl. increased to 1 yr. from the previous 6-mo. period; pension payments to be calculated at the rate of \$2.60 per mo. multiplied by the number of yrs. of service; half the cost of the program to be paid by the empl.; all past service of empl. to be taken into account in calculating pension.

OTTAWA TRANSPORTATION COMMISSION, OTTAWA, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 590 empl.—5¢-an-hr. increase eff. Jan. 1, 1960, 5¢ an hr. eff. Sept. 1, 1960 and an additional 6½¢ an hr. eff. May 1, 1961.

QUEMONT MINING, NORANDA, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 575 empl.—3¢-an-hr. increase eff. Jan. 1, 1960, and an additional 5¢-an-hr. increase eff. Jan. 1, 1961; 3 wks. vacation after 15 yrs. service (formerly no provision for 3 wks. vacation); paid holidays for 1961 increased by 1 making a total of 6 holidays; group insurance increased from \$1,500 to \$2,000; re-employment preference for former empl. to be extended to a period of 1 yr. from the previous 6-mo.-period; pension payments to be calculated on the basis of \$2.70 per mo. multiplied by the number of years of service; half the cost of the program to be borne by the empl.; all past service of empl. to be taken into account in calculating pension.

ST. RAYMOND PAPER, DESBIENS, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 1-yr. agreement covering 500 empl.—wage rates to remain the same as in the previous agreement; woodcutters to become members of the union within 30 days.

TORONTO TRANSIT COMMISSION, TORONTO, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 4,400 empl.—6¢-an-hr. increase eff. Jan. 1, 1960; an additional 6¢ an hr. eff. Sept. 1, 1960 plus 6¢-an-hr. increase eff. May 1, 1961; sick pay increased from \$35 to \$50 weekly.

TRANS CANADA AIRLINES, COMPANY-WIDE—AIRLINE PILOTS (IND.): 2-yr. agreement covering 750 empl.—general increase of approximately 6.9% applicable to basic monthly pay, mileage pay, gross weight pay and hourly flying rate.

NOTES OF CURRENT INTEREST

Minister Tells of Steps to Meet Demand for Skilled Workers

What the Government is doing to meet the "greater and greater demand for skilled workers" was outlined by Hon. Michael Starr, Minister of Labour, in the House of Commons on January 29.

He said the federal Government, in co-operation with the provincial Governments, is moving to increase the skills of workers by setting up standards for apprentices across Canada and by encouraging the fullest use of the vocational training program.

Under the plans, training is being provided at an increased rate for unemployed persons, in courses approved by the Unemployment Insurance Commission. Courses now available number "well over 500" and the Government was moving to include more and more of those courses and to make it possible to draw unemployment insurance while taking the courses, providing they have made the necessary contributions to the Unemployment Insurance Fund.

Mr. Starr reported that training is being taken at an increased rate by unemployed persons, and that it is anticipated that during the current year the number of persons who will receive training will be "considerably greater" than the 5,000 who received training in the previous year.

The Minister said he was not satisfied with the number trained. "We should be retraining as many as require retraining and that is our goal," he said.

The Government was conducting surveys on the effects of automation, Mr. Starr noted, so that measures can be evolved to minimize the dislocation caused by the advance of technology.

Labour's Campaign to Combat Racial Discrimination in Canada

The work of organized labour in Canada in combating racial discrimination in employment is outlined in a pamphlet entitled *Canadian Labour in the Struggle Against Employment Discrimination*, which has just been published by the Department of Labour.

The first half of the pamphlet describes the part played by the Trades and Labour Congress of Canada and the Canadian Con-

gress of Labour, and later continued by the merged Canadian Labour Congress, in trying to overcome discrimination, not only in employment but also in the customs of restaurants, hotels, summer resorts, barber shops, theatres, and other places of entertainment and recreation.

"From the first, the objectives of labour's human rights program have been three-fold: first, to foster and encourage within the trade union movement a feeling of understanding and sympathy towards problems of minority group members; secondly to assist union members by protecting them and their unions against bigotry and discrimination; and thirdly, to assist all workers and persons by seeking community and legislative action against discrimination occurring outside the area of trade union rights and collective bargaining," the pamphlet says.

"The committees have given top priority to educational activities at the local union level," it continues. Conferences on human rights were also held in order to train leaders in the movement against discrimination, and with the further purpose of focusing "public attention on the need for government action where voluntary action has not succeeded in removing discrimination."

One of the outcomes has been the enactment of fair employment practices legislation by the Dominion Government and by six of the provincial governments.

The second part of the pamphlet describes individually a number of cases that have been dealt with under the federal statute, the Canada Fair Employment Practices Act, which came into effect in July 1953.

Quebec's Minister of Labour Becomes Premier of Province

Minister of Labour of Quebec for 15 years, Hon. Antonio Barrette last month became the province's 18 Premier. He succeeded Hon. Paul Sauvé, who died suddenly January 2 after less than four months in office.

For almost 20 years Mr. Barrette was a railway machinist and still carries a union card.

On two occasions, in 1945 and 1951, he was a member of the Canadian delegation to the International Labour Conference.

The new Premier left school at the age of 14, worked as a messenger boy with the Canadian National Railways for two years and then became an apprentice machinist. He was a CNR machinist until 1936, when he was elected to the provincial legislature. He became Minister of Labour in 1944.

CLC Executive Council Rejects Affiliation Bid from Mine-Mill

An application by the International Union of Mine, Mill and Smelter Workers for affiliation with the Canadian Labour Congress was rejected last month by the CLC Executive Council.

The rejection was based on the grounds that the application was accompanied by conditions that might conflict with the CLC constitution, that these conditions were also part of a referendum conducted among the union's membership concerning affiliation, and that the union was not eligible because of the anti-Communist provisions in the CLC constitution.

In a letter to the Mine, Mill Union, CLC President Claude Jodoin said the application had been studied "very fully" by the Council, which had given it consideration along with "all of the attendant circumstances."

Mr. Jodoin also questioned whether the application had been made in good faith. "It appears to us," the CLC letter said, "that it is rather a technique devised for the purpose of solving an internal problem which exists in your organization at the present time and which is public knowledge. It is a device to meet, in some measure, the evident desire of some members to associate themselves with the Canadian labour movement through the Canadian Labour Congress, without involving any firm commitment on the part of your officers."

In closing, Mr. Jodoin said the Council was wholly in sympathy with the desire of the Mine-Mill membership to form part of the Congress, and hoped that "they will establish within their own organization the necessary favourable conditions for such an association at an early date."

At its January meeting the CLC Executive Council also rejected an application for reinstatement from the Seafarers' International Union. The SIU may appeal the decision to the CLC convention in April.

The Unemployment Insurance Commission Employees' Association has severed its connections with the Canadian Labour Congress because of CLC involvement in the proposed formation of a third political party.

Formal notice by the 6,529-member Association of its withdrawal has been received by the CLC.

Earlier, the Alberta Civil Service Association parted company with the CLC on similar grounds (L.G., Dec. 1959, p. 1251).

Union of Operating Engineers Establishes Canadian Conference

A Canadian Conference of Operating Engineers has been established. Its aim is to bring into closer co-operation Canadian locals of the International Union of Operating Engineers.

Rowland G. Hill, Canadian Director of the IUOE, was named chairman of the new conference. Vice-chairman is I. C. Nessel of Edmonton and Secretary-Treasurer is J. Robinson of Windsor.

The founding session was held in December at Winnipeg, when 25 delegates representing 17 locals and provincial councils met to draft a set of governing by-laws.

The by-laws provide for a chairman, vice-chairman, secretary-treasurer and an eight-member executive board. Four districts were established for Canada: Maritime Provinces, Ontario and Quebec, Prairie Provinces and British Columbia; each will provide two members for the board.

Suggests Federal Govt. Convene Labour-Management Conference

Representatives of the labour movement in Canada have on many occasions suggested to the federal Government that it might be a very useful agent in calling a conference of management and labour to explore the areas of conflict that exist between the two groups, Canadian Labour Congress President Claude Jodoin told members of the Toronto Board of Trade at a January meeting.

Mr. Jodoin said that such a meeting could seek methods of overcoming misunderstandings and building up understandings. "There has been no action on the part of the Government and, to the best of my knowledge, there has been no indication of any support for such an idea from the management organizations," he stated.

Some items mentioned by Mr. Jodoin as "areas of conflict" were automation, inflation and wages, legislation that would tend to curtail the powers of unions.

The CLC President also reiterated that labour is not opposed to automation and other changes that will bring increased efficiency and production, but pointed out that "we cannot expect production to be at its best in an atmosphere of conflict."

Labour Bodies Submit Briefs to Provincial Governments

Ontario Federation of Labour

The Ontario Federation of Labour, in its annual submission to the provincial Government last month, recommended a number of changes in labour legislation affecting labour relations and workmen's compensation.

It also asked for the implementation of economic measures which, it said, would improve living standards and increase purchasing power in the province; for increased health services and for more financial aid to education.

The brief urged the Government to amend the Judicature Act to provide that in industrial disputes the respondent shall be given a reasonable opportunity to be heard, and to cross-examine witnesses, in any hearing on an application for an injunction.

The Federation asked that steps be taken to enable the Labour Relations Board to expedite and simplify its procedures in dealing with applications and issuing decisions. It asked that the Labour Relations Act should be strengthened "in so far as it prevents appeals from decisions of the Labour Relations Board." It urged not only that there should be no opportunity for appeal to the courts, but that the Government should assume the cost of defending all actions that may be instituted to reverse Board decisions.

The brief asked for legislation to prevent the contracting out by employers of work that had been performed by employees in the bargaining unit under the terms of a collective agreement. It reiterated the Federation's former stand that the Labour Relations Act should be made applicable to the Crown as an employer, so as to guarantee to all Crown employees the same bargaining rights as those possessed by other employees in the province.

Measures urged by the Federation to increase employment and raise the general standard of living included: establishment of a minimum wage of \$1.25 an hour for men and women in all industries and in all parts of the province; legislation to require all employers to allow eight paid statutory holidays a year to their employees; amendment of the Vacations with Pay Act to provide annual vacations of two weeks after one year's service and three weeks after five years of service; and reduction of the legal maximum work week to 40 hours from the present 48, with overtime at the rate of time and a half.

Changes in the Workmen's Compensation Act asked for by the Federation would make compensation payable from and including

the day after the accident if the disability lasted more than one day, increase the minimum weekly benefit for temporary total disability to \$25 from \$15, establish a minimum permanent total disability benefit of \$25 a week, and provide for an annual review of all pensions and allowances.

The brief urged the Government to take immediate steps to set up re-training programs for unemployed workers under Schedule "M" of the federal Vocational Training Act, and to extend other types of assistance necessary to re-establish displaced workers in regular employment.

Concern was expressed about the reduction in house building in 1959 and the probability of the continuation of such a trend into 1960. Both the federal and the provincial governments, the brief said, should make funds available for "socially necessary projects that would otherwise be held up by the prohibitive cost of borrowing." It especially urged the importance of low-rental housing and urban re-development programs.

The Federation expressed satisfaction that the Government had undertaken a program of bursaries for needy students, but it urged the Government to review the whole question of student aid, and to consider "the feasibility of providing free tuition and living allowances to all students meeting a required standard of achievement in institutions of advanced education." It also urged the holding of a federal-provincial-municipal conference on education as soon as possible.

A number of changes in the hospital plan of the province were urged: extension of diagnostic services to out-patients, provision for treatment of students as dependents under the hospital plan "as long as they are recognized as such for income tax purposes," provision of means for maintaining coverage and paying premiums for persons who have fallen behind in their premiums because of unemployment, and establishment of a minimum basis of compensation for student nurses.

The Federation urged the Government to co-operate in any investigation of drug prices and to "give serious consideration to a prepayment plan for pharmaceuticals under government sponsorship and control." It complained of the present high cost of medical services, and it proposed that the Government institute a public inquiry into the cost of such services.

Among other things, the Federation recommended:

—Regulation of all private employment agencies, who should be prohibited from charging workers a fee for their services.

—Extension of the present anti-discrimination laws in regard to accommodation and discrimination against older workers.

—Co-operation by the provincial and federal Governments in furthering the principle of “portability” of pensions.

Nova Scotia Federation of Labour

Legislation to provide for the establishment of a union shop in a plant where a majority of the employees had voted in favour of it was one of the measures urged by the Nova Scotia Federation of Labour in its annual brief to the provincial Government, which was presented early last month.

Such a measure would go a long way towards stopping the industrial strife caused by the attempts of employers to entice employees away from duly certified unions and to discourage employees from joining a union, the Federation said.

It also suggested that in determining whether an employee was a union member for purposes of certification, the payment of an initiation fee should be sufficient evidence of membership. To expect employees to pay monthly dues before the union was certified, while in many cases they were under strong pressure from the employers to quit the union before a certification hearing could be held, was placing an unfair burden upon them, the brief argued.

The Federation also recommended other changes in the Trade Union Act to make it an offence for an employer to call a meeting to attempt to discourage employees from joining a union, to require the Labour Relations Board to certify a union as bargaining agent when 51 per cent of the eligible employees have voted for it, and to allow a strike vote to be taken before conciliation, when negotiations have reached a deadlock.

Complaining that the administration of hospitals under the Hospital Commission “has left much to be desired,” the brief urged that the Commission should each year meet the unions that represent the hospital workers and discuss problems, and that the Commission’s suggested scale of rates for such workers should be based on the highest union contract rates in effect in the province. The Federation said that at present the Hospital Commission was inadvertently regulating hospital employees’ wages. It wanted the Commission to budget enough money so that workers would not get substandard pay.

The Federation further recommended that the surplus sales tax and other funds should be used to provide an all-inclusive health scheme.

The brief said that the Government must take steps to make sure that the province

keeps what industry it already has. In particular, the labour body wanted the Government to make sure that the establishment of a steel plant by A. V. Roe in Quebec did not adversely affect a subsidiary operation in Sydney.

“If freight rates are a stumbling block,” the Federation said, “then the Government must make strong representations to Ottawa to overcome the problem.”

Other recommendations of the Federation included requests for:

—Establishment of a quota on beer coming into the province, so that the amount brought in does not exceed the amount produced locally, in order to provide more employment for local brewery workers.

—Appointment of a Royal Commission to investigate the development of Nova Scotia’s natural resources.

—Provision of free school books up to Grade 12.

—Provision of compulsory automobile insurance sold by the Government.

—Representations to Ottawa for re-establishment of a Canadian merchant marine and construction of Canadian ocean liners to carry Canadian goods and passengers now carried by the ships of other countries.

—Provision for licensing and inspection of homes for the aged.

—Payment of “fair wages” for all government work.

—Legalization of Sunday sport and of a charge for admission to Sunday sporting events.

—An increase of \$10 in old age assistance payments, with elimination of the means test, and a five-year reduction of the age limit for women.

Charlottetown and District Labour Council

Establishment of a “National Labour Code” was recommended by the Charlotte-town and District Labour Council in a brief presented to the provincial Government early in January.

The Council pointed out that there is at present much confusion because of conflicting trade union acts and labour relations acts in the various provinces, and it urged the Government to support the idea of a national labour code at any interprovincial conference and to introduce discussions on the subject with the federal Government.

The brief recommended changes in the Trade Union Act to include in the definition of an employer all branches of provincial and municipal government, to eliminate a section that forbids closed shop labour contracts, and to allow unions to submit their financial statements at the end of their fiscal year rather than at the end of the calendar year as at present.

Referring to the Workmen's Compensation Act, the Council requested revision to allow compensation to be based on maximum earnings of \$4,000 a year; to raise the minimum payment to workers from the present \$15 a week to \$25; to allow a widow, on marrying again, \$75 a month for 12 months; and to reduce the waiting period for compensation to two days instead of the present four days.

The brief also asked for compulsory, government automobile insurance, for changes in the Uniform Time Act to allow daylight saving time in the summer, and supported the opposition of various organizations to the use of trading stamps.

British Columbia Federation of Labour

Complete public ownership of electrical power and natural gas utilities was advocated by the British Columbia Federation of Labour in its annual brief to the provincial Cabinet, presented early in January.

The Federation also asked the Government to amend the Labour Relations Act to provide a fine of \$2,000 for an employer found guilty of unfair labour practices, and a fine of \$10,000 in addition to a year in prison for a second offence.

The brief called for the repeal of Bill 43 (the new Trade-Unions Act), which, the Federation asserted, tends to aggravate strikes rather than check them. It said that many employers merely pay lip service to labour legislation and do not bargain in good faith. This it ascribed to "the simplicity and rapidity with which injunctions may be obtained."

Other changes in labour laws proposed were: provision for three weeks holiday for all workers after five years service, and nine paid statutory holidays a year. Medical coverage for hospital workers was recommended.

Another proposal was that the Fair Employment Practices Act should be widened to ensure that there was no discrimination against qualified older workers. Thirteen changes in the Workmen's Compensation Act were recommended.

The establishment of an independent board of review to advise on all resources projects was asked for. Government, the university, industry and labour should be represented.

The Federation also requested that a conference of Government, management and labour representatives should examine problems of industrial relations.

To deal with unemployment the Federation recommended the establishment of a special \$5,000,000 assistance fund and universal application of the 40-hour week.

Amendment of the Equalization of Assessments Act to exempt old age pensioners from its provisions was asked for. Social assistance payments should be increased by 30 per cent immediately, schooling should be free for all from kindergarten through college and more vocational schools should be built, and a government automobile insurance scheme should be established, the Federation said.

British Columbia CMA Urges Compulsory Arbitration

Compulsory arbitration of labour-management disputes affecting public health and safety, and prohibition of "agreements which deny or terminate employment because of an individual's not being or remaining a member of a trade union" were among the measures recommended to the Government of British Columbia by the provincial division of the Canadian Manufacturers' Association in a brief last month.

The brief said that the Cabinet should have discretionary power to refer to arbitration "any dispute which would in its opinion imperil the health or safety of the public."

Another proposal was that the period during which a favourable strike vote may be implemented should be shortened from the present three months to a period of 10 days at the least and 21 days at the most. The CMA asserted that at present decisions to strike are often made not seriously but "only for the purpose of providing the negotiating committee with a 'big stick' to hold over the head of the employer."

The brief also proposed that when a strike or lockout is in effect the Minister of Labour might call for a supervised vote of the employees or of the members of the employers' organization, on any offer made by the opposing party. The CMA said that it believed it too often happened that details of offers made by the employer to the negotiating committee were not placed before the union members for their opinion.

The Association also asked that a vote of all employees should be taken when an application for certification or decertification is before the Labour Relations Board.

During 1958 the average number of persons employed in Canada by common carrier railways was 192,809, a drop of 9.2 per cent from the previous year's 212,426.

Trade Union Membership Declines In Both Britain, United States

There were 9,616,000 trade unionists in the United Kingdom at the end of 1958, according to figures published in the *Ministry of Labour Gazette* for December 1959. The total was 189,000 lower than at the end of 1957 and approximately 140,000 below 1956.

The decline in membership reported in the government publication amounted to 2.2 per cent. The Trades Union Congress, to which all large unions in Britain except two are affiliated, estimated its drop in membership between 1957 and 1958 at 1.9 per cent.

In the United States, too, union membership dropped in the period 1956-58, the U.S. Department of Labor has reported.

(In Canada, the figure of 1,459,000 union members reported at the beginning of 1959 (L.G., Dec. 1959, p. 1249) is not comparable with the 1958 figure because of adjustments in survey coverage.)

At the end of 1958 there were 657 trade unions in Britain compared with 666 at the end of 1957.

The Ministry's statistics are based on data supplied by the Chief Registrar of Friendly Societies and by the Registrar of Friendly Societies for Northern Ireland in respect of trade unions registered under the Trade Union Acts and from returns supplied direct to the Ministry by unregistered organizations.

The data relate to all organizations of employees—including those of salaried and professional workers, as well as those of manual wage earners—that are known to include among their functions negotiation with employers with a view to settlement of conditions of employment.

The figures for 1958, the *Ministry of Labour Gazette* points out, are provisional and subject to revision.

United States union membership dropped by about 400,000 to 18,100,000 between 1956 and 1958, the U.S. Department of Labor has reported after a comprehensive survey of dues-paying membership of national and international unions having headquarters in the country. (Canadian members of international unions with U.S. headquarters, about 1,100,000, are included in the membership figures.)

More Allowances to Disabled But Fewer to Blind, Aged at Year-end

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,712 at September 30, 1959 to 8,688 at December 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$1,052,019.43 for the quarter ended December 31, 1959, compared with \$1,050,956.93 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$26,350,967.89.

At December 31, 1959, the average monthly allowance in the provinces ranged from \$50.54 to \$54.11. In all provinces the maximum allowance paid was \$55 a month.

Old Age Assistance

The number of persons receiving old age assistance in Canada decreased from 98,747 at September 30, 1959, to 98,495 at December 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$7,604,015.19 for the quarter ended December 31, 1959, compared with \$7,630,266.99 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$181,893,554.26.

At December 31, 1959, the average monthly assistance in the provinces ranged from \$48.79 to \$53.27, except for one province where the average was \$45.46. In all provinces the maximum assistance paid was \$55 a month.

Disabled Persons Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 48,821 at September 30, 1959 to 49,446 at December 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$4,024,492.06 for the quarter ended December 31, 1959 compared with \$3,979,614.48 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$51,645,392.23.

At December 31, 1959, the average monthly allowance in the provinces ranged from \$52.51 to \$54.69. In all provinces the maximum allowance paid was \$55 a month.

UPW's George Stapleton Dies

George Stapleton, Manitoba representative of the United Packinghouse Workers of America since 1947, died January 25. For the past two years he had been Vice-President of the Winnipeg and District Labour Council.

He had also served as the Winnipeg Labour Council representative on the Court of Referees of the National Selective Service and on boards of conciliation in Winnipeg. He had also been an alternate member of the Manitoba Labour Board since 1954.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

January 14—*Parliament will be asked* at the current session, the Speech from the Throne said, to enact legislation that will: provide for a Bill of Rights; continue programs of aid to other, less developed nations, particularly those in the Commonwealth; provide a program of scholarships and fellowships to be exchanged within the Commonwealth; revise the Civil Service Act; authorize, for any provinces that desire them, alternative arrangements in respect of university grants; give Canadian Indians the franchise in federal elections; amend the Old Age Security Act and the Veterans' Allowance Act to establish a basis for the payment of pensions and allowances to Canadians residing outside Canada; re-establish the special committee on broadcasting so that it may continue its consideration of broadcasting policy, particularly in the field of regulation and licensing.

The Speech noted that the Government continues to regard as a primary goal the achievement of the greatest possible measure of controlled disarmament, and that Canada will devote every effort to discharging its responsibilities as a member of the 10-nation disarmament committee.

It also noted that Canada's economic position improved greatly during 1959 and that the prospects for 1960 are favourable.

January 15—*Report of Royal Commission* on Transportation is unlikely to be presented soon, the Prime Minister advises.

United Nations Economic, Social and Cultural Organization world conference on adult education will be held in Montreal in August, Mrs. Jean Casselman announces.

January 18—*Bill C-2, to give Indians* the right to vote in federal elections, given first reading. The Bill would amend the Indian Act.

Bill C-3, to amend the Canada Elections Act to give Indians the right to vote in federal elections, given first reading.

Elimination of capital and corporal punishment in Canada proposed respectively in Bills C-6 and C-7. Both Bills given first reading.

Reduction of interest rates and discounts to a 12-per-cent maximum through amending the Interest Act proposed in Bill C-8, which was given first reading.

Application to the Civil Service of some portions of the Industrial Relations Disputes Investigation Act proposed in Bill C-9, given first reading.

Limitation of interest rates under the Small Loans Act to 1 per cent per month proposed in Bill C-10, given first reading.

Compulsory advertising of "the true rate of interest that is being charged on each loan" by loan companies proposed in Bill C-12, which received first reading.

Prohibition of discrimination in employment because of age, through amendment of the Canada Fair Employment Practices Act, proposed in Bill C-11. The Bill was given first reading.

Bill C-19, to extend application of the Canada Fair Employment Practices Act to the Civil Service, given first reading.

Double pay proposed for employees under the jurisdiction of Parliament who are compelled to work on statutory holidays by Bill C-18, which was given first reading.

Measure to promote industry and reduce unemployment in the Atlantic Provinces provided in Bill C-20, given first reading.

Establishment of hospital sweepstakes board with power to operate hospital sweepstakes on a national scale proposed in Bill C-22, given first reading.

Civil Service Commission report recommending a general pay increase for federal employees will not be tabled in the House, Hon. Donald Fleming, Minister of Finance, informs questioner.

January 19—*Under Colombo Plan*, Canada has agreed to make available to India \$25 million, which will be used to provide Canadian commodities and equipment requested by the Indian Government to help carry forward its second five-year development plan, the Secretary of State for External Affairs announces.

Bill C-31, to remove restrictions in Old Age Security Act on outside residence of pensioners, given first reading.

Termination of employment notices given to 30 employees at Gander airport in Newfoundland, the Minister of Transport advises questioner.

January 20—*Bill C-33, to amend Canada Elections Act* to give much broader advance poll voting privilege, given first reading.

January 21—*Amount remaining in Unemployment Insurance Fund* on December 31, 1955, 1956, 1957, 1958 and 1959 were, respectively, as follows: \$890,857,489.63; \$926,776,830.22; \$877,470,144.39; \$625,363,366.21; \$471,094,255.96, the Minister of Labour reported in answer to a question.

Employment in Canada in 1959

Almost all parts of country recorded employment and output gains in 1959 but economic expansion impeded in year's second half by high cost of money, scarcity of mortgage funds, steelworkers' strike in U.S., woodworkers' strike in B.C.

In retrospect, 1959 was a year in which almost all parts of the country recorded gains in employment and output. The economic recovery was impeded, however, by certain developments during the second half of the year.

One of the forces tending to check the expansion was the high cost of money and the scarcity of mortgage funds, the most obvious effects of which were apparent in housebuilding. Other important restraining influences were the steel shortages stemming from the steelworkers' strike in the United States and the strike in British Columbia which shut down the lumber industry for two months.

Total employment surpassed the pre-recession peak early in the summer and since then there has been a steady improvement. For the year as a whole, the average number of persons with jobs was estimated to be 5,878,000 compared with 5,722,000 in 1958, an increase of 2.7 per cent.

Unemployment was noticeably lower in 1959 than in the previous year. The number of persons without jobs and seeking work averaged 5.6 per cent of the labour force compared with 6.6 per cent in 1958. Not only did the number of job seekers show a considerable drop over the year, but they were unemployed for shorter periods, and there was less partial unemployment.

The average work-week in manufacturing increased steadily during the first half of the year, recovering most of the losses that took place in 1957; in the third quarter the work-week was half an hour longer than in the corresponding periods in both 1958 and 1957.

Reflecting the increase in employment and wages, labour income rose to an annual rate of \$17.7 billion in the third quarter. This was almost 8 per cent higher than in the comparable period in 1958.

The increase in the Gross National Product during the first nine months of 1959, a gain of 7 per cent from the same period in 1958, indicates that the value of goods and services produced in 1959 will approach the \$35 billion mark. After allowing for price increases, the Dominion Bureau of Statistics estimated the increase in volume to be 5 per cent, slightly higher than the average of 4 per cent for the years 1947-1958.

During the early part of the year, production and employment advances were supported largely by increases in personal and government spending and the restocking of business inventories. As the year progressed, other elements of demand strengthened, setting the stage for a more widespread expansion. Exports of goods and services rose quite sharply in the second and third quarters after declining earlier in the year. Plant and equipment expenditures showed a rising trend from the beginning of 1959, bringing to an end the downward drift of the preceding year.

The ability of housebuilding activity to maintain a near-record level was an important factor in the over-all business recovery. In certain parts of manufacturing, such as the building materials and household furnishing industries, much of the increases in employment and output can be traced to the heavy volume of housing that has been erected during the past two years. The industry was not able to maintain the peak level of activity reached in 1958: a shortage of mortgage funds sharply reduced the volume of new housing soon after the first of the year, although this situation was relieved for a short period in the fall by a program of direct lending to builders by Central Mortgage and Housing Corporation. On average, housing starts during 1959 were about 14 per cent lower than in the previous year but completions were slightly higher. The carryover into the current year was estimated to be down about 5 per cent from a year ago.

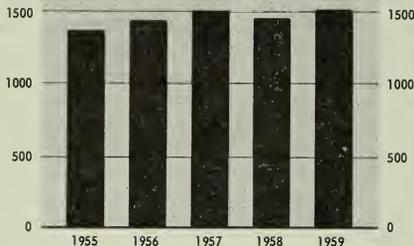
The number of persons with non-farm jobs in 1959 averaged about 3.5 per cent more than a year before, considerably less than the estimated 5 per cent advance in volume output in non-farm industries. The tendency for production to increase more rapidly than employment is not unusual in the early stages of expansion; a similar development has characterized the recovery in the United States.

Employment gains during 1959 were fairly widespread, with increases in all regions and most industrial divisions. Approximately half of the increase in non-farm employment occurred in service, notably health and government services. Manufacturing and trade each accounted for about one-fifth. Mining was the only major industry in which employment contracted during the

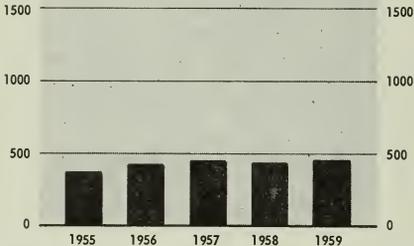
EMPLOYMENT - SELECTED INDUSTRIES
1955 - 1959

THOUSANDS THOUSANDS

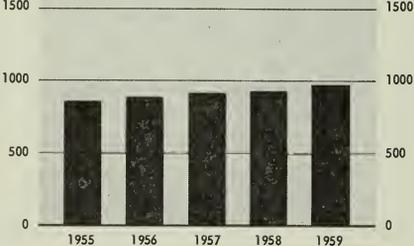
MANUFACTURING



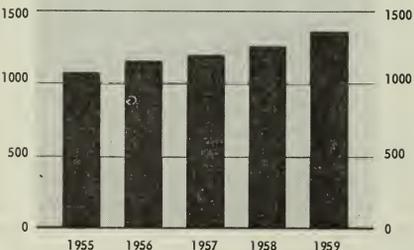
CONSTRUCTION



TRADE



SERVICE



Source: Labour Force Survey, D.B.S

year. The decline occurred chiefly in coal mining, which experienced one of the worst years in the postwar period. The most rapid improvement in manufacturing employment occurred in the durable goods industries, particularly among those that were seriously affected by the recession.

Industrial Employment

One of the more striking developments of the past year has been the rapid rate of employment expansion in trade, particularly in the last half of the year, when employment in this industry averaged 5.4 per cent higher than in the corresponding period in 1958. This advance brought to an end more than three years of employment stability in this industry.

As mentioned earlier, the expansion of the service industries figured most prominently in the over-all employment recovery during 1959. In December, the number of persons employed in services (which include schools; hospitals; federal, provincial and local government agencies; theatres; law firms; barber shops; laundries; hotels and restaurants; and a variety of other establishments of a similar kind) was estimated at 1,395,000, which is 72,000 more than a year earlier. These industries have shown a relatively high rate of growth in all postwar years.

The construction industry continued to exert a favourable influence on total employment despite the considerable drop in housing starts. A revival in non-residential construction more than made up for the slowdown in housebuilding activity and resulted in a record high level of construction employment. For the year as a whole, construction employment averaged 15,000 more than a year before and 5,000 more than the previous record set in 1957.

Forestry made a relatively slow recovery until late in the year, when pulpcutting programs were increased considerably. Average logging employment was higher than in 1958 but still considerably lower than in 1957, and well below the average of the postwar period.

Manufacturing employment reached an all-time high level in mid-summer and continued to advance until late in the year. The upward trend was temporarily interrupted in the closing quarter of 1959 as the steel strike in the United States caused some steel shortages in Canada. For the year as a whole, the largest employment advances occurred in the durable goods industries. Iron and steel products, which registered an employment decline of 10 per cent during 1958, made a strong advance during the year, recovering almost all of the

earlier losses. All parts of the steel industry shared in the expansion. Agricultural implements showed the most marked improvement, reflecting a further strengthening in foreign demand; in the first six months exports of farm machinery were 26 per cent higher than in the corresponding period in 1958. Other parts of the steel industry which showed a marked improvement were primary iron and steel, sheet metal products, heating and cooking appliances and machinery. Motor vehicles, electrical apparatus and supplies, non-ferrous metals and wood products also registered employment gains during 1959, reversing the downward trends of most of the previous year. The non-metallic mineral products industries, which were an important source of strength during 1958, showed further expansion during the year. Aircraft was the only durable goods industry which registered an appreciable employment decline during the year, a result of the cancellation of government contracts.

Employment gains in the non-durable goods industries were generally small, ranging from less than 1 per cent to slightly more than 6 per cent. The largest increases occurred in foods and beverages, printing and publishing, rubber and paper products. Employment losses were confined to the tobacco products industry, which experienced a serious setback during the year, on average about 4 per cent from the 1958 level.

Regional Employment Conditions

Atlantic—Economic conditions in the Atlantic region improved moderately during 1959, after showing very little change during most of the previous year. For 1959 as a whole, total employment (annual averages) was estimated at 496,000, some 17,000 higher than in 1958. Unemployment showed a considerable decline, although it was still much higher than before the recession. Increases in employment and earnings were reflected in a rise in total labour income. In the first nine months total labour income in the region was estimated at \$875.2 million, an increase of 7 per cent over the corresponding period in 1958.

Non-farm employment showed an unsteady upward movement during the past 12 months. By year-end, the number of persons with non-farm jobs was estimated at 440,000, some 16,000 higher than a year before. Although some of the downward pressures that were responsible for the employment contractions in 1957-1958 eased perceptibly during the year, there was little evidence of

Farm Employment

Employment in primary agriculture continued to decline in 1959 but the rate of decrease was much slower than in any year since 1955. For the year as a whole, the number of persons with jobs in agriculture averaged 692,000 compared with 712,000 in 1958 and 744,000 in 1957. On a percentage basis, the decline between 1958 and 1959 averaged only 2.8 per cent compared with a 4.3-per-cent decrease between 1957 and 1958.

The number of self-employed farm operators and unpaid family workers continued to decline during 1959 but there was a noticeable increase in the number of paid workers employed in agriculture. Paid workers on farms in Canada averaged 109,000 compared with an average 97,000 in 1958. The increase was concentrated mainly in Quebec and the Prairie region.

One of the interesting features of farm employment in 1958 was the increase from other recent years in female workers. The average number of women with jobs in agriculture during 1959 declined to 48,000 from an average of 52,000 the year before. Despite this decline, however, the number of female workers remained higher than in any other year since 1952.

As a result of the continued shift from farm to non-agricultural industries, the agricultural labour force accounted for only 11 per cent of the total labour force in 1959.

a full-scale recovery. So far, a relatively small number of industries have lent support to the upturn in employment. Forestry and construction were the main sources of strength, with some additional support coming from the service industries.

Manufacturing which accounts for more than one-fourth of the employment in the region, made little or no over-all recovery, although a number of individual manufacturing industries expanded during the year. Lumber mills, pulp and paper plants and iron and steel mills registered significant production and employment advances in response to firmer demands for these commodities. Output of lumber in the first 10 months was about one-third higher than in the corresponding period in 1958. Steel mills were reported to be operating at more than 80 per cent of rated capacity in December compared with 60-70 per cent a year before. Production increases were fairly general among pulp and paper mills, partly as a result of employment expansion

but also because of a lengthening of the work week. In all of these industry groups, production increased more rapidly than employment.

The transportation equipment industry (aircraft, railway rolling stock, and ship-building and repairing) experienced further production and employment declines during the past year, offsetting the advances in other parts of manufacturing. During 1959 the shipyards contributed largely to the employment decline in this group. The Halifax shipyards were hardest hit; in November employment was only about half the year-earlier figure. However, in December a major repair job and several smaller ones were placed with the Halifax shipyards. The railway rolling stock industry exhibited renewed strength during late summer and early fall, but heavy layoffs occurred in December following the completion of an order for the CNR. Aircraft plants in Nova Scotia were maintained at much the same levels as in 1958.

The coal mining industry experienced one of the worst years in the postwar period. A series of periodic shutdowns that began in mid-1958 continued into the second half of 1959. Full-time operations were resumed in August but employment in the second half of the year was well down from the corresponding period in 1958. For the year as a whole, coal mining employment showed a drop of almost one-fifth. The major factor affecting the market for coal was the increasing competition from natural gas, fuel oil and hydro-electric power.

Iron ore mining in Newfoundland was sharply curtailed during 1959 as a result of declining sales in both domestic and export markets. The closure of No. 6 Mine at Bell Island last May released close to 600 workers for an indefinite period. Part-time operations (three weeks a month) were introduced at the other mines and persisted until October. While there are no further work stoppages scheduled at these mines, employment is expected to continue much below normal owing to the closure of No. 6 Mine.

Construction was one of the principle sustaining forces in the economy of the Atlantic region throughout the year. In all four provinces, construction employment was maintained at higher levels than in 1958. All major categories shared in the improvement. This was the only region to register a rise in residential construction. Even with the expansion that occurred during the past year, however, housebuilding was less active in the Atlantic region than in other parts of the country.

Pulpwood logging was more active during the second half of 1959 than in the corresponding period in the previous year; in the first half it was little better than a year before. In the four months from mid-year to November, pulpwood production was 18 per cent higher than in the same period in 1958. Employment in forestry in the first 10 months showed an average increase of 6 per cent between 1958 and 1959. Most of the improvement was in New Brunswick; in Newfoundland forestry employment was down from the 1958 level.

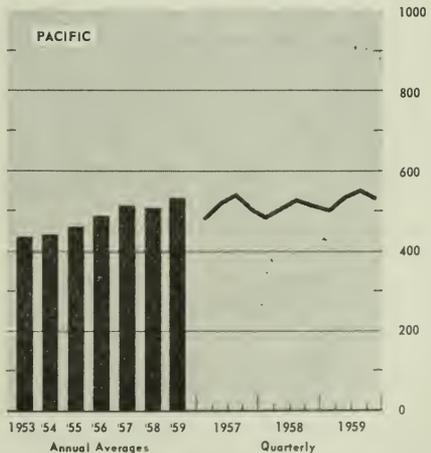
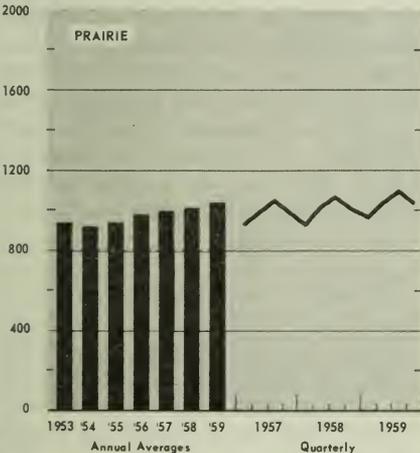
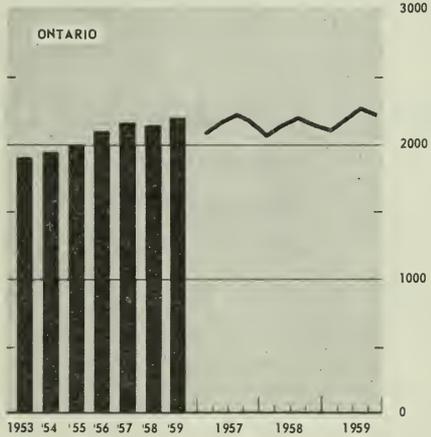
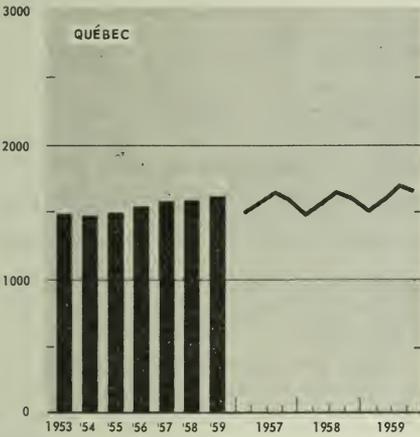
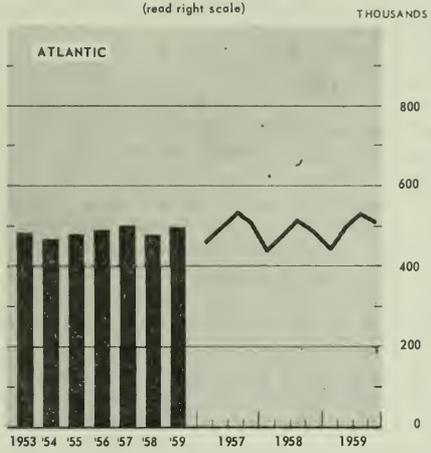
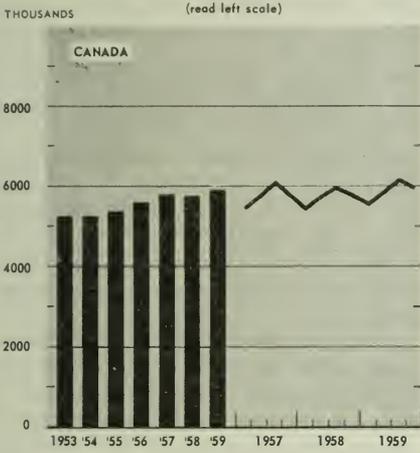
The service industries have been an important support to employment in this region, although the gain during the year was smaller than in other regions. Because of a slower rate of economic growth demands for all kinds of services have increased at a more moderate rate in the Atlantic provinces than in other regions throughout the postwar period.

Quebec—Economic activities showed a general improvement in the Quebec region during 1959. Employment rose by more than 2 per cent and labour income increased by about 8 per cent over the year. The expansion in employment took place in the non-agricultural sector, with a gain of close to 3 per cent; agricultural employment continued to decline. In contrast to the expansion of employment, the growth in the labour force during the year (1 per cent) was considerably less than in the previous two years and was the smallest rise in any of Canada's five regions.

The improvement was quite marked in the region's primary industries. Forestry, in particular, showed a marked recovery, employment rising sharply in the second half of the year. In the June-November period there were, on the average, 2,000 more men at work in the woods than in 1958, although not as many as in 1956. The improvement in forestry employment was largely the result of a rise in pulpwood logging caused by a combination of reduced inventories and increased production in the pulp and paper industry. The export values of newsprint and wood pulp were 5 and 8 per cent higher in 1959 than a year earlier. As a result, pulpwood production in the region was some 16 per cent higher than in the previous year.

There was improvement in the mining industry also. Total mineral production in the Quebec region in 1959 was estimated at some \$433 million, up about 18 per cent from a year earlier. Employment in mining during the first 10 months was 3 per cent higher than in 1958. Most of the employment increase resulted from a sharp rise in iron ore mining. Export shipments of

REGIONAL EMPLOYMENT TRENDS
1953 - 1959



Source: Labour Force Survey, D.B.S.

iron ore during January-November 1959 rose by 75 per cent over the corresponding level of the previous year. Production of non-ferrous metals increased also. In asbestos mining, Canadian production showed a 13-per-cent gain over the year, and much of this gain was in Quebec.

In manufacturing, employment and hours worked were both about 1 per cent higher in 1959 than in 1958. A noticeable improvement occurred in the textile industry. Employment was moderately higher, and the average work-week was up more than an hour in primary textile plants and almost half an hour in the clothing industry. During the January-October period of 1959, inventories were further reduced in both primary and secondary textile industries. Shipments in the same period showed a marked improvement.

The iron and steel industry reached a trough early in 1959 after a decline of about 18 per cent over the previous year and a half. As a result of a heavy demand for structural steel, output and employment in

the industry rose steadily throughout the year. By the fourth quarter, the industry had re-employed about half the number of workers released between the employment peak in 1957 and the low point in early 1959. The electrical apparatus industry showed a similar recovery in 1959, a reflection of the housing boom in 1958. In the fourth quarter of 1959, employment was 10 per cent higher than the same period in 1958 and only 3 per cent below the 1957 peak. Manufacturing employment in the region was also boosted by the strengthening in demand for aluminum and copper. Here again, employment rose steadily from a first quarter 1959 trough, and by the fourth quarter was slightly higher than a year earlier.

In the construction industry employment was close to the level of the previous year. A fairly marked decline in residential construction activity was offset by increased non-residential building.

(Continued on page 198)

Wages and Working Conditions, 1959

Seventy per cent of all plant workers on standard work-week of 40 hours or less and more than 89 per cent on five-day week at April 1, 1959. Wage increases of 5-10 cents predominate in 1-year agreements, of 10-20 cents in 2-year contracts

Seventy per cent of all plant workers in Canada had a standard work-week of 40 hours or less at April 1, 1959, it was shown by a survey of the normal work-week in manufacturing conducted by the Department's Economic and Research Branch. About 84 per cent had a standard work-week of 44 hours or less.

More than 89 per cent of all plant workers were on a five-day week.

Of all office workers in the manufacturing industry, 69 per cent had a standard work-week of 37½ hours or less and 95 per cent of them were on a five-day week.

During 1959, collective agreements covering hundreds of thousands of workers were concluded without work stoppage. The proportion of working time lost through industrial disputes was estimated at less than one quarter of 1 per cent in the first 10 months of the year. During this period there were 205 work stoppages compared with 227 in the first 10 months of the previous year, and their duration, totalling approximately 2,270,000 man-days, was also down from the year before. The most

extensive strikes during 1959 occurred in logging in Newfoundland and British Columbia.

Wage settlements covering a large number of workers were negotiated during the year in all industrial sectors. About two thirds of 144 major collective agreements signed during the first half of 1959, each covering upwards of 500 workers, were for terms ranging from approximately two to three years; the balance were for one year.

Three-year agreements represented slightly more than one sixth of the 144 major agreements, which do not include agreements in the construction industry and those with wage terms in piece rates only.

Among the one-year settlements, wage increases of 5 to 10 cents per hour on base rates were predominant. In most of the two-year agreements the wage increases granted on base rates ranged from 10 to 20 cents or higher over the life of the contract, and in the majority of three-year agreements the wage increases on base rates were within the 15 to 30-cent range.

Canada's Economic Outlook for 1960

Capital outlays by business community expected to increase considerably during the year, Minister of Trade and Commerce states. Total demands on the economy likely to increase and result in further expansion of employment and output

Based on "what is presently known of investment plans for 1960" it is expected that capital outlays by the business community will increase considerably during the year, it is stated in the review of Canada's economy in 1959 and outlook for 1960 by Hon. Gordon Churchill, Minister of Trade and Commerce.

It is expected that there will be a stepped-up rate of expansion in the commercial and manufacturing sectors of the economy and possibly in some of the utilities. The Minister reported a clear indication already that total investment, both private and public, will increase.

Prospective growth in both exports and investment will help to sustain the current upward trend of personal incomes and contribute to further strengthening in other market sectors. The consumer market in particular gives promise of continuing buoyancy, the Minister believes.

Such considerations, Mr. Churchill says, suggest that total demands on the economy are likely to continue to increase and should result in further expansion of employment and output. He noted that there is still a considerable amount of available capacity in most industries and that manpower and plant capacity are growing steadily.

Under those circumstances, he thinks a production increase of considerable dimensions could take place without giving rise to excessive pressure on productive capacities, but warned that at the same time it is important that demands be kept within the scope of available resources.

"If this objective is achieved," said Mr. Churchill, "Canadians can look forward with confidence to the continuation of sound economic growth."

Forecast for the Sixties

An improved standard of living, and greater population, labour force and national output in the 1960's for Canada is forecast by Dr. O. J. Firestone, economics adviser, Department of Trade and Commerce, in an address to the Canadian Association of Advertising Agencies.

He sees the annual average wage going to \$2,000 from \$1,530 per capita by the

Reviewing Canada's economic accomplishments in 1959, Mr. Churchill noted that:

The gross national product had increased by 7 per cent during the year; prices increased by 2 per cent on the average; industrial production was 8 per cent higher; total employment rose by 3 per cent; sales of durable goods surged ahead; savings of Canadians reached the high ratio of 8 per cent; The financial position of the consumer was strong and living standards improved; capital spending climbed slightly; housing completions were expected to reach the former record of 147,000; the value of exports was estimated at a record \$5,200 million; imports increased in response to improvement in economic conditions; purchases from the United Kingdom showed a relatively strong advance; the premium on the Canadian dollar was higher.

Production in primary iron and steel industry was two-fifths higher; an early recovery in sales of lumber products in 1958 was maintained in 1959; the newsprint industry moved steadily ahead; the proportion of European-type cars in Canada rose from 20 to 25 per cent; Canada's output of motor vehicles increased; and the production of farm implements continued to improve on the recovery lines established after 1957.

Farm Income

Total farm cash income in 1959 is likely to be a little above the 1958 level because larger marketing offset lower prices, the Department of Agriculture reports. Prospects for 1960 are that cash income will be about the same as in 1959 or slightly lower.

Assuming average crops, there is nothing to suggest that farm net income in 1960 will differ greatly from that in 1959, the Department says.

end of the decade, an increase of 30 per cent, which will produce the higher standard of living.

In the same period, Dr. Firestone believes Canada's population will climb to 21,500,000, compared with the 17,500,000 of 1959.

The labour force could be 7,750,000, compared with the 6,250,000 at the present time. The gross national product could be

\$55,000,000,000 in 1969, compared with \$34,500,000,000 in 1959—an increase of approximately \$20,000,000,000.

He was more optimistic about the latter part of the new decade than about the early part. He foresaw a “fair” rate of increase in economic activity for 1960 and possibly 1961. But, he warned, “the prob-

lems that we may be encountering as we go into 1962 may be more difficult to deal with than those we encountered in the post-war period.

“What I am implying is that the recession we may be facing in 1962 could be more extensive than anything we have yet experienced since the end of World War II,” he said.

CLC Memorandum to Federal Cabinet

Congress devotes large part of annual brief to outline of organized labour's role in Canadian social structure. Prime Minister rejects one recommendation: that South Africa be excluded from Commonwealth because of its racial policies

The Canadian Labour Congress on January 28 presented a 13,000-word memorandum to the federal Cabinet. The labour delegation, led by CLC President Claude Jodoin, numbered almost 200; Prime Minister Diefenbaker was accompanied by five of his Ministers.

In a departure from usual practice, the Congress devoted the first eight pages of its 40-page brief to a discussion of the role of organized labour in the Canadian social structure (see page 151). In the rest of its annual brief, it dealt at shorter length than in other years with its requests and recommendations concerning the economic situation, trade, international affairs, social and labour legislation, housing, immigration, taxation and education.

Both the Prime Minister and Hon. Michael Starr, Minister of Labour, replied to the submission. Mr. Diefenbaker said the CLC's requests would receive consideration but a suggestion that the Union of South Africa be excluded from the Commonwealth because of its *apartheid* policy “will not receive the favourable consideration of this Government.”

Other Ministers present were: Hon. Donald Fleming, Minister of Finance; Hon. Douglas Harkness, Minister of Agriculture; Hon. Paul Comtois, Minister of Mines and Technical Surveys; and Hon. J. Waldo Monteith, Minister of National Health and Welfare.

The Memorandum

“The economic situation is better than when we met a year ago,” the CLC agreed. But, although production is up and unemployment down, employment is up “a good deal less” than production. And, the brief went on, unemployment, although down from last year, is still well above 1957 and still farther above 1956, the last full year before the recent recession.

“Moreover, there appears to be little prospect that unemployment in 1960 will be appreciably less heavy than in 1959; and there have already been suggestions, from responsible business forecasters, that the end of 1960 or the beginning of 1961 may see a fresh recession.”

The Congress repeated its declaration in last year's brief that it could not accept the attitude that “we must resign ourselves to having heavier unemployment than we have usually had from the end of the war till the middle of 1957.”

The Government had taken certain measures that helped lift the country out of the recession, the CLC conceded, citing as an example the large deficit that was incurred partly for that purpose.

We urge you to finish the job. We are not suggesting that another deficit of the same proportions is needed now, still less a perpetual succession of deficits. But we do suggest that the time has come to relax the present tight money policy, whether it is the policy of the Government or the Bank of Canada or both of them. We think the time has come to add to the money supply, carefully, judiciously, moderately, but none the less decisively.

The recent increase in the interest rate on housing loans is a direct result of tight money, the CLC said.

The Congress was not afraid that an increase in the money supply will lead to inflation as long as we have considerable unused resources of plant, equipment and manpower. “We are also convinced that tight money is not a sovereign remedy for, or protection against, inflation.”

Against the several different kinds of inflation there are remedies that can and should be applied as the need arises. Adoption of a variable rate of depreciation and the licensing of large capital issues sold in the capital market could help avoid investment inflation. Regulation by the central bank of the volume of loans of instalment

finance and personal loan companies could also provide control of inflationary pressures generated primarily by credit institutions. Segregation of the personal savings from the commercial lending function of the chartered banks should be studied, the brief recommended.

The CLC welcomed the continuing studies of winter unemployment that the Department of Labour is making and hoped that they will be pushed forward vigorously and speedily.

Trade Policy

As it did in the 1959 brief, the CLC urged the establishment of a Canadian export-import bank to help Canada's exports compete in overseas markets with those of the United States. The unexpectedly rapid development of the European Common Market and the creation of the European Free Trade Area "serve to underline the importance of the proposal."

Wider markets overseas would increase Canada's prosperity and make the country less dependent on the United States market, "to which we are now so tightly tied," the brief suggested.

"The wider the markets for underdeveloped countries' goods, the quicker their progress towards the higher standards of living which are the one hope of keeping them out of the Communist camp." Aid without trade is not enough, the brief declared. "To give money to help build up the industries of those countries and then to refuse to take their products simply does not make sense. To hope to sell our goods to them without taking theirs in payment does not make sense either."

Canada, it was suggested, should pursue a policy of freer and freer multilateral trade. This would, from time to time, involve difficulties and readjustments; the transfer of workers from industries "in which we cannot compete with the underdeveloped countries to industries in which we can compete."

The solution to the problems involved, the CLC said, lies "neither in building new walls to keep underdeveloped countries' goods out nor in suddenly demolishing all walls against them and leaving the Canadian industries and their workers to find their own way out of the resulting chaos." It lies in planned, gradual adjustments that will spread equitably both the costs and benefits of freer trade, in looking after displaced workers by re-training when possible and by adequate pensions when it is not, in bringing new industries to where

the workers are, when possible, and in moving workers to where the jobs are when it is not.

"It lies, above all, in an effective policy of full employment, so that there will actually be other jobs for displaced workers to take, enough jobs to go around."

In answer to the "loud and strident chorus which constantly declaims that Canada is pricing itself out of world markets and that Canadian labour is mainly responsible," the Congress in its brief said that rising exports suggest that Canada is keeping old markets and getting into new ones; when markets are lost, examination usually reveals that the reason is not price but any one of several other factors.

"Even if it could be proved that a particular Canadian product had lost a particular market because its price was too high, it would not follow that high Canadian wages were the reason," the brief went on. "Theoretically, it might be possible to hold the market or recapture it if we cut our wages low enough; but in practice... it might be completely impossible."

Wages and labour costs are not the same thing, the brief asserted. Although Canada's wages are the second highest in the world, Canada's labour costs were not. A recent United States Department of Labor study had shown that, in 1950, salaries and wages as a percentage of gross domestic product per member of the labour force were lower in Canada than in any of the 14 countries covered except Denmark, Australia and Belgium; in 1955, the Canadian figure was lower than in any of the 12 countries covered except Australia, Belgium and The Netherlands.

Social Security

Declaring that its conception of social security goes far beyond the separate and unrelated pieces of legislation now on the statute books, the CLC described its thoughts on the subject in these words:

Fundamentally, we think social security should be based on a program of full employment deliberately planned and promoted by the Government. We conceive of social security as embracing adequate standards of education, housing, health and other living conditions as well as protection against those more generally accepted contingencies such as loss of income due to illness, maternity, invalidity, death of the breadwinner, funeral expenses and so on.

To the current program of old age security should be added a wage-related plan, the brief continued. Health insurance, universal in scope, comprehensive in character, publicly financed and administered, must replace what is now in effect.

A major unfilled need is a plan to provide protection against loss of income due to illness, and close to it is the need for benefits for the survivors upon the death of the breadwinner.

The Congress objected strongly to the new Unemployment Insurance Regulations, particularly those defining the monies to be taken into account in determining the amount of benefit payable and allocating earnings for benefit purposes, and protested about their adoption without consultation with the Unemployment Insurance Advisory Committee.

Labour Legislation

If amendments to the Industrial Relations and Disputes Investigation Act are brought down, the CLC looks for ample opportunity to scrutinize them and make representations if it deems this necessary.

"We do express the hope," the brief added, "that whatever changes in the Act you may be contemplating will not bear upon them the stigma of class legislation like the new Acts in British Columbia and Newfoundland." Later in its brief the CLC expressed regret that the Government failed to disallow the Newfoundland legislation, and hope that the Government will co-operate when the ILO processes the CLC's complaint about this legislation.

The Congress suggested four amendments to the Criminal Code designed to clarify its application to "mischief," picketing and the role of the union representatives during industrial disputes.

The brief also said that a provision for the check-off of union dues should be added to the Industrial Relations and Disputes Investigation Act; the Vacations With Pay Act should be amended to provide for two weeks vacation with pay after one year's employment and should be extended to include businesses in the Yukon and North West Territories; a new Fair Wages Act should be passed providing for union wages and conditions on all government contracts, including those for services provided to departments, and covering both prime contractors and sub-contractors.

To conclude its remarks on labour legislation the CLC referred to the absence of collective bargaining rights for federal government employees. Although they appear to enjoy the right of association, their associations are limited to at most a consultative capacity, the brief said.

The Congress described as "incomprehensible" the recent rejection of a request for a salary increase "in face of the recommendation for one by the Civil Service Commission."

Housing

Because it believed there was still a "serious" shortage of housing, particularly for low-income groups, the Congress repeated recommendations made in last year's brief on the subject of housing. These called for:

—A program of large-scale, controlled rental and subsidized housing in downtown districts "financed mainly by the senior governments," with the object of easing the housing shortage, reducing land speculation and providing good shelter for families that could not otherwise afford it.

—A greatly expanded program of government-sponsored land assembly in suburbs, low cost residential developments underwritten by such agencies as Central Mortgage and Housing Corporation or co-operative building groups; fiscal policies and government grants or loans "to ensure a much steadier and larger flow of funds into housing" through direct loans or by other means; and, finally, "a general policy of keeping interest rates down."

Immigration

The CLC again expressed its dissatisfaction with the present Immigration Act. It repeated its conviction that an Advisory Committee on Immigration consisting of representatives of farmers, labour, management, and welfare and other agencies should be established. The federation intimated that it hoped to be given a chance to put forward its views regarding changes that might be made in the Act or in the Regulations.

The Congress admitted that in the past "immigration has ebbed and flowed more or less in accordance with the degree of economic activity." Nevertheless, although stating that it was not opposed to immigration as such, it again expressed its "concern that immigrants may be brought into the country at times when there are not sufficient work opportunities either for them or for Canadian workers."

The CLC commended the Government for accepting as immigrants "families with members who for reasons of health would not otherwise be acceptable." It said that it hoped the number admitted in this way would be increased.

Taxation

The CLC reiterated its objection to the sales tax as one that "places the burden on the wrong people," and asked for a raising of the exemptions on smaller incomes. It said that the income tax should be more steeply graduated, and it took exception

to the present exemption of 20 per cent on income received from dividends paid by Canadian corporations.

"We have been criticized in the past for seeking, on the one hand, to obtain more and more benefits through social legislation and, on the other, to pay as little as possible towards their cost," the Congress said. It did not agree that this criticism was just. It said that it only contended that social aid should go to those who need it and that taxes should be paid by those who can best afford to pay them. Canadian wage-earners were willing to pay their share, the federation asserted.

Bill of Rights

The Congress was pleased to learn, the brief said, that the proposed Bill of Rights would be open to much wider preliminary discussion than had been originally planned. It had said in its brief last year that it considered the proposed legislation "inadequate in a number of respects" and it hoped to make its "strong opinions" known to the Government.

International Affairs

The CLC welcomed the apparent improvement in the climate of international relations, and expressed satisfaction at the growing readiness of governments to discuss problems that must be solved to preserve peace. It referred particularly to the establishment of the 10-power disarmament committee.

As a first step towards an eventual agreement on universal disarmament, the Congress urged the Government to work for a ban on the testing of thermo-nuclear weapons.

But Canada cannot and should not disarm unilaterally, the CLC believed. "Pending an international agreement on disarmament Canada should maintain an adequate defence establishment," the brief declared. "Defence and disarmament negotiations must go hand-in-hand. Neither can safely be sacrificed in favour of the other."

The Congress pointed out that world peace cannot be founded exclusively on nuclear deterrents or on conventional armaments; it is dependent also on improving living standards in underdeveloped countries. The brief repeated urgings for substantial increases in contributions to the Colombo Plan and United Nations assistance and development programs.

"We suggest that Canada should spend a sum equal to 1 per cent of her Gross National Product for aid to less developed countries."

Canada's position in relation to the nations of Asia and Africa had been damaged by failure to take a clear and unequivocal stand on South Africa's *apartheid* policies. As South Africa is a member of the Commonwealth, Canada and other Commonwealth members should do everything within their power to bring pressure on the Government of South Africa to change its policy. "We would favour its exclusion from the councils of the Commonwealth of Nations," the CLC stated.

Because, the Congress believed, formal recognition of governments is not based on moral or ideological considerations, the brief requested the establishment of diplomatic relations with the People's Republic of China.

The Congress was pleased that Canada has ratified the International Labour Organization Convention on Forced Labour, but it urged that Canada should ratify Convention 87 on Freedom of Association and Protection of the Right to Organize, Convention 98 on the Right to Organize and Collective Bargaining, and Convention 111 on Discrimination (Employment and Occupation).

Education

The Congress said that many Canadian children cannot get as good an education as their abilities warrant. Whether this arises from lack of money, or lack of teachers, or from some other cause, it should be corrected, the federation said.

The measures it proposed included federal grants to the provinces to help not only the universities but also primary and secondary schools, grants for school construction, provision of funds on a large scale for scholarships, the calling of a Dominion-provincial conference on education, the establishment of advanced technical institutes in the main industrial centres, training programs for teachers, and payment of salaries sufficient to attract more men and women of the right calibre into the teaching profession.

The Congress praised the part being played by the Canada Council in encouraging the arts but asked for appointment, without delay, of a labour representative on its board.

Broadcasting

The new Broadcasting Act has worked well on the whole, the Congress said, although there is room for improvement. It expressed its approval of the way in which the Board of Broadcast Governors had set about its work.

The brief argued in favour of a publicly owned broadcasting service. However, the Congress said, the CBC faces two great dangers. The first is that by relying too largely on advertising for its revenue it may cease "to do its essential national job," and become merely "a magnified private station." The second is the "insistent pressure to get the CBC out of ownership and operation of stations and cut it down to a mere producer of programs for private stations." To do this would rob the CBC of its main source of income, the Congress said.

Other Recommendations

The Congress repeated a number of the recommendations contained in its memorandum of the previous year. These requested:

—An increase in the old age pension to \$75 a month, and a reduction in the age at which it becomes payable to 65 years.

—Careful scrutiny of private pension plans to ensure they meet the standards the CLC outlined previously, and raising of the maximum annuity obtainable under the Government Annuities Act from \$1,200 to \$2,400.

—The raising of family allowances enough to restore their original purchasing power, and continuing the payment of allowances up to the age of 20 for a child still attending school or college.

—Establishment of a permanent citizens' advisory committee on fair employment practices, removal of the "discriminatory features" from the Immigration Act, and amendment of the National Housing Act to outlaw discrimination on account of race, colour or creed in the buying and renting of living premises.

—Elimination of anomalies between prevailing rates and classified employees in the government service and improvement of superannuation provisions in the public service.

—Deduction of all medical, dental, optical and hospital expenses, including the cost of drugs, in computing income tax.

—Development of a program of training for those displaced by automation and technological changes.

—The reclaiming by Parliament of jurisdiction over international and interprovincial highway transport.

—The preservation of coastal and inter-coastal trade for Canadian vessels built and manned in Canada and the preservation to Canadian and American vessels of trade in our inland waters on an equitable basis.

The Government's Reply

The CLC's representations will be passed on to and considered by the departments, the Prime Minister said in his remarks after the reading of the brief. "Each and every one of your representations deserves consideration and will receive that consideration," he said.

But, he went on, there was one representation "that will not receive the favourable consideration of this Government." He was referring to the statement that the CLC would "favour (South Africa's) exclusion from the councils of the Commonwealth of Nations" unless it changed its *apartheid* policy and lived up to "the accepted standards of elementary decency."

That suggestion, too, was "one that I would not bring before the Prime Ministers' conference" in London in May, he said. The words the CLC used were "not representative of the attitude that binds together the countries of the Commonwealth," Mr. Diefenbaker declared. He asked the delegation what Canadian reaction would be if some other part of the Commonwealth criticized us and suggested our exclusion from Commonwealth councils.

What is required, the Prime Minister told the labour delegation, "is to endeavour to bring about the realization that in this day and generation mankind anywhere in the world cannot practise the luxury of discrimination."

In answer to the CLC's criticism about Canada's abstention at the United Nations on the vote on South Africa, he explained that in 1958 the Canadian delegation did vote and express its views on *apartheid* but in 1959 it thought the resolution, which was worded differently than the earlier one, exceeded United Nations jurisdiction. "The fact that we abstained does not mean we have less than strong feelings on the question."

At the beginning of his remarks, Prime Minister Diefenbaker said he had tried to total up the expenditures that would be necessary to implement the "desirable" objectives set forth in the CLC memorandum. He could not give an exact total, "but to achieve these objectives would require at least a King's ransom."

He would not attempt to estimate the increase in income taxes that would be needed to meet the objectives.

Referring to the statement on the role of organized labour, Mr. Diefenbaker said: "No one would disagree with the views expressed as to the contribution which the trade union movement has made, not only to the welfare of those directly concerned but to the nation as a whole."

The Minister of Labour

Hon. Michael Starr, Minister of Labour, who was the first of the Cabinet to speak in reply to the memorandum, told the delegation that the CLC submission to the Unemployment Insurance Commission on the new holiday pay regulations would be sent to the Unemployment Insurance Advisory Committee.

He began his remarks with the hope that any differences that may arise between the Congress and the Government "will never be of such a fundamental or far-reaching nature as to disrupt the harmonious relationship that we would all like to maintain."

Many of the CLC proposals merit the endorsement of all thinking Canadians, the Minister said.

Mr. Starr said he believed labour's place in the Canadian community was secure. He then repeated statements he made in a recent radio broadcast: "Labour in Canada has in general shown co-operation and good

sense. It is my hope that this co-operation will continue to grow and deepen and that labour and management in our country will remain conscious of the fact that each has precisely the same stake in the prosperity and progress of the nation."

Claude Jodoin

After Mr. Diefenbaker and Mr. Starr had spoken, the CLC President pointed out that the Congress had thought it necessary in this year's memorandum to go into the past history of the country and the labour movement "because of the constant attacks that have been made on our movement in Canada." We are not on the defensive, he declared.

Mr. Jodoin said that despite cost, the CLC proposals should be implemented. The labourers and workers of this country are willing to make their contributions, provided the distribution of taxation is "more adequate." The social security and social measures proposed, he said, are a "necessity."

Role of Organized Labour in Canadian Social Structure

The Canadian Labour Congress in its annual memorandum to the Government departed from custom and dealt at some length with the role of organized labour in the Canadian social structure.

In a preliminary statement in its brief, the CLC discussed union activities in the economic field and in a more general sense. Referring to what it called attacks on the labour movement, it went into proposals made by employer organizations for new restrictions on strikes and picketing and the suggestion that unions should be made more easily subject to civil court action.

"Organized employers, through organizations like the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, the Canadian Construction Association and others, have been attempting to persuade the public as well as Parliament and Legislatures that unions are somehow irresponsible, indifferent to civil liberties, corrupt and otherwise inimical to the public good," the CLC said. "This we challenge. We see in these efforts a determination to undermine the labour movement . . .

"Unions play an important and necessary role. They are much more than economic devices for working people in their relations with employers, although this is a fundamental reason for their existence . . . They have added strength to the democratic structure, have expanded the area of freedom within our political democracy and have made possible the avoidance of the violent

social conflicts which are characteristic of countries where workers have not enjoyed the freedom of association which they have obtained here . . .

"Unions are fundamentally economic institutions. We say this as a matter of fact with a sense neither of guilt nor of pride . . . We do take pride, however, in the contribution trade unions have made to the general well-being. Higher wages have produced not only an increased standard of living for union members but for others as well. The unions' drive for health and welfare plans has resulted in millions of Canadians getting the benefit of prepaid health care at a reasonable cost . . . The same intensive interest of the labour movement in old age security has played its part in the awakened interest in the welfare of our aged."

On strikes, there was this comment:

Unions have been criticized for strike action. But thousands of collective agreements are regularly negotiated and concluded without a strike or even recourse to conciliation services. Even where strikes have occurred and may occur, they are a small price to pay for freedom. Better to run the risk of occasional strikes than to deprive workers of the right to withhold their labour when they cannot make a bargain with their employer otherwise. Far better strikes than involuntary servitude. As a general rule, they are more effective than compulsory arbitration. The possibility of a strike—or, for that matter, of a lockout—is a far greater incentive to genuine collective bargaining than anything else which has yet been invented.

On picketing:

Here, too, the issue of freedom is involved, whether it is a matter of primary, secondary, informational or any other form of picketing. We assert our right to engage in such picketing. To infringe on this right is to invade the right of free speech and the right to disseminate information. If unions are to be prohibited from persuading people to refrain from purchasing the goods of a sweatshop employer, it is only another step to prohibit people from expressing publicly their views about any alleged injustice.

On the union's achievement of industrial democracy:

Without unions and collective bargaining, industry is a dictatorship of the employer. Unions have introduced constitutional government into industry. The collective agreement is the industrial constitution.

In their "civil liberties zeal" employer's organizations were "far less interested in

anyone's right to a particular job than in weakening unions, undermining their ability to act for their members, and getting back as near as may be to the days of individual bargaining, company unions and the law of the jungle," the statement said.

On the legal status of unions the CLC pointed out that under most Labour Relations Acts collective agreements entered into by a certified bargaining agent are legally binding upon the union, just as they are upon the employer. "A certified union that breaks an agreement is legally responsible."

The proposal to "put unions on an equality with companies" would simply be, in effect, a prohibition of strikes, the CLC declared.

Self-Analysis of U.S. Labour Movement

President of Connecticut AFL-CIO, in address to National Institute of Labor Education, does not hesitate to comment on trade unionism's shortcomings and failures while describing its virtues. Poses challenge facing all leadership

A critical analysis of the present position of trade unionism in the United States was given by Mitchell Sviridoff, President of the Connecticut State Labor Council (AFL-CIO), in a paper entitled "Labour's Public Responsibility in Internal Union Affairs," read at a meeting of the National Institute of Labour Education, held recently at the University of Wisconsin.

In his paper Mr. Sviridoff set out the virtues of trade unionism; but he did not shrink from also dealing with its shortcomings and failures.

In a highly industrialized and organized society the organized labour movement is essential as a check on the economic power of the big corporation and on the political and social power of concentrated wealth, the speaker asserted.

"An organized labour movement, if it is effectively to fulfil its functions in terms of the democratic ideal, must therefore develop a degree of organizational strength—or power if you will—commensurate with the strength and power which surrounds it. Failure to achieve or to maintain such a position of strength invites an economic and political imbalance," Mr. Sviridoff said.

An equally important function of the labour movement is that it may give the worker a voice in determining the conditions under which he works. It also affords him "an opportunity for a tangible demo-

cratic experience which can contribute significantly to the enrichment of a democratic society," said the speaker.

He went on to ask whether, since strength was necessary to the union movement, it could, for any length of time, "sustain the drain on its strength made by those internal democratic procedures which many of its well-wishing friends demand of it." As a union matures, he said, "pressures towards the limiting of democratic processes and the centralizing of authority necessarily increase in direct proportion to the union's growth and its increased responsibility."

There are today, and there always have been a substantial number of labour leaders who take the view that "the union representative's only responsibility is to help make the worker's (pay) envelope as fat as possible." These leaders regard democratic practices in unions as obsolete and as an impediment to efficiency, Mr. Sviridoff said.

As to public responsibility, the proponents of this view argue that responsibility in a union will be greatest in an atmosphere of security for the union. "Internal fighting drains the strength of the union. To meet wild promises of the opposition, the 'responsible' leadership may well be impelled to irresponsible behaviour. The issue comes down to what it is that we really want—responsible behaviour or some abstract concept of democratic performance," the speaker argued.

Considering the "fast buck" materialistic standards of American society, he said, "the fact that we have achieved such a high degree of moral incorruptibility, the Becks and Hoffas notwithstanding, should be to our everlasting credit." He pointed to the measures taken by the AFL-CIO to deal with corruption by imposing a code of ethical practices on its affiliates, despite a 75-year-old tradition of absolute autonomy; by expelling 10 per cent of its total dues-paying membership because of refusal to comply with this code; and by voluntarily offering to co-operate in the formulation of legislation to regulate financial practices and internal procedures of trade unions.

Mr. Sviridoff also contended that American labour had shown responsibility in collective bargaining, and had spent much of its energies in pursuing "goals of broad public interest," such as education, housing, social security, and a responsible and humane foreign policy.

However, the speaker expressed doubt as to whether labour leaders had been unaware of the existence of corruption in some parts of the labour movement before the exposures of the McClellan Committee were made. He suggested that instead of taking any action "we hoped against hope that these ugly sores would just go away and stop bothering us."

As a result of the McClellan Committee findings, Mr. Sviridoff said, the labour movement suffered no worse damage than the Labor-Management Reporting and Disclosure Act, "bad as it is," and some increased public hostility because of three things: the vigorous and determined, though somewhat belated, action of the AFL-CIO; the Democratic victory in the congressional elections of 1958; and "the sheer stupidity and avariciousness of our opposition."

Some of the "cockeyed optimists" in the labour movement, however, misinterpreted the public's repudiation in the 1958 elections of "right to work" legislation. "As we later learned to our sorrow, although the public opposed extinction of the institution of collective bargaining, it was far from satisfied with the state of the institution of trade unionism," he said. "This dissatisfaction was not confined to the large, unin-

formed sector of the public. Many well-informed and long-standing friends of the labour movement began exhibiting disquieting signs of disenchantment."

Some persons were still using the argument that what happens within the family of a private voluntary organization was none of the public's business. This argument, Mr. Sviridoff said, neglects this "crucial" fact: "The institution of collective bargaining has been firmly rooted in the law since the days of F.D.R. and the enactment of the Wagner Act . . . The public, if it willingly confers upon us such valuable legal rights, is altogether justified in expecting responsible behaviour from us in return."

Although drastic revision of internal union procedures may be urgent and necessary in some sectors of the labour movement, it would not be enough by itself, he continued. Nor did he agree "that we can legislate purity into the functional operation of the labour union." He did not suggest either "that democracy and free speech and human rights in labour ought to be equated with the town meeting concept of freedom. A union obviously cannot survive as a debating society," he argued.

This brings us back again to the fundamental question of the role of the labour movement and its goals. If its function is exclusively economic and materialistic, then a standard of comparison with banking, business and even many of our honoured professions is entirely appropriate. But if instead we conceive our functions to be broader, indeed our purpose to be more a mission, then not only must we expect that higher standards of behaviour will be imposed upon us—perhaps they ought to be self-imposed, as many international unions have already done.

Mr. Sviridoff said that "many positive and encouraging things are happening within the labour movement," and that there was "no cause for total disenchantment or futility".

"The tough question before us is whether an established institution can rise much above the ethical level of its environment. This is the challenge which constantly confronts all levels of leadership in all fields of endeavour. This challenge, if not squarely met, will cause much public hostility and interference to be inflicted upon the labour movement," he asserted.

A new international seamen's union, the International Maritime Workers Union, designed to provide collective bargaining representation for crews of so-called flag of convenience vessels (L.G., Jan. 1959, p. 18) has been formed by the Seafarers' International Union and the National Maritime Union. Initially, staff and facilities for the new union will be provided by the SIU and the NMU.

Quebec Federation of Labour Convention

Question of political action dominates fourth annual convention. Delegates reaffirm desire to continue studies on formation of new political party, ask Federation's leaders to prepare recommendations in time for next convention

(Translation)

The fourth annual convention of the Quebec Federation of Labour, held in Montreal from November 26 to 28, was dominated by the trade unions' preoccupation with political action.

After a lengthy discussion, the 500 delegates reaffirmed, by means of two resolutions, their desire to continue to study the formation of a new party.

The idea of political action also made itself felt in the other resolutions, when group after group of delegates maintained that the legislative demands of the unions will avail nothing as long as they are not supported by direct political action.

The key-note of the convention was sounded at the opening meeting, when Roger Provost, President of the Federation, stated that the reasons for the labour organizations' entering the arena of political action, following the CLC convention at Winnipeg in 1958, are still "just as real and just as true."

CLC Vice-President William Dodge suggested that the delegates ask themselves how the problems with which the labour movement is now faced can be solved without political action.

The reaction of the delegates, although not unanimous, was nevertheless overwhelmingly in favour of an intensification of consultations in this matter.

The QFL convention officially welcomed, for the first time, the President of the Catholic Union of Farmers, Jean Baptiste Lemoine, who, in his brief address, stressed the community of interests between the various classes of society and expressed the wish that a better understanding might be reached so as to make use of the wealth of the country for the benefit of all.

Opening under the chairmanship of Louis Laberge, President of the Montreal Labour Council, the convention also welcomed Montreal Mayor Sarto Fournier.

The delegates paid very special tribute to the memory of the late Mgr. Joseph Charbonneau, stressing the sympathy towards labour shown by His Excellency while he was Archbishop of Montreal.

Mr. Provost was re-elected President for the fourth consecutive term. There is only one new face on the Executive Committee—that of Jean Gérin-Lajoie, 2nd Executive Vice-President, in the place of Pat Burke, who resigned.

In addition to resolutions dealing with political action, the three-day convention adopted resolutions concerning human rights, industrial accidents, full employment, minimum wages, education and labour relations.

President's Address

Inflation and political action were the two topics dealt with by Roger Provost, President of the Federation, in his address at the opening of the convention.

Stating that the working class does not accept the theory of salutory part-time unemployment, he called on governments to find some way of attaining economic development that would allow full employment while at the same time keeping prices as steady as possible.

In the field of political action, Mr. Provost reiterated the need to form a new party, but stressed the fact that it would not be a labour party.

The President departed from the text distributed in advance and commented briefly on the memorandum submitted to the federal Cabinet by the Canadian Chamber of Commerce the previous day.

Calling this brief the "finest piece of union propoganda with a Fascist trend," Mr. Provost wondered whether the Canadian Chamber of Commerce was not seeking "a reaction, on the part of the working classes, which would lead to destruction of our democratic system."

On the threat of inflation, the QFL President addressed his remarks in particular to the partisans of completely free enterprise. He wanted to warn them, above all, against "the illusion that freedom of enterprise is a permanent, immutable and unchangeable system."

Reminding the delegates that abuse of the right of ownership has led to its almost absolute negation in certain countries, he said:

If we are to save our free world from Leninism and preserve its liberty, the supporters of free enterprise must clearly understand those reforms that are more indispensable than ever. Full employment and a reasonable standard of living are the two conditions essential to the longevity of free enterprise and the exercise of the right of ownership. And with this in view it is up to enterprise to agree to discuss



Officers for 1959-60 elected at the fourth annual convention of the Quebec Federation of Labour: (left to right): Roméo Girard, Sec.; Eucher Corbeil, Treas.; Roger Provost, Pres.; Edouard Larose, 1st Vice-Pres.; and Jean Gérin-Lajoie, 2nd Vice-Pres.

those conditions that are essential to full employment and to a decent standard of living.

Mr. Provost suggested to governments several remedies, such as:

—Having the courage to control the rate of capital expenditure, and getting business to agree to this.

—Controlling the rates of depreciation deductible from taxable income.

—Controlling sales on the stock and bond markets.

—Making the central banking system more effective.

—Setting up controls over financial institutions other than banks.

—Establishing greater and more effective co-operation between the monetary policy of the Bank of Canada and the fiscal policy of the Government.

The President added that labour does not accept the explanation according to which the primary cause of inflation is wage increases.

Turning to the question of political action, Mr. Provost said:

To those who already see the Canadian Labour Congress and the Federation as dominated by or dominating a political party, as well as those who think that we are engaged in forming a labour party, I should like to repeat once more that there is no question of

creating such a party. In view of the economic and political situation in our country, it would be suicide to organize a class party even if this party were labour.

Thus it is evident that this party which we are trying to organize must be a people's party, with workers, farmers, merchants, professional men and all who want to democratize Canadian politics.

In closing, Mr. Provost stressed the fact that "neither the Canadian Labour Congress nor the Federations as such will be members of the new political structure."

William Dodge

The Executive Vice-President of the Canadian Labour Congress, William Dodge, said that the unions had a choice between keeping quiet so as to win a few favours from the politicians and fighting with all their might on the economic and political fronts for their basic rights.

Mr. Dodge, representing CLC President Claude Jodoin, who was in Europe at the time attending a meeting of the International Confederation of Free Trade Unions, devoted the major part of his address to a statement of the CLC's position with regard to a new party.

Reminding the delegates that the CLC is a labour organization and not a political party, he added that this organization admits that all members of its affiliated unions do not approve of the supporting of a particular political party and that its affiliates will not

or cannot all follow such a policy. The Congress must remain what it is today: an independent labour organization impartially serving those unions which believe in vigorous political action as well as those which, for reasons best known to themselves, will not or cannot support a political party. This has always been the attitude of the Congress. As a matter of fact, it has never ceased to maintain that, even in the case of unions which decide in favour of affiliation with a new party, the rights of individuals opposed to this policy must be safeguarded.

Mr. Dodge asked the unions, however, to examine those problems which are now presenting themselves to the Canadian labour movement and to ask themselves how they could be solved without political action.

In this connection, he noted that the only provincial federation which refused adherence to the political resolution passed at Winnipeg in 1958 was the Newfoundland federation. Its reward, he said, was the adoption, by the Government of Newfoundland, of the "most noxious labour legislation ever passed in Canada in the last 50 years."

Referring to the CLC convention to be held in Montreal in April, Mr. Dodge expressed the hope that the delegates will come to it familiar with all the facts, aware of the consequences, and prepared to make an intelligent, considered decision.

If the delegates should decide in favour of direct political action, he added, they must be prepared to assume whatever responsibilities such a decision would entail: helping the candidates from their own political movement by their work, their financial support and, above all, their votes.

Political Action

The question of political action on the part of the trade unions was the subject of the most animated discussion during the three-day convention, both by reason of the number of delegates who took part in it and by reason of the divergence of opinions expressed.

At the close of the debate the convention reiterated its approval of the political resolution passed at the 1958 convention and instructed the Executive Committee to continue its study of the problem.

Even though opposition to the two political resolutions was pronounced during the discussion, when the question was put to the vote only half a dozen voted against it.

The first resolution submitted by the Education and Political Action Committee, which was under the chairmanship of Jean Philip, UTWA, Montreal, urged the Federa-

tion's leaders to carry on and intensify the work already undertaken in this field, to continue the consultations already begun, and to begin others, especially on the regional and local levels. It called also for a comprehensive publicity campaign "to show the people the similarity of interests and needs existing among the various working classes" and asked the Executive to report to the next convention with recommendations "it considers appropriate at the time."

The preamble to the resolution called attention to the interest in plans to create a new political party shown by delegates to the Winnipeg CLC-CCF seminar; to the encouraging results of "semi-official contacts" made in the province by the Federation's leaders; to the "keen" interest shown at union conferences in the province, notably at the study days sponsored by the Montreal Labour Council and the Rouyn-Noranda Labour Council; and to the fact that the reasons for the adoption of the political resolution at the QFL's 1958 convention "are still just as valid."

Discussion on this first resolution was short and unanimous. Half a dozen delegates spoke briefly. Bertrand Proulx of Montreal, of the CBRT, sounded the keynote for the discussion when he said that labour will never get anywhere without labour representatives in the legislative field. Jean Marie Bédard of Waterloo, of the International Woodworkers of America, pointed out that there is no use talking about political education unless one has political action in view.

But it was the second political resolution which was the subject of the long debate. This one read as follows:

WHEREAS the delegates to the second convention of the CLC at Winnipeg adopted a resolution in favour of the formation of a new political party which would truly represent the people of Canada, and a similar resolution was adopted at the third convention of the Quebec Federation of Labour;

WHEREAS for a movement to be truly democratic it is necessary that the rank and file have their say in what concerns its program and constitution;

WHEREAS certain points are not yet very clear in the minds of certain members of the labour movement;

THEREFORE BE IT RESOLVED that this fourth convention of the Quebec Federation of Labour reiterate its support for the Winnipeg resolution and request the Canadian Labour Congress and the Quebec Federation of Labour to organize between now and April 1960 numerous forums and conferences to explain the Winnipeg resolution, to consult active unionists in Quebec province on what should be the scope and the program of the new party, and to prepare them to make a democratic decision at the time of the Canadian Labour Congress convention based on a clear understanding of the problem.

The discussion would no doubt have dragged on interminably if the President had not pointed out that, having already passed a resolution instructing the Executive Committee to continue its study of the question, the convention could hardly throw out the second resolution.

Those who supported the resolution stressed that it was only a matter, for the time being, of continuing to study the problem, while those who were against it replied that, being opposed to all political action, there was no use wasting time considering the question.

The need for setting up the new party on a democratic basis, by a thorough study of all aspects of the problem in all centres of the province, was also urged.

The opponents of the resolution pointed out that the primary purpose of trade unionism is to negotiate collective agreements and advised the delegates to stick to that.

Jean Gérin-Lajoie of the Steelworkers, Montreal, stressed the need for the labour movement to provide itself with the best instruments possible to serve the cause of the working classes. He stated that, by giving democratic structures to the new party, militant members could control its destinies and guide the policy of the leaders.

The committee chairman reminded the delegates that it was only a question of reaffirming the attitude adopted by the QFL last year. Stating that there can be freedom of choice only when people are acquainted with all the aspects of a problem, he emphasized the need to hold forums and conferences so that every one might be well-informed and able to make an enlightened decision.

Fernand Daoust of Montreal, of the Oil, Chemical and Atomic Workers Union, said that the only difference between the two existing parties is that one is in power and the other in the opposition. "Neither one," he said, "is fundamentally democratic." Individual unions as well as individual members would be completely free to engage in political action or not to do so, he asserted.

Gérard Tremblay of Montreal, International Longshoremen's Association delegate, expressed opposition to political education as well as political action. Hector Marchand, also representing the longshoremen, supported his colleague by pointing out that it is the mission of a labour leader to strive for the welfare of the workers, and that this does not imply direct political action.

Two representatives of the Jacques Cartier Typographical Union, Edgar McGown and André Levesque, also denounced any excursion into the realm of direct politics. They suggested sticking to the organizing of non-union workers and the submitting of legislative briefs to the Governments.

Among the other delegates who expressed opposition to the resolution were: Gérard Désilets of the International Association of Machinists, Blaise Daigneault of the Bakery and Confectionery Workers' International Union and L. W. Claridge of the International Typographical Union.

Human Rights

The establishment by the federal Government of an advisory committee in connection with the Canada Fair Employment Practices Act and the passing of such a law by the Government of Quebec were among the principal recommendations submitted by the QFL's Human Rights Committee and carried unanimously by the delegates.

The convention also recommended an amendment to the federal Act aimed at preventing any discrimination in the field of housing and another amendment that would prohibit the granting of contracts by the federal Government to any company practising discrimination on account of age.

The delegates are also anxious to do away with all discrimination with regard to language, and called on the two Governments to enact measures providing equal opportunities in employment, promotion and working conditions for all employees, regardless of which of the two official languages of our country they may speak.

Industrial Accidents

A convention committee drew very special attention to the legislation concerning industrial accidents, and suggested an imposing number of changes which the QFL would like to have adopted. This is to form the subject of a brief that the Federation will submit to the provincial Cabinet.

Recommendations included:

—Elimination of the five-day waiting period between the accident and the day on which the first payment is made;

—Increasing the amount of compensation to 100 per cent of the accident victim's wages;

—Basing the rate of compensation, in case of recurrence, on the average wage earned during the five weeks worked previous to the recurrence and not the five weeks preceding the accident itself.

Full Employment

The Federation urged the Governments to adopt a policy of full employment, protecting the workers against technological unemployment caused by automation, and legislative measures aimed at preventing those cyclical fluctuations from which our national economy suffers.

At the same time the delegates, wanted to urge the Prime Minister and his Government to give immediate effect to the promises of full employment made during the election campaign.

The QFL also endorsed the winter employment campaign and decided to exert pressure on the provincial and municipal Governments to have them take effective, concrete measures to combat seasonal unemployment.

Minimum Wages

The QFL resolved to ask the provincial Government to pass an Act increasing the minimum wage to a dollar an hour throughout the province.

The delegates stressed the fact that the wage rates set by the Minimum Wage Act no longer come up to the elementary standards of a normal wage when compared with the cost of living.

Fernand Daoust of Montreal said that hourly wages of 50 and 60 cents are still being paid, which is less than the unemployment insurance pays in certain cases.

The delegates also adopted another resolution asking the provincial Government to establish the 40-hour week.

Police Forces

The delegates resolved to ask the federal and provincial Governments to institute Royal Commission inquiries into the actions of the police, both public and private, on the occasion of labour-management disputes.

The resolution, which was passed unanimously, stated, among other things, that "the Royal Canadian Mounted Police in the Newfoundland strike, the Provincial Police in the Murdochville strike, the Montreal Police in the CBC and Fry-Cadbury strikes, and private police in the Brique Citadelle strike (to give only a few examples) completely departed from their proper role, which is to keep order impartially, to become strike-breakers in the pay of the employers."

Other Resolutions

The delegates adopted a number of other resolutions, some of which requested that:

—The federal Government revise its immigration policy so as to have the arrival of immigrants correspond to the needs of labour;

—Employees of religious or charitable institutions be subject to the Unemployment Insurance Act;

—School attendance in the province of Quebec be compulsory up to the age of 16;

—Education be free at all levels;

—The political independence of the Canadian Broadcasting Corporation be assured;

—Quotas be established with regard to the importation of textile products;

—Notice given in the case of a layoff be increased from one week to two;

—The public services be given the right to strike;

—Salaries of federal civil servants be increased.

Elections

Roger Provost, Vice-President and Canadian Director of the United Textile Workers of America, was unanimously re-elected President of the Federation.

Edouard Larose, of the United Brotherhood of Carpenters and Joiners of America, was unanimously re-elected Executive Vice-President. The second Executive Vice-President's position went to Jean Gérin-Lajoie of the Steelworkers, elected by acclamation in the place of Pat Burke, who did not run.

Roméo Girard of the Teamsters won a narrow victory for re-election as Secretary-Treasurer over Fernand Daoust of the Oil, Chemical and Atomic Workers Union.

The convention also chose 15 Vice-Presidents, six of whom represented industries as follows: Bernard Boulanger, manufacturing industries; P. E. Jutras, transport and transportation equipment; Roland Goedike, foods, beverages and services; Léo Moore, lumber, paper, forestry and construction trades; Maurice Silcoff, primary and secondary textiles; Gérard Poirier, mines and metallurgy.

The nine regional Vice-Presidents were: John Purdie, Roger Lampron and Aldo Calouri, City of Montreal and suburbs; Benoît Laviolette, Gatineau and Laurentian districts; L. H. Lorrain, Northern Quebec; Jean Philip, South Shore and Eastern Townships; Oscar Longtin, Southern Quebec; A. O. Robindaine, St. Maurice district; and J. B. Hurens, Quebec City.

Apprenticeship Training Advisory Committee

11th Meeting proposes setting up of study group to examine traditional concept of apprenticeship to determine whether it is adequate to meet future training requirements of manufacturing industry, make recommendations for future program

Based on the suggestion that the traditional concept of apprenticeship may not be adequate to meet future training requirements in the manufacturing industries in Canada, the Apprenticeship Training Advisory Committee at its 11th meeting in Ottawa in January endorsed a proposal that a study group, consisting of representatives of industry and Government, be set up to examine the situation and bring to the Committee recommendations for future development of a co-ordinated and co-operative apprenticeship program.

"Adequate and suitable training of skilled and technical manpower is becoming more important each year, both for the benefit of our expanding and changing economy and for the welfare and future security of young Canadians," Richard Thrasher, Parliamentary Assistant to the Minister of Labour, told the Committee at the meeting's opening. He added that the apprenticeship program must continue to plan a leading role in vocational training in Canada.

"The journeyman level," one report to the meeting stated, "is becoming less and less distinct in many cases and the training process is a continuous one from initial entry into employment on through the various stages of ability and performance to recognized positions of supervision or highly technical levels." It was suggested that training authorities should consider apprenticeship as a stepping-stone to higher levels of industrial training.

At the opening meeting, A. H. Brown, Deputy Minister of Labour, expressed the opinion that more progress might be made towards solving unemployment from a long-term point of view if a higher percentage of the youth entering elementary school were persuaded to stay in school until they received sufficient education upon which training can be built.

It was thought that instructors tended to place the emphasis on learning the skills of the traditional trades up to the journeyman level when perhaps more attention should be paid to the fact that training might be extended to the technician level. It was suggested that training authorities should re-examine the levels of training and recognize that progressive developments are taking place in industry with little corresponding change in training programs.

To meet with this changing picture, the Committee agreed to embark on a new series of analyses of classroom subjects related to industrial occupations, such as mathematics, metallurgy, electronics, science and oral and written communication. It is proposed to break down each of these into progressive blocks of information and content, from the very elementary to the more advanced knowledge required at the sub-professional level. These analyses could then form the basis of any training program provided for workers in industry.

This approach, Committee delegates thought, would result in the identification of levels of training that would be reasonably uniform across the country. These levels might be comparable to the United Kingdom levels of craftsman, ordinary and higher national, but based on the requirements of Canadian industry.

A preliminary report on a survey of organized training programs in mining, manufacturing, transportation and communication, and public utilities showed that there was an increase in the percentage of firms carrying on apprenticeship in manufacturing between 1953 and 1959—from 19 per cent to 26 per cent. However, between 1956 and 1959, there was a slight decrease in apprenticeship, from 28 to 26 per cent.

A number of reports were presented to the Committee dealing with the status of apprenticeship training, the use of inter-provincial examinations and the subject of how education is preparing the product of the school system for the work world.

On September 30, 1959, there were 18,645 apprentices registered with the provinces where the federal-provincial apprenticeship agreement is in effect. This does not include private apprenticeship training programs in industry. The figure represents an increase of 1,357 over the number registered at the same date in 1958. Fifty-one per cent of these apprentices were in the building trades, 31 per cent in automotive trades and the remainder, 18 per cent, in a variety of manufacturing and service trades (8.5 per cent were in the manufacturing industries).

Two new trade analyses will be undertaken in the coming year. They are air conditioning and refrigeration, and industrial mathematics. Analyses have been completed in 12 trades; machinist; carpentry; sheet metal; plastering; bricklaying; motor

vehicle repair, mechanical and body; plumbing; electrical; painting and decorating; heavy duty mechanics; and welding. Work is well underway on steamfitting, radio and television servicing, cooking, and toolmaking. The analyses are used as a basis for courses of study and the setting of interprovincial trade examinations.

Two new interprovincial examinations will be prepared during 1960. Nova Scotia will prepare the carpentry examination, and Manitoba the examination for the sheet metal trade. This year, interprovincial examinations will be tried in the electrical trade, which was constructed by Ontario. An examination in the plumbing trade, prepared by Alberta, will be used on a trial basis this year.

In 1959, the first interprovincial examination to have official use was given to graduate apprentices in the mechanical branch of the motor vehicle repair trade in eight provinces. The certificates of successful candidates had an interprovincial seal affixed which is recognized by the participating provinces as a mark of competency (L.G., Nov. 1959, p. 1144).

Committee members heard a preliminary report on one of the skilled manpower training research projects being carried on by the Department of Labour. The report took a look at the Canadian educational and training system, showing what contribution these facilities are making to skilled and technical manpower needs and outlining some of the major characteristics of the working world into which the products of the educational system are flowing, illustrating how this world is changing.

It was shown that 82.5 per cent of those entering the secondary school level enrol in academic courses, 9 per cent in commercial courses, 4.3 per cent in technical courses, 2.1 per cent in trade courses, 0.3 per cent in agricultural courses, and 1.8 per cent in other courses.

Looking at the occupational distribution of employment in Canada, the report shows that 25 per cent of all employment is in the skilled and professional occupations: 8 per cent professional, 17 per cent skilled. Other occupational distribution is: white collar, 29 per cent; semi-skilled and unskilled, 31 per cent; other occupations, 15 per cent. Professional, skilled and white collar occupations are the fastest growing groups, and there are fewer and fewer jobs in the unskilled and semi-skilled categories.

This means that one out of four of the new workers entering the labour market should be destined for jobs in the skilled and professional fields at some stage in their working lives. However, the report continues, of those leaving the educational-training system, fewer than one-third have at least a junior matriculation standing. Fewer than 20 per cent have a senior matriculation standing or its equivalent.

Looking at the drop-out picture in Canadian schools, it was shown that of the 396,000 students enrolled in Grade 2 in 1957-58, 131,000 (about 33 per cent) will leave school before reaching first year high school, 139,000 (about 34 per cent more) will drop out between first year high school and junior matriculation, 95,000 (about 27 per cent more) will leave between junior matriculation and first year university, and 32,000 (about 7 per cent) will enter university in courses leading to a degree.

From the point of view of the work world, only a small fraction of those who obtain junior matriculation standing or better have had any vocational training or received any pre-employment training to prepare them for skilled or technical jobs.

The report adds that the scarcity of definite formal channels linking the school and work as a means of becoming more competent in an occupational field has meant in Canada that the educational system has tended to develop a range of formal characteristics that, to some extent at least, set it apart from the working world. It was suggested that a greater diversity in the ways in which school and work are integrated would help the drop-out problem.

Members of the Apprenticeship Training Advisory Committee who attended the meeting were: Herbert C. Nicholls, President, Milne & Nicholls Ltd., Toronto, Committee Chairman; J. T. Dyer, Deputy Minister of Labour, Newfoundland; B. F. Addy, Director of Vocational Education, Department of Education, Manitoba; N. D. Cochrane, Deputy Minister of Labour, New Brunswick; Herbert Cocker, Vice-President, McKay-Cocker Construction Ltd., London, Ont.; Andrew Cooper, Ontario Vice-President, Canadian Labour Congress, Toronto; T. J. Metayer, Manager, Industrial Relations, Dominion Bridge Co. Ltd., Montreal; W. H. Sands, Deputy Minister of Labour, British Columbia; G. P. Schollie, Canadian Vice-President, International Association of Machinists; and L. J. Sparrow, Supervisor of Apprentices, Canadian General Electric Company, Peterborough, Ont.

Sixth World Congress, International Confederation of Free Trade Unions

Six Canadian trade unionists attend ten-day meeting marking 10th anniversary of ICFTU founding. Congress calls for establishment of committee to consider re-organization of permanent secretariat and report before June of this year

Canadian Labour Congress President Claude Jodoin led a six-man delegation from Canada to the 10th anniversary meeting of the International Confederation of Free Trade Unions, held in Brussels in December.

About 170 delegates were present at the meeting; they represented 66 labour organizations in 55 countries and territories having a membership of slightly more than 50 million.

Most contentious issue at the meeting concerned the Confederation's permanent secretariat, headed since the ICFTU's inception by Secretary-General J. H. Oldenbroek. The United States delegates, particularly, thought Mr. Oldenbroek's administration and policies were not vigorous enough.

On the last day of the 10-day meeting a United States-sponsored resolution instructing the ICFTU Executive Board to establish a committee to consider the problem of re-organization as it relates to structure, resources, officers and personnel was adopted by a vote of 98 to 29 with 7 abstentions. The committee's recommendations have to be acted upon by the Board no later than its meeting in June this year.

Appointed to the committee were ICFTU President Arne Geijer, AFL-CIO President George Meany (with AFL-CIO Vice-President Walter Reuther as substitute), Sir Vincent Tewson of Britain, Willi Richter of Germany and Louis Major of Belgium.

In the elections that followed the adoption of this resolution, no candidate was nominated to oppose Mr. Oldenbroek, who was re-elected for another three-year term.

The Congress decided to increase African representation on the Executive Board from two seats to three. Asian representation was also raised by one seat, bringing the strength of the Board to a total of 27. It also decided that the Executive Board should elect at least seven vice-presidents and eight instead of seven members of the subcommittee. As a result, Africans have been elected to the subcommittee and to one of the vice-presidential seats for the first time.

Canada was represented at the conference, in addition to Mr. Jodoin, by CLC Secretary-Treasurer Donald MacDonald; William Mahoney, Canadian Director of the United Steelworkers; W. J. Smith, President

of the CBRT; George Schollie, Canadian Vice-President of the IAM; and Kalmen Kaplansky, Director of the CLC International Affairs Department.

Mr. Jodoin and Mr. MacDonald were re-elected as members of the Executive Board of the ICFTU. William Mahoney and Stanley Knowles were named first substitutes; Kalmen Kaplansky and Joseph Morris, second substitutes. Mr. Jodoin also served as chairman of the standing orders committee, and Mr. MacDonald was chairman of the constitution, administration and finance committee; Mr. Smith acted as *rapporteur* for the committee on education, publicity, publications and women workers questions.

C. H. Millard, former Canadian Director of the Steelworkers, is to remain as ICFTU Director of Organization.

AFL-CIO President George Meany and Vice-President Walter Reuther were re-elected as Vice-Presidents of the ICFTU. Arne Geijer of Sweden was re-elected President.

Donald MacDonald

Donald MacDonald opened the debate on the "Struggle for Labour Rights". In his address, he criticized the two acts passed in Newfoundland early in 1959 during the strike of the International Woodworkers of America, the federal Government's failure to disallow the legislation, and the new Trades-union Act in British Columbia.

He also was critical of the new labour act in the United States, the situation in South Africa and attacks on trade union rights in Japan.

Mr. MacDonald noted that even the best friends of unions, and those who were brought up in the democratic traditions of trade unionism, are at times "eager to rationalize when formulating a universally acceptable definition of basic trade union rights. Their logic seems to indicate that we must accept certain facts of life and not be too particular in assessing trade union rights when it comes to countries which are either in the Fascist or Communist camps, or in countries which have not yet attained a full degree of democratic development, or are just in the beginnings of the process of industrialization . . ."

Fundamental aims and purposes of trade union organizations, Mr. MacDonald said, are basic and must remain basic to all stages of economic development, to differing political systems or national characteristics.

There is no country in the world, Mr. MacDonald went on, where workers can be certain that their rights will not be contested. Even in otherwise democratic countries such as Canada, the United States and Japan, severe attacks on trade union rights have recently been made and unions have had to wage an uphill battle to protect labour rights.

We Canadians, Mr. MacDonald said, "have prided ourselves for many years on the fact that by and large the battle for union recognition has been won. This past year, however, has witnessed a concerted attack on labour in Canada." Here he described the developments in Newfoundland that led to the passage of the two Acts: "one decertifying the IWA as the bargaining agent for the loggers concerned and the second bill virtually giving the Government the authority to outlaw certain unions in the province of Newfoundland."

When the federal Government "refused to act" on a CLC request that it use its power to disallow the legislation, "we were forced to file a complaint with the International Labour Organization," he told the meeting.

Other opponents of the labour movement are likewise using the legislative process in an attempt to cripple our trade unions. In British Columbia, another of our provinces, a bill aimed at making strikes ineffective, prohibiting the publication of information about unfair labour practices of employers and laying unions open to damage suits for the acts of any member has been passed by the Legislature. This bill incorporates the presumption of guilt on the part of unions until the opposite is proven.

"In the United States," said Mr. MacDonald, "the Taft-Hartley Act, which in itself has severely restricted trade union rights, has been supplemented by legislation which, under the pretext of protection against corrupt practices, has introduced a system of Government supervision of trade unions and has restricted certain legitimate trade union activities such as the secondary boycott . . ."

Mr. MacDonald noted that while the European minority in the Union of South Africa enjoys democratic rights for itself, these do not exist for the large non-European majority of the population.

Resolutions

The meeting adopted, with minor changes, an amended constitution drafted by a committee headed by Donald MacDonald of the CLC. Probably the most important change was the provision for additional representatives on the Executive Board from Africa and Asia.

The Congress also:

—Urged trade unionists everywhere to join in the ICFTU's campaign to arouse public opinion against every violation of "basic trade union rights to organize freely into trade unions of their choice."

—Condemned the failure of governments of leading industrial countries to maintain full employment.

—Condemned racial segregation in United States schools.

—Denounced South Africa's racial separation policies and adopted a resolution to boycott South African goods.

—Appealed to the Government of France to set free imprisoned trade unionists.

—Deplored visits to Franco by heads of democratic governments.

—Appealed to Japan to amend its labour relations legislation in the public service field and to ratify ILO Convention No. 87.

—Made reference to a number of specific situations in African colonies and urged that they be set right.

Resolutions were also passed concerning support for the United Nations, disarmament, banning atomic weapons, increased aid to underdeveloped countries and other means by which a better world might be achieved.

Delegates agreed unanimously that the International Solidarity Fund, under which organizations that can afford to do so make voluntary contributions to the ICFTU, should be more vigorously supported. A statement presented to the Congress showed that from the inception of the fund in August 1956 up to September 1959 it amounted to \$1,403,976.

Membership of the ICFTU was reported as being approximately 57,000,000 in 132 organizations from 100 countries and territories. An analysis of membership showed that in recent years it had increased in all major regions of the world except North America, where it has declined.

Canadian locals of international unions with headquarters in the United States are exempt from the provisions of the new U.S. Labor-Management Reporting and Disclosure Act, 1959, a spokesman for the U.S. Department of Labor said last month in answer to enquiries.

Education for the Handicapped

University professor urges more attention to special education for handicapped; Believing that rehabilitation should begin much sooner than it usually does, he suggests that special training start in childhood, and in elementary school

More attention to special education for the handicapped in elementary schools was advanced recently by Dr. W. D. McNeill, Associate Professor of Education at the University of Saskatchewan. Speaking in Saskatoon, he said he was convinced rehabilitation of the physically handicapped should begin much sooner than it usually does. He suggested that special training should start in childhood and be conducted in the elementary schools.

Experience has shown that vocational training establishments, such as the municipally operated Saskatoon Vocational Rehabilitation Centre, too often have to expend much of their efforts in elementary training. Persons who present themselves at such institutions sometimes have impracticable ambitions and emotional ailments, and often lack the elementary academic training essential for any reasonably satisfactory employment.

To meet this situation, Dr. McNeill proposed that there should be more special education in the regular elementary schools. This special education might embody teaching methods adapted to the disability dealt with, modifications in the curriculum to suit the individual, the use of therapeutic equipment, and the development of a team method of diagnosing each case.

Besides the educational value of such a plan, it might also reduce the severity of the disability in some cases, Dr. McNeill said. Reports showed that a very large proportion of crippling conditions could either be cured or greatly alleviated if treated early enough.

Other elements that should form part of a special education program include a program of guidance to help the person to realize and accept his limitations, an academic program suited to the intellectual and physical capacity of the child, and an extensive program of guidance to parents, Dr. McNeill said.

A program of this kind should not stop at the elementary level, but should continue through secondary school, the speaker said. If on completing such training a person still needs services like those provided by other agencies, at least he would come to the centre prepared to make the best use of the services offered.

The Ontario Federation of Home and School Associations has recommended pro-

vision of more facilities for the training of handicapped children at school-leaving age. At a recent meeting, it was asserted that at present there are not enough sheltered industries in the province.

Employers hesitate to hire the handicapped, or, not knowing enough about them, expect too much in their work. For the sake of the handicapped child, his parents, and the community, it is important to provide opportunities to work in controlled situations for those children who are able to work, the Federation declared.

It was suggested that Home and School study the whole problem of the handicapped child, and publicize the needs of these children and the possibilities of their working at routine tasks.

* * *

A new placement agency, financed by the March of Dimes, to arrange employment for handicapped persons has opened in Toronto.

Ralph H. Butt, Director of the agency, said one of the agency's first jobs was "to convince potential employers that we are not a welfare body looking for help; we are running the office along business lines, with every candidate thoroughly screened as to experience, ability and other qualifications."

In Montreal, Dr. Wilder Penfield has expressed the hope that firms there will make it a rule "never to give a contract to able-bodied men when the handicapped can do it better." He was speaking at a dinner given by employees of Skills Unlimited Inc. to their Board of Management.

In the first four years of its existence, Skills Unlimited, a non-profit organization set up to help provide employment for the handicapped, has paid out about \$200,000 in wages to some 120 handicapped persons. In the same period, it has trained 32 employees for regular jobs in outside industry. In addition, its employees have paid \$10,000 in income tax and saved the Government \$10,000 in disability allowances.

In his address, Dr. Penfield said that the organization was "ready to compete for contracts in the open market, ready to carry out nuisance jobs: packaging, special sorting, mailing, cataloguing, sample preparation, anything. Here is a splendid demonstration of the way courageous men, when rehabilitated, can support themselves, not asking for charity..."

Older Worker Panels Bring Results

Report on experience with older worker panels in Reading, Pennsylvania, shows 50-per-cent success in placing older workers. Panels consist of three or four employers, three or four older job-seekers, employment counsellor, moderator

During 1959, a series of seven older worker employment panels were held in Reading, Pennsylvania. These were arranged through the co-operation of the Berks County Council of Social Agencies, the Reading local office of the Pennsylvania Bureau of Employment Security, and the Advisory Board on Problems of Older Workers.

John H. Berkley, Regional Director for the Advisory Board, who was responsible for establishing and conducting the panels, in his report to the Advisory Board stated:

"Employment panels are simply informal meetings of three or four employers, three or four older job-seekers, an employment counsellor and a moderator. The meetings last approximately an hour and a half, during which time the applicants are interviewed. Through back-and-forth discussion the applicants receive volunteer counselling and job guidance. Each employer is given a written profile of the worker in advance, outlining his work history, skills, hobbies, etc. Each applicant is given approximately five minutes to relate to the panel members his experience and difficulties encountered when searching for a job. A discussion follows in which employers give advice and suggestions to the applicant.

"Through these meetings we receive volunteer help in counselling older workers. We bring the employer face-to-face with the older worker. One of the stereotyped misconceptions concerning older persons is that they are job-drifters. These meetings have helped to remove that impression. The applicants in most cases have long periods of work histories and varied skills. These panels help the older worker help himself. When the older worker reads that it is difficult to find a job because of age, he becomes discouraged. However, the applicants find at the panels that employers are not only understanding but are also seeking the skills they have. As a result the applicants conduct a more active search for jobs. Often the employers volunteer to help arrange for job interviews.

"The results of our panels are encouraging when you consider the fact that we interviewed some exceptionally hard-to-place older applicants.

"There were a total of 20 applicants before the panels in 1959, nine of whom had some type of physical handicap. Ten out of the 20 are now working, which means that 50 per cent of the panel participants found jobs. Five of these were handicapped, indicating a 55 per cent job-finding score for this group. Of the ten now working, two were placed in jobs through the Employment Service and one directly as a result of panels. The remaining seven, after counselling interviews and panels, obtained jobs on their own. Through the efforts of employer panel participants and the Employment Service, there were a total of 38 job referrals.

"We had a total of seven panels for this year. We have not held any since September because of the steel strike. Of the ten participants who are not yet working, six were interviewed at the panels of July and September and we still have hopes of placing them. Two are retired and have not followed up the leads they were given. Two were unusually hard to place for a panel of this type, one being a \$20,000-a-year salesman, and the other a \$7,800-a-year accountant.

"Perhaps the most interesting case history is the story of this machinist. The applicant involved appeared before the panel back in March. He was laid off because of lack of work and had been out of work for nearly six months. When he appeared before the panel he had only applied for maintenance work, but he was considered too old. Panel discussion revealed that he was very interested in the study of different religions. Some weeks later, one of the panel participants heard of a job opening in a store which sells religious books and articles. He arranged for the applicant's interview and the applicant got the job. He is now working there with an opportunity for advancement. The individual is happy as well as the employer. The employer stated that he had never thought of hiring an older worker for the position until our panel participant suggested that he might try an older worker. He had been having lack of interest and turnover problems in this position . . ."

Report of ILO Panel on Women Workers

Panel of Consultants submits list of subjects needing emphasis in future ILO programs, stresses importance of an educational approach to matters affecting women, and need to integrate their special concerns with those of labour force

The Panel of Consultants on the Problems of Women Workers of the International Labour Organization, in the report of its first meeting (L.G., Dec. 1959, p. 1288), has made pertinent recommendations regarding needed emphases on women's work in future ILO programs. The group reiterated the importance of an educational approach to matters affecting women and also the need to integrate consideration of their special concerns with the problems of the total labour force.

The Consultants stressed the "crucial importance of the education and training of girls and women for work life" and suggested that the ILO "might draw the attention of governments to the importance of this question and to the possibilities of obtaining technical assistance in this field."

The complexity of problems of women working in agriculture and the great diversity of national needs and conditions were underlined by the Panel. It was proposed that the ILO Governing Body consider placing the question of the employment and conditions of work of women in agriculture on the agenda of an early session of the ILO Permanent Agriculture Committee.

"In future work," the Panel noted, "high priority will certainly need to be given to the question of equal remuneration for work of equal value with particular reference to the principle of equal pay set forth in the ILO Convention on this subject." It further suggested that the question of job classification and evaluation and other methods of objective appraisal of job content might usefully be studied by the ILO Industrial Committees.

The Consultants urged that the ILO should continue to collect and co-ordinate statistical data relating to the employment of married women. They expressed the view that it was desirable to study the extent to which there are arrangements for the part-time employment of married women who choose to work, and the character of such arrangements.

Three topics were suggested for the consideration of the next meeting of the Panel, which should be held "as soon as the Governing body deems appropriate and financially feasible." These are: the vocational

preparation of girls and women, the impact of technological change on women's employment opportunities and the needs and problems of industrial home-workers. A progress report on the problems facing older women workers was also suggested for presentation at the next meeting and a review of the conditions of work and status of domestic servants was proposed for a later date.

Special attention was drawn to the desirability of organizing under ILO auspices regional seminars to deal with problems of women's employment and conditions of work of special concern to women workers.

Woman Geologist Honoured



The dean of Canadian women geologists, Dr. Alice Wilson, M.B.E., was recently honoured on the 50th anniversary of the day that she joined the staff of the Geological Survey of Canada.

Dr. Wilson joined the Survey in 1909, a pioneer in a field where even today few women make their careers. Since then her expeditions and research work have taken her across the length and breadth of Canada and to many areas of the Americas and overseas. The major part of her life, however, has been devoted to a study of the geology of the Ottawa Valley.

In recognition of her contribution to geology, the honour, Member of the British Empire, was conferred on Dr. Wilson in 1934. In 1938, she was made a Fellow of the Royal Society of Canada, the first woman to receive this distinction.

Now 78 and "retired" Dr. Wilson still occupies an office at the Geological Survey of Canada in Ottawa. Currently she is enlarging upon a previous volume on the distribution of various rock units, with description and illustration of the different fossil types found in the Ottawa-St. Lawrence Lowland.

50 Years Ago This Month

Question of the current "abnormal cost of living" discussed in three articles
Labour Gazette begins publication of table showing prices of 34 commodities
that enter largely into the cost of living at important centres of population

"It is safe to say that no public question at this present moment equals in general interest that of the abnormal cost of living," said the LABOUR GAZETTE in one of three articles on prices and the cost of living published in the issue of February 1910.

The first of these articles stated that "The unsatisfactoriness of general statements in such a matter, and the importance of the question to the community, has led the Department to adopt a more comprehensive and systematic method of dealing with the subject, and for several months past arrangements have been in progress looking to the inauguration of a periodical statistical review of prices in the LABOUR GAZETTE."

It went on to announce that the Department would publish each month "a table showing the prices of 34 commodities which enter largely into the cost of living at the more important centres of population throughout Canada."

It also stated that a table of wholesale prices covering "some 225 commodities which enter largely into the trade of the country and which may be considered as reflecting the more important phases of its industrial activity" would be published each month beginning in the March 1910 issue of the LABOUR GAZETTE.

The first of the monthly tables of "Retail Prices of Staple Commodities" was published in the February issue. "The list of commodities includes 28 varieties of food, with fuel and coal oil. In addition a statement is given of the rental of a representative workingman's dwelling of the better class in the quarter of each locality usually occupied by workingmen . . ." the LABOUR GAZETTE said.

"The list of localities includes nearly every place having a population of 10,000 people and is representative of every province in the Dominion."

The first table, for the month of January 1910, showed sirloin steak as varying in price from 10 to 12 cents a pound at St. Hyacinthe to 18 to 22 cents in Saint John, N.B., and 18 to 20 cents in Toronto, Vancouver and Victoria. Medium chuck roast of beef ranged in price from 7 to 9 cents in Kingston to 15 cents in Brandon, New

Westminster and Nanaimo, and 10 to 15 cents in Ottawa, Hull, and Nelson, B.C. In Toronto it was only 8 cents a pound.

"Bacon, best, smoked," ranged from 15 cents in Charlottetown to 25 to 35 cents in Victoria, 26 cents in Nanaimo, and 25 cents in several places in Western Canada.

The price of milk ranged from 5 cents a quart in Charlottetown to 12½ cents in Nelson, 12 cents in Victoria, and 10 cents in Quebec City, Port Arthur and several places in the West. Bread varied in price from 2¼ cents a pound in St. Catharines to 6¾ cents in Calgary, but since the size of the loaves varied greatly, prices may not have been comparable.

Sugar was fairly uniform, ranging from 5 cents in Vancouver and 5½ cents in Niagara Falls to 7 cents in Port Arthur, Calgary and Nelson. Potatoes ranged in price from 40 cents a bag (weight not stated) in Kingston to \$1.75 in Nelson.

Evidently as a result of a motion that had been introduced in the Commons in December 1909, the discussion on which had been adjourned on the motion of the Minister of Labour (L.G., Jan., p. 50), the Minister announced in the House at the end of January that the Government was of the opinion that it was very much in the national interest that a commission on technical education should be appointed. The proposed commission was to visit the United States and some of the countries of Europe to study the systems and methods of technical education in operation there.

This announcement was made after the Government had asked the governments of each of the provinces for their views regarding the appointment of such a commission, especially with regard to the jurisdiction of the Dominion and the provincial governments in the matter of technical training. The replies from the provinces, which were published verbatim in the February LABOUR GAZETTE, were generally favourable. Some of them were, however, somewhat cautious in tone; the premiers of Quebec and Manitoba were careful to point out that education was entirely within the jurisdiction of the provinces.

TEAMWORK in INDUSTRY

Smoother plant operations and better labour-management relations have resulted since the adoption of joint consultation at the plant of Weston Bakeries Limited in Kitchener, Ont., according to both company and union spokesmen.

Plant Manager V. G. Ursaki explained that their whole manufacturing process has to be geared to the concept of "freshness guaranteed," which is Weston's motto. Consequently every phase of the business—and production schedules in particular—must be set up to produce "a fresh product today for sale tomorrow." Because the public's food requirements vary from day to day, extreme flexibility is necessary. Demands on one day may be met by a production time of 14 hours, whereas another day may call for a run lasting 24 hours.

"A high degree of collaboration is a must," said Mr. Ursaki. "Labour-management co-operation has become a daily way of life with us. From the company standpoint, joint consultation at Weston's means *selling* employees on a proposal—not *telling* them. Through the techniques of co-operation we have discovered that our people have plenty of ideas we never thought of before."

The plant's Labour-Management Committee concerns itself chiefly with product quality, plant cleanliness, job safety, fire prevention, good relations and customer satisfaction. All departments—bread, sweet goods, cakes, maintenance, sales and office—play a part in its deliberations. The committee also arranges plant dances, parties and other forms of employee recreation that the company sponsors.

Minutes of meetings are posted promptly on plant bulletin boards and circulated to union stewards, and plans are currently afoot to form three sub-committees within the main body, one each for safety, house-keeping and fire prevention.

Harold Schieckoff, a driver-salesman with Weston's and President of Local 461 of the Retail, Wholesale and Department Store Union (CLC), is impressed with labour-management co-operation at the Kitchener plant and feels that both company and union are benefitting from joint consultation.

"I would even say that it is a good thing for our customers," he adds. "Through the LMC the requirements of the general public can be passed on to the employees for their reaction and assistance."

The city works department's labour-management committee, one of four functioning at the municipal level in London, Ont., recently celebrated seven years of co-operation by holding its first social night.

Special guest for the evening's dinner and entertainment was the group's founder, Albert Elson of Windsor, who is an industrial relations officer and field representative with the Labour-Management Co-operation Service of the Department of Labour.

Mr. Elson was instrumental in establishing the works and engineering labour-management committee seven years ago. He also assisted in organizing the city's most recent committee at the Dearness Home for London's elder citizens. Similar committees are functioning in the fire department and at city hall, whose personnel belong to Local 10, National Union of Public Employees. Local 107 of the same union represents the outside city workers.

Some 45 persons attended the event. Among the guests was Alderman W. C. B. Howard, city council's representative on the labour-management body.

* * *

"In the best interests of service in the municipal field, this 10th Annual Convention of the Saskatchewan Federation of Public Employees recommends to all its affiliated locals that they use their utmost endeavours to foster Labour-Management Committees in their areas."

This sweeping endorsement of the use of labour-management co-operation as a positive aid in municipal problem-solving came in a motion at the end of a panel discussion during the Federation's 1959 convention. The subject proposed by the panel was titled: "Labour-Management Committees in the Public Service. Are they necessary? Do they provide anything?" The resounding affirmative conveyed in the Federation's motion was backed unanimously by the delegates.

During the panel discussion, management's reasons for supporting the committees were presented by Carl McLeod, Assistant City Commissioner of Saskatoon. Union support was voiced by Norman Krasko, Secretary of Regina Local 21, Saskatchewan Federation of Public Employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued five certificates designating bargaining agents, ordered one representation vote, rejected seven applications for certification and granted six applications for revocation of certification. During the month the Board received 12 applications for certification and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by Pacific Western Airlines, Ltd., at the Vancouver and Edmonton airports (L.G., Dec. 1959, p. 1294).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bus drivers and maintenance mechanics employed by Pontiac Bus Lines Limited, Campbell's Bay, Que. (L.G., Dec. 1959, p. 1294).

3. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by Wheeler Airlines Limited, Montreal Airport, port, Que. (L.G., Jan., p. 54).

4. International Association of Machinists, on behalf of a unit of traffic, maintenance and operations employees of Quebecair Inc., Rimouski, Que. L'Association des Employés de l'Air intervened (L.G., Jan., p. 54) (see also applications withdrawn, below).

5. The Commercial Telegrapher's Union, Canadian National System Division No. 43, on behalf of a unit of radio maintenance employees of the Canadian National Telegraph Company. The Order of Railroad Telegraphers and the International Brotherhood of Electrical Workers, Canadian Railways Regional Council No. 2, intervened (L.G., Jan., p. 54).

Representation Vote Ordered

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Westward Shipping Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Jan., p. 54). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, The Algoma Central and Hudson Bay Railway Company, respondent, and the Canadian Merchant Service Guild, Inc., intervener (deck officers) (L.G., Dec. 1959, p. 1293). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of North America, Canadian District, applicant, Quebec North Shore and Labrador Railway Company (deck officers) (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Seafarers' International Union of North America, Canadian District, applicant, Transit Tankers & Terminals Limited, respondent, and the Canadian Merchant Service Guild, Inc., intervener (deck officers) (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

4. International Longshoremen's Association, applicant, and Caledon Terminals Limited, Toronto, respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that a separate unit, as

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

5. International Longshoremen's Association, applicant, and Cullen Stevedoring Company Limited, Toronto, respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that a separate unit, as applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

6. International Longshoremen's Association, applicant, and Eastern Canada Stevedoring Co. Ltd., Toronto, respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that a separate unit, as applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

7. International Longshoremen's Association, applicant, and Terminal Warehouses Limited, Toronto, respondent (L.G., Dec.

1959, p. 1294). The application was rejected for the reason that a separate unit, as applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

Applications for Revocation Granted

1. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting Victor Gould, *et al*, applicants, and the National Association of Marine Engineers of Canada, Inc., respondent, and the Gulf and Lake Navigation Company, Limited, respondent (L.G., Dec. 1959, p. 1291 and 1298).

2. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of Rodrigue Castonguay, *et al*, applicant, National Association of Marine Engineers of Canada, Inc., respondent, and Transit Tankers & Terminals Limited, respondent (L.G., Dec. 1959, p. 1291 and 1300).

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories, two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of Alcide Landry, *et al*, applicant, the National Association of Marine Engineers of Canada, Inc., respondent, and Branch Lines Limited, respondent (L.G., Dec. 1959, p. 1292 and 1300).

4. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of John A. Dodd, *et al*, applicant, the National Association of Marine Engineers of Canada, Inc., respondent, and Mohawk Navigation Company Limited, respondent (L.G., Dec. 1959, p. 1292 and 1300).

5. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of Ross Robertson, *et al*, applicant, the National Association of Marine Engineers of Canada, Inc., respondent, and Beaconsfield Steamships Limited, respondent (L.G., Dec. 1959, p. 1292 and 1300).

6. The Board granted an application for revocation of certification affecting W. Rodgers, *et al*, applicants, the Brotherhood of Locomotive Firemen and Enginemen, respondent, and Canadian National Railways (Western Region), respondent (bus drivers) (L.G., Jan., p. 55).

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel in the deck and engineroom departments of the S.S. *Prince George*, operated by the Canadian National Steamship Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated by the Kingcome Navigation Company Limited, Vancouver (Investigating Officer: G. H. Purvis).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed aboard tugs operated by McKenzie Barge & Marine Ways Ltd., Vancouver (Investigating Officer: G. H. Purvis).

4. L'Association des Employés de l'Air, on behalf of a unit of office, service and maintenance employees of Quebecair Inc., Rimouski, Que. (Investigating Officer: C. E. Poirier) (later withdrawn, see below).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of The St. Lawrence

Seaway Authority at its Headquarters Building in Cornwall, Ont. (Investigating Officer: B. H. Hardie).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed aboard vessels operated by The Packers Steamship Company Limited, Vancouver (Investigating Officer: G. H. Purvis).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed on tugs operated by Straits Towing Limited, Vancouver (Investigating Officer: G. H. Purvis).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands and cook-deckhands employed aboard tugs operated by Stone Brothers Limited, Port Alberni and Vancouver (Investigating Officer: G. R. Currie).

9. Canadian Transport Workers Association, on behalf of a unit of truck drivers employed by Dominion Auto Carriers Limited and operating in and out of Windsor, Ont. (Investigating Officer: T. B. McRae).

10. International Association of Machinists, on behalf of a unit of garage mechanics employed by Canadian Pacific Merchandise Services at its shops in Vancouver and its garage in Penticton, B.C. (Investigating Officer: D. S. Tysoe).

11. United Steelworkers of America, on behalf of a unit of office and technical employees of Algom Uranium Mines Limited at its Quirke and Nordic mining sites in the Improvement District of Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

12. General Truck Drivers and Helpers Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by the Canadian Pacific Railway Company in its Merchandise Services Department at Vancouver (Investigating Officer: D. S. Tysoe).

Applications for Certification Withdrawn

1. Brotherhood of Locomotive Firemen and Enginemen, applicant, Canadian Pacific Railway Company (including Quebec Central Railway Company), respondent, and Brotherhood of Locomotive Engineers, intervenor (locomotive engineers on Eastern, Prairie and Pacific Regions) (L.G., Aug. 1959, p. 831).

2. L'Association des Employés de l'Air, applicant, and Quebecair Inc., Rimouski, Que., respondent (received during month, see above) (see also applications granted above).

Cconciliation and Other Proceedings before the Minister of Labour

Cconciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Bicroft Uranium Mines Limited, Bancroft, Ont., and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

2. The Yukon Consolidated Gold Corporation Limited, Vancouver, and Dawson Miners Union, Local 564 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

3. Hill The Mover (Canada) Limited, Chilliwack, B.C., and General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

4. Northspan Uranium Mines Limited, Algom Uranium Mines Limited, Milliken Lake Uranium Mines Limited, Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Ontario Northland Railway, North Bay, Ont., and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 55).

2. British Yukon Navigation Company, Limited, Whitehorse, Y.T., and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., Jan., p. 55).

3. British Yukon Railway Company, Whitehorse, Y.T., and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., Jan., p. 55).

4. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (Conciliation Officer: R. Duquette) (L.G., Jan., p. 55).

5. Sea-Van Express Limited, North Burnaby, B.C., and Office Employees' International Union, Local 15 (Conciliation Officer: G. R. Currie) (L.G., Dec. 1959, p. 1301).

6. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1959, p. 1178).

Cconciliation Board Appointed

The Grand River Railway Company, The Lake Erie and Northern Railway Company and Canadian Pacific Transport Company, Preston, Ont., and Brotherhood of Railroad Trainmen (L.G., Dec. 1959, p. 1301).

Cconciliation Board Fully Constituted

The Board of Conciliation and Investigation established in December to deal with a dispute between The Grand River Railway Company, The Lake Erie and Northern Railway Company and Canadian Pacific Transport Company, Preston, Ont., and Brotherhood of Railroad Trainmen (see above) was fully constituted in December with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, Q.C., Montreal, and the Honourable A. W. Roebuck, Q.C., Toronto, who were previously appointed on the nomination of the companies and union respectively.

Settlement Reached After Board Procedure

Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Jan., p. 58).

Severance pay, ranging from \$200 to \$700, was received last month by five members of the International Ladies' Garment Workers' Union (CLC) from assets of Helen Dale Limited, Montreal, which went into liquidation some months ago. The company had been in business for eight years.

The Montreal local of the ILGWU was reported to be the second within the organization in North America, and the first in Canada, to negotiate such benefits for its employees.

Canadian Railway Board of Adjustment No. 1

Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released decision in four cases: one heard February 10, 1959; one heard September 1 and November 10, 1959; and the remaining two heard November 10, 1959.

The first concerned the claim of passenger trainmen for through freight rates when a snow flanger is handled on their trains; the second, the operation of a trackmobile by shop employees; the third, the abolition of a terminal; and the fourth, claims of firemen for payment of additional compensation when used in combined snowplow and freight service.

In no case was the contention of the employees sustained outright. In the first the Board ruled that the company could continue to operate snow flangers on passenger trains but when flangers were used to clear other than the main line tracks, through freight rates must be paid.

In the second the Board sustained the employees' contention that yardmen be assigned to operate the trackmobile but ruled that the number of yardmen per shift was a matter of negotiation.

In the third case, the Board upheld the railway's right to run crews beyond the former terminal but ruled that changes in the method of payment in effect before the abolition should be made only by negotiation.

In the final case, the Board ruled that the firemen's claims be settled on the basis of the difference between two separate straight time days and the payment already made.

Case No. 717—*Dispute between The Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen concerning the claim of passenger trainmen for through freight rates when snow flanger is handled on passenger trains.*

The Algoma Central and Hudson Bay Railway Company operates a snow flanger on passenger trains when necessary. Since 1950 it has paid passenger rates in connection with this service but since January 1, 1958, effective date of the current agreement, the Trainmen have claimed through freight rates.

In their statement to the Board, the Trainmen contended that a snow flanger is a piece of freight equipment, similar to a snow spreader or other work service equipment, and not in any way to be considered passenger service or passenger work; that

the usual handling of flanger service is freight service; that passenger service crews are never called for flanger service as it is considered freight work; and that putting a flanger on the rear of passenger trains eliminates the need to call a freight service crew.

The Brotherhood cited two articles in the agreement to support its contention. One reads: "Passenger train crews, when handling a freight car or cars not express enroute, will be paid through freight rates for actual mileage with such car or cars." The other: "Rates of pay for Trainmen... in through and irregular freight, mixed, work, wreck, construction, circus, wedge snowplow and flanger specials, . . . and all other unclassified service, shall be through freight rates."

The Company contended that the flanger involved in the dispute is completely and fully equipped for handling on passenger trains to meet the standards of the Board of Transport Commissioners, and that from 1950 to January 1, 1958 the flanger had been handled on passenger trains and passenger rates paid under an article that was exactly the same as the first one cited by the Brotherhood. This article, together with several other articles from the old agreement, was incorporated in the new schedule effective January 1, 1958 and their generally accepted interpretation was protected under a separate article. Based on these points, the Company contended that the Brotherhood's claim was in error and should be denied.

The Board ruled that the practice of operating flangers on first class passenger trains for the specific purpose of flanging main line tracks may be continued as heretofore. The Board further ruled that if such flangers are ordered during the trip to flange side, passing or spur tracks they will be regarded as being used in work service and paid through freight rates for the entire road trip. It ordered that claims of record be adjusted accordingly.

Case No. 718—*Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Railway Trainmen concerning the operation of a trackmobile manned by shop crafts employees for the movement of cars in a defined shop track area.*

When the Canadian National Railways converted to a production line for car painting in the Point St. Charles shops, it purchased a trackmobile to move cars within

the shop premises or between the car repair and painting premises. Later, when necessary trackage and facility changes to convert entirely to an assembly line type of production were completed, the trackmobile was used to move cars as required anywhere within the shop area, which was isolated from the yard area.

The trackmobile was operated by a shop employee, such work being incidental to his other assigned duties. The Brotherhood contended that this was a violation of an article in the agreement that provided that "switching, transfer and industrial work wholly within the recognized switching limits... will be considered as service to which yardmen are entitled..."

In its contention the Company asserted that the word "wholly within the recognized switching limits" can only be interpreted as referring to trackage used for general switching purposes and under the jurisdiction of a Yardmaster. In isolating and designating the trackage in question as shop trackage it merely exercised the prerogative implicit in the article cited to designate recognized switching limits.

The Company pointed out that use of the trackmobile had not decreased yard engine assignments.

The Board sustained the Brotherhood's contention that yardmen should be assigned to the work in dispute but ruled that the number of yardmen to be assigned per shift was a matter of negotiation between the parties.

Case No. 719—*Dispute between the Northern Alberta Railways Company and Brotherhood of Railroad Trainmen; Order of Railway Conductors and Brakemen, ex parte, concerning the abolishing of a terminal and the compensation paid to train crews as a result.*

At the general change of timetable in April 1959, the Northern Alberta Railways Company ceased to maintain Rycroft, Alta., as home terminal for an assigned freight pool crew.

Conductors and trainmen, charging that compensation was reduced and working conditions changed without negotiation, submitted claims for separate trips, McLennan to Rycroft and Rycroft to Grande Prairie, plus time at Rycroft. The Company declined the claims and made payment on the basis of a single trip, McLennan to Grande Prairie.

The conductors and trainmen's organizations contended that the Company, in cancelling the assignment out of Rycroft, had violated a clause in the agreement that provided: "Chain Gang Crews are to be

set up at Dunvegan Yards, protecting such work on the Edmonton, Barrhead, Lac La Biche and Waterways Subdivisions, at McLennan, protecting such work on the Slave Lake, Smoky and Peace River Subdivisions and at Rycroft, protecting such work on the Grande Prairie Subdivision and work necessary at Spirit River if required."

The following paragraph of the clause stated: "When circumstances necessitate the use of Chain Gang Crews off their recognized territory and run into another Terminal, they will be returned to their own territory either deadhead or caboose hop."

The two organizations also charged violation of the clause that provided for payment of 100 miles and switching time, including switching at turn-around point, on runs of 100 miles or less. The crews affected by the change should be paid in accordance with this rule, they maintained.

The Company asserted that the words "if required" in the first clause cited by the employees' organizations indicate that the decision to establish or abolish the assigned freight crew at Rycroft is contingent on the requirements of the service. The setting up of a freight crew with home terminal at Rycroft does not establish a permanent terminal at that point, it contended.

The necessity for maintaining an assigned freight crew at Rycroft had been under examination for some time, the Company said. As a result of the advent of dieselization and an adverse traffic situation the Company decided to close Rycroft as a terminal and run pool crews from McLennan to Grande Prairie and return.

The Company further contended that there was no onus on it to obtain the consent of the employees involved to the change that was made, and pointed out that the engineers or firemen affected had not taken exception to the Company's action.

The Board in its decision declared that the right to run crews between McLennan and points west of Rycroft had been established in practice and in interpretation of the second of the paragraphs cited above but that changes in the method of payment that was in effect prior to April 1959 should be made only by negotiation.

Case No. 720—*Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen (ex parte) concerning claims by three firemen for payment of an additional 100 miles when used in combination snowplow and freight service.*

On three occasions spare engine crews were called to handle snowplows Allandale,

(Continued on page 197)

LABOUR LAW

Legal Decisions Affecting Labour

Alberta court dismisses municipal constable's claim for overtime. British Columbia court enjoins picketing that interfered with activities of neutral employer; Quebec court, picketing that interfered with maintenance of plant

In Alberta, the Supreme Court, in a case involving a former municipal constable, dismissed his claim for overtime pay because the claim was not presented within the statutory time limits and the amount claimed was not definitely stated but only guessed at.

In British Columbia, the Supreme Court, by applying Section 3 (2) of the 1959 Trade-unions Act, enjoined picketing that interfered with business activities of a neutral employer.

In Ontario, the High Court found that the Canada Labour Relations Board in certifying the CBRT as bargaining agent for all the employees of the St. Lawrence Seaway Authority acted in good faith and did not exceed its jurisdiction.

The Superior Court in Quebec confirmed an injunction against pickets on the grounds that they were intimidating non-striking workers and were interfering with the supply of oil needed for the maintenance of the plant.

Alberta Supreme Court. . .

...dismisses constable's claim for overtime pay because claim not presented within time limits

On October 16, 1959, Mr. Justice Riley of the Alberta Supreme Court dismissed a claim of a former municipal constable for overtime pay because the claimant only guessed at the exact amount owed to him and the claim was not presented within the statutory time limits as provided by the Alberta Labour Act.

John Stark was a town constable employed by the town council of Leduc from November 19, 1951 to May 15, 1954, the time of his resignation. His employment contract, besides his salary, included various fringe benefits such as rent, light, fuel, telephone, uniforms and an allowance for an automobile while engaged on police duties.

On June 14, 1954, Stark brought an action to recover the fringe benefits that he allegedly did not receive during his employment. His claim was considered and a default judgment was issued against the town council on July 18; an order by Mr. Justice Egbert issued on August 17, 1954 settled the monetary compensation to which Stark was found to be entitled.

The order of Mr. Justice Egbert was not appealed or challenged in any other way and the action seemed to be closed.

Later, however, the town council obtained an order from Mr. Justice Wilson setting aside the default judgment and permitting a defence and counterclaim to be filed.

Then Stark moved for leave to amend his original statement of claim by claiming overtime pursuant to the Alberta Labour Act, and, on January 15, 1957, he presented a claim for overtime pay of \$8,418.42.

Dealing with the case before him, Mr. Justice Riley was of the opinion that there was no justification for the order made by Mr. Justice Wilson setting aside the default judgment, and declared the order to be ineffective and null. As the order of Mr. Justice Egbert which settled the claim regarding the payment of fringe benefits was still valid, Mr. Justice Riley thought that the additional claim for overtime pay presented by Stark on January 15, 1957, was the only matter he had to decide.

It was admitted that Stark, working as a constable, was on call 24 hours a day and that he was called frequently at night, but there was no record of the hours worked by him; he could not prove the overtime hours he worked and the alleged 12 hours a day was merely a guess.

The municipal constables in Alberta come under the Alberta Labour Act, except Part 5 of the Act, dealing with conciliation and arbitration, which does not apply to

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

municipal constables because they are excluded from it by Section 30 of the Alberta Police Act. In Mr. Justice Riley's opinion, the other parts of the Labour Act, such as those dealing with hours of work and overtime, apply to municipal constables.

Order in Council No. 405/47 issued under the Alberta Labour Act deals with the male minimum wage. Section 1 provides that the Order applies to "all male employees in any industry, trade or occupation" who come under the Act with the exception of some classes of employees. Subsection (e) exempts from the operation of the Order "any male employee who is engaged by contract and paid on a commission basis or paid a stated salary payable by the week, month or year, and whose said contract has been duly approved by the Board of Industrial Relations."

The contract of John Stark was neither presented to nor approved by the Board; consequently, in the opinion of the Court, Stark was covered by the provisions of the minimum wage order.

Section 5 of the Order deals with overtime and provides that "the minimum wage is to be paid an employee for overtime and shall be at the rate of one and one-half times the ordinary wages paid to such employee."

The procedure regarding the recovery of the minimum wage is regulated by Section 26 of the Alberta Labour Act. This section provides that if an employee is paid less than the minimum wage due to him he may recover in civil action the difference between the amount paid to him and the amount he would have received if paid the minimum wage. The action, however, must start within 12 months following the date upon which the cause of action first accrued. Further, the section provides that an employee may receive only the wages due to him for the period of six months preceding the termination of his services or the launching of a civil action, whichever first occurs.

In Mr. Justice Riley's opinion, Stark was not entitled to recover the overtime under Section 26 for the following reasons. He did not prove his claim for overtime; he merely guessed at the amount and this procedure was not sufficient. The action for overtime was not commenced within 12 months from the date upon which the cause of action first accrued, which would be at the end of the first month of his employment. In any event, Stark could recover overtime pay only for the period of six months last preceding the termination of his employment or of his taking action under Section 26, whichever first occurred. His original statement of claim of June 14,

1954, did not contain the overtime claim. The claim for overtime was presented on January 15, 1957, and could not be related back to June 14, 1954, when the original statement of claim was presented.

The ruling of the Court was that the former constable's claim for overtime pay should be dismissed. *Stark v. Town of Leduc*, (1959) 29 W.W.R., Part 11, p. 449.

British Columbia Supreme Court...

...enjoins picketing interfering with activities of employer who was neutral to a labour dispute

On July 30, 1959, the British Columbia Supreme Court held that the kind of picketing legal under Section 3 (1) of the Trade-unions Act constituted an infraction of Section 3 (2) of the Act insofar as it interfered with the free access to the premises of a secondary employer. The Court ruled that the pickets had to be placed immediately adjacent to the premises of the employer involved in a labour dispute in order not to interfere with a neutral employer.

During a labour dispute between a lumber mill (Eureka Mill) and District No. 1 of the International Woodworkers of America, the union placed a picket line on the road giving access not only to the premises involved in the strike but to the dock where other businesses were operating.

On the application of the Blue Star Line Limited, an *ex parte* injunction was granted because the members of the longshoremen's union employed by the company refused to cross the picket line. Thus, picketing interfered with business activities of a company not involved in the dispute.

When the dispute came before the trial judge, Mr. Justice Ruttan agreed that the longshoremen who refused to cross the picket line were not breaking their collective agreement with the Blue Star Line company because their contract made provision for respecting a picket line. The issue before him was that the pickets prevented the longshoremen from going to the dock to carry on work with an employer with whom they had no labour dispute and who was neutral to the dispute between the lumber mill company and the Woodworkers.

In these circumstances the actual placing of the picket line seemed to Mr. Justice Ruttan of importance. The Woodworkers placed the pickets in the area they thought to be most convenient to publicize their dispute. In being placed there, the pickets not only stopped people going on their own employer's property, but they prevented other workers from performing their duties with the employer not involved in the dispute.

Counsel for the Blue Star Line company submitted that the Woodworkers in their picketing activities were doing more than the Trade-unions Act allows; therefore, they should be restrained from doing those things which prevented the longshoremen from going to work. In this respect the Court noted that if there are two ways of doing a thing, a man may protect himself by placing the picket in one way or in a way that may, besides protecting him, cause a loss to a third person. If the purpose of the picket line under review was to persuade the people not to deal with the lumber mill, why not establish the picket line in a way that only the mill would be affected?

Mr. Justice Ruttan thought that in the situation under consideration the Woodworkers could place their pickets in such a place that they could accomplish what they were entitled to accomplish under the Act, and still not interfere with the main road leading to the dock. The Act clearly distinguishes between picketing an employer with whom there is a labour dispute, and an employer who is not involved in the dispute. The Act says (section 3 (1)) the trade union may at the employer's place of business persuade anyone not to (a) enter the employer's place of business, operations, or employment; or (b) deal in or handle the products of the employer; or (c) do business with the employer. But the second part of that section (section 3 (2)) says that "except as provided in subsection (1), no trade union or other person shall persuade or endeavour to persuade anyone not to (a) enter an employer's place of business . . ."

In the situation under review, the Woodworkers, being involved in a legal strike, could picket under section 3 (1) but in such a way as not to interfere with another employer's place of business (section 3 (2)). The actual placement of the picket line resulted in a persuasion to longshoremen not to do business with their employer in the dockyard and created a situation that was prohibited under section 3 (2) of the Act.

The Court was of the opinion that the injunction should be allowed to continue because picketing resulted in a breach of section 3 (2) of the Act.

However, Mr. Justice Ruttan stressed that under the Act the Woodworkers, being involved in a legal strike, had the right to picket but the pickets must be directed to the premises of the employer with whom they were on strike and placed in a way not affecting another employer. If the Woodworkers placed the picket line in a different manner they would still be exer-

cising the right given to them under section 3 (1) of the Act without contravening section 3 (2).

The ruling of the Court was that the pickets should be placed immediately adjacent to the premises of the lumber mill company with which the woodworkers' union was in legal strike, and removed from the main road giving access not only to the lumber mill but to other businesses as well. *Blue Star Line Limited et al v. District No. 1, International Woodworkers of America et al*, 29 W.W.R., Part 8, p. 337.

Ontario High Court . . .

. . . upholds certification order of Canada Labour Relations Board; rules no excess of jurisdiction

On July 8, 1959, Mr. Justice Hughes of the Ontario High Court, in *certiorari* proceedings, dismissed an application of the Seafarers International Union to quash an order of the Canada Labour Relations Board certifying the Canadian Brotherhood of Railway, Transport and General Workers as bargaining agent for all the employees of the St. Lawrence Seaway Authority.

The Court held that the Board acted in good faith and did not exceed its jurisdiction. It was for the Board alone to determine the size of the appropriate unit and the question of membership of a union.

On May 14 and 15, 1959, the Board heard the application for certification as bargaining agents of the employees of the St. Lawrence Seaway Authority presented by the Canadian Brotherhood of Railway, Transport and General Workers, the Canadian District of the Seafarers' International Union of North America, and the Dominion Canals Employees Association. The Brotherhood was applying to represent the Seaway Authority's employees over its whole system; the two other unions were applying to be certified only for a portion of the employees or those confined to certain areas of the Seaway.

As a preliminary issue the Board decided, after having heard the representations made by all the parties concerned, that the appropriate unit for the purposes of collective bargaining under the Seaway Authority was a system-wide unit. Next, the proceedings before the Board were concerned with the types of personnel to be included in the bargaining unit and whether or not the Brotherhood, being the only system-wide applicant, contained a sufficient number of members in good standing employed by the Seaway Authority to justify certification.

On June 11, the Board made its order in which the application made jointly by the Dominion Canals Employees Association

and the Canadian District of the Seafarers' International Union was rejected for the reason that the applicants did not have a majority of members in good standing in the unit determined by the Board as appropriate for collective bargaining. Further, the Board ordered a representation vote to be taken with the name of the Canadian Brotherhood of Railway, Transport and General Workers only on the ballot.

The Seafarers challenged the Board's decision by way of *certiorari* proceedings, submitting that they were denied natural justice; that the Board erred in law when it found employees affected to be members of the Brotherhood without any evidence; and that the proceedings, hearings and the order were made in excess of any jurisdiction conferred upon the Board by the Industrial Relations and Disputes Investigation Act and the regulations made under the Act.

In the opinion of Mr. Justice Hughes, the question of the Board's jurisdiction was the basic issue before him.

Section 9 (4) of the Act provides that "The Board may, for the purposes of determining whether the majority of the employees in a unit are members in good standing of a trade union or whether a majority of them have selected a trade union to be their bargaining agent, make or cause to be made such examination of records or other inquiries as it deems necessary, including the holding of such hearings or the taking of such votes as it deems expedient, and the Board may prescribe the nature of the evidence to be furnished to the Board."

From the transcripts of the proceedings before the Board it appeared that in addition to hearing the representations made by all the parties concerned, the Board made what Mr. Justice Hughes called extra-curial inquiries. He did not think that he could consider whether the findings of the Board were justified by the evidence given at the hearing or by other inquiries made by the Board. In this respect, he referred to Mr. Justice Wells, who in *Thibault et al. v. Canada Labour Relations Board* (L.G. 1958, p. 643) said:

I am not concerned whether the Board's decision was correct or incorrect, on the evidence it had before it. Its powers and methods of investigation in coming to its conclusions which I have already quoted in subsection (4) of section 9 of the statute, are of the widest and most general nature. It is not necessary for the Board to hold a hearing and it may reach conclusions from its examination of records or other inquiries as it deems necessary.

Mr. Justice Hughes found no manifest defect of jurisdiction on the part of the

Board or any evidence of manifest fraud on the part of the Brotherhood.

Further, Mr. Justice Hughes considered the submission that the Board erred in law in determining the validity of membership in the Brotherhood by transfer from the union known as the United Steelworkers of America. The objection was that membership cards were not signed although dues were paid and that the Board should have ascertained whether the steel workers were *bona fide* members of the Brotherhood. Rule 15 of the Board's *Rules of Procedure*, referred to in the evidence, provides that a member of a trade union in good standing shall be deemed by the Board to be a person who, in the opinion of the Board, is at the date of application for certification, a member of the union and has, on his own behalf, paid at least one month's union dues subject to certain limitations as to time set forth in the Rule. In Mr. Justice Hughes' opinion, such questions as whether or not a member of a trade union was in good standing, or the size and membership of the proposed unit, were matters to be determined by the Board alone.

In conclusion, the Court ruled that the Board had acted in good faith and had fairly considered the position of all the parties to the application before it, and the order should not be quashed. *Banks et al. v. Canada Labour Relations Board et al.* (1959), 19 D.L.R. (2d), Part 10, p. 764.

Quebec Superior Court. . .

. . . enjoins picketing that might cause irreparable damage to plant and endanger life of non-strikers

On March 9, 1959, Mr. Justice Côté of the Quebec Superior Court granted a permanent injunction against picketing on the ground that the pickets were endangering the life and causing damages to the property of some non-striking workers; and by interfering with the necessary supply of oil they were exposing the plant's machinery and equipment to great and irreparable damage.

The facts of the dispute were as follows.

On November 6, 1958, the workers of the Griffin Steel Foundries Ltd. went on strike. The plant was picketed by one or two cars, each containing one or two strikers, placed on a public highway close to a private road leading to the plant on strike. At first, picketing was peaceful; but about January 20, 1959 a shack was put in the area where the picketing cars used to be placed, the number of picketing strikers increased and some incidents occurred which led to the company's request for an *interim* injunction.

The incidents consisted of interfering with the supply of oil necessary to the maintenance of the plant, and intimidating the non-striking workers.

It would appear from the evidence that on January 26 a group of about twenty-five strikers prevented the delivery of 6,500 gallons of oil necessary for the maintenance of the plant.

Following an appeal made by the management, some strikers were willing to return to work. On January 26, those union members who decided to go back to work and those who were not members of the union involved in the dispute were approached at the entrance to the plant by a union man in charge of the strike and, in the presence of a group of about forty strikers, were told not to report to work and not to cross the picket line without a pass from the union. The following night, the cars and homes of some of those who were willing to go back to work were damaged.

On January 29, an *interim* injunction against picketing was granted. When the dispute came before the trial judge the company moved for a permanent injunction.

In support of its motion, the company submitted, *inter alia*, that the supply of oil had to be replenished without further delay, otherwise the company would suffer great and irreparable damage to its machinery, equipment and materials; that the homes

and/or automobiles of five of the company's employees who decided to return to work were damaged in order to threaten, intimidate and prevent the company's employees from returning to work notwithstanding their wish and right to do so; that the union was engaged in illegal picketing and without right was obstructing and interfering with the entry of the company's suppliers, carriers and employees.

The Court found that the company needed an adequate supply of oil to secure minimum heating for the plant and to preserve the equipment in good condition until the resumption of production; that the members of the union were conspiring to prevent any supply of oil reaching the plant; that the concerted and deliberate action on the part of the union could cause serious damage to the factory; that the damage suffered by some employees showed clearly the union's intention to prevent free access to the plant; that the company had the right to protect the freedom of its employees and to put an end to intimidation; and that the company had proved its case for granting a permanent injunction.

The Court granted a permanent injunction against picketing and against intimidating the company's employees and damaging their property. *Griffin Steel Foundries Ltd. v. Syndicat des Metallurgistes Inc. et autres.* (1959) R.J. Cour Supérieure, Sept.-Oct., 1959, Nos. 7 et 8, p. 566.

Recent Regulations under Provincial Legislation

Minimum wage rates raised in Quebec. New safety provisions issued in Alberta

In Quebec, amendments to the general minimum wage order and the order for employees in municipal and school corporations increased minimum wages to 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III. The new minimum hourly rates for employees in hotels, restaurants, hospitals and real estate offices are 64 cents in Zone I, 60 cents in Zone II and 56 cents in Zone III. Minimum wages of forestry workers were increased by an average of about 15 per cent.

In Alberta, ski tows were brought under the Factories Act and new safety requirements were issued for liquefied petroleum gas pressure vessels and for mobile equipment used in and around quarries.

Other regulations deal with certification votes under the New Brunswick Labour Relations Act and the coverage of Workmen's Compensation Acts in Nova Scotia, Saskatchewan and Ontario.

Alberta Factories Act

Aerial tramways, chair lifts, ski tows, rope tows and inclined passenger lifts were brought within the scope of the Alberta Factories Act by a regulation gazetted on November 30 as Alta. Reg. 383/59.

Alberta Quarries Regulation Act

The regulations under the Alberta Quarries Regulation Act (L.G. 1957, p. 1359) have been amended by Alta. Reg. 399/59, gazetted December 15.

Mobile equipment, between one-half hour after sunset and one-half hour before sunrise, must now have front and rear lights which can be seen at a distance of 100 feet.

A new provision specifies that mobile equipment must not be operated unless the operator has an unrestricted view of the area where he intends to move the equipment or receives directions from another person who has an unrestricted view.

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations granted its usual Christmas exemption to the mercantile trade, an order gazetted on December 10 (B.C. Reg. 373/59) permitting employees in retail stores to work two hours in excess of the daily limits on any two days during the two weeks ending December 26, 1959.

New Brunswick Labour Relations Act

The rules of procedure of the New Brunswick Labour Relations Board were amended by new provisions with respect to certification votes approved by O.C. 50-929 gazetted on December 2. The new provisions are more detailed than formerly and, among other changes, provide for a vote by mail.

Whenever a certification vote is deemed necessary to determine the wishes of the employees in a bargaining unit, the Board must now issue a written order directing a vote by secret ballot and fixing the date of employment to be used in compiling the list of voters, determining the bargaining unit as well as the form and content of the ballot and appointing a returning officer.

Instead of the Secretary of the Board, the returning officer is now in charge of the arrangements and proceedings for the vote. He must appoint scrutineers, after giving the parties an opportunity to make nominations, and arrange a place for the taking of the vote, on the employer's premises if the employer is willing. He must prepare a list of eligible voters, submit it to the parties, attempt to get agreement on the list, and finally decide upon it, and settle the time and place of voting after consultation with the parties. A notice of election, the form of ballot and the voters' list must be posted on the employer's premises at least 48 hours before the time of voting.

The taking of a mail vote is a matter for the Board to decide. The preliminary procedures, however, are the same as when a ballot box vote is taken and the returning officer is responsible for sending out the instructions, checking off the return envelopes and depositing the ballots in the ballot box as well as counting the ballots and announcing the results of the vote.

The regulations state that the Board may not issue a certification or order based on the results of a vote except at a duly called meeting. They further provide that the parties to the application, their agents or the scrutineers may object in writing to a decision of the returning officer and such objection must be considered by the Board at the same time as the results of the vote.

Nova Scotia Workmen's Compensation Act

Amendments to the regulations of the Nova Scotia Workmen's Compensation Board were gazetted December 2, one new provision raising the minimum annual assessment from \$5 to \$10.

Another amendment to the assessment provision provides that the portion of salaries or wages of presidents, vice-presidents, secretaries, treasurers, managers, superintendents, controllers and auditors in excess of \$3,600 in a calendar year may now be excluded when computing the amount of payroll in any industry. Previously, salaries in excess of \$3,000 could be excluded from such calculations.

The section listing exclusions from the collective liability section of the Act unless at least five workmen are employed was reworded to read dental surgery rather than dental work.

Ontario Workmen's Compensation Act

Amendments to the regulations under the Ontario Workmen's Compensation Act approved by O. Reg. 276/59 were gazetted on December 12 to go into force on January 1. Among other changes, salvaging automobile parts and the operation of new and used trailer sales or rental business, auto rental agencies and auto laundries are now included among the list of industries in which employers are required to contribute to the accident fund. Some of the industries previously listed were redefined.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission recently amended its four minimum wage orders, increasing rates by an average of about 15 per cent, effective January 1.

As a result of these changes, persons subject to Order 4, the general order covering the majority of unorganized workers in the province, or to Order No. 41, the order for municipal and school corporations, are now entitled to a minimum wage of 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III.

Increases of 9, 10 and 11 cents an hour in the minimum rate were authorized for hotel, restaurant, hospital and real estate employees, bringing the rates up to 64 cents an hour in Zone I, 60 cents in Zone II and 56 cents in Zone III. The new minimum hourly rate for forestry workers is 90 cents, 15 cents more than the rate set in 1958, when the order was last revised (L.G. June, 1958, p. 649).

There were no changes in zone boundaries. The Zone I rates continue to apply

in the City of Montreal and the municipalities totally or partially situated on Montreal Island; Zone II rates apply in Quebec City and other municipalities with a population of 6,000 or more (except those included in Zone I); Zone III rates apply in the rest of the province.

Except for minor amendments respecting overtime exemptions, pay statements and wage records, the general provisions are the same as when the orders were last revised (L.G. 1957, p. 727; 1958, p. 646). The hours provisions were also unchanged.

Order No. 4 (1957)—General Order

The rates prescribed by the general order apply to the majority of unorganized workers in the province except agricultural workers and domestic servants. Employees governed by another order or a decree under the Collective Agreement Act are also exempted from the provisions of the Order as well as the following: university or secondary school students; blind persons working in establishments for the blind; emergency firefighters; employees of church corporations or boards of trustees; persons employed by religious or charitable institutions such as convents or orphanages; employees of peoples' savings banks; peat-cutters; the employer's consort; employees of small telephone exchanges in Zone III; persons who habitually work outside the employer's establishment and whose hours are not controlled; members of the clergy or a religious order; and persons working in unorganized territory.

The rates described below are for the most part based on a 48-hour week. However, a 54-hour regular work week is prescribed for some undertakings, among them retail establishments, food processing plants and amusement places. Some undertakings such as fishing establishments in the Gulf of St. Lawrence and diamond drilling operations are deemed to have no regular work week, which means that employees in such places are not entitled to overtime.

The new rates—68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III—apply to all employees governed by the order except those for whom special rates are set.

Included in the latter category are inexperienced employees, by which is meant apprentices, seasonal cannery workers and persons doing work that requires little skill or training and whose output is below normal. Such employees may be paid 12 cents an hour less than experienced workers, that is, 56 cents an hour in Zone I, 52 cents in Zone II and 48 cents in Zone III.

The previous rates were 45, 40 and 35 cents an hour, respectively. As before, the number of inexperienced workers in any establishment may not exceed 20 per cent of the total number of employees, except in canneries.

Instead of a minimum of 40 cents in Zone I, 35 cents in Zone II and 30 cents in Zone III, office boys and messengers are now to receive a minimum of 52 cents, 48 cents or 44 cents an hour, depending on the zone. These rates also apply to pinboys and bootblacks.

In keeping with previous practice, weekly rates are again set for caretakers who are provided with free living quarters on the premises. The new rates are \$10 higher than formerly; \$40 in Zone I, \$35 in Zone II and \$30 in Zone III.

Order No. 39 (1958)—Forest Operations

The amendments to Order No. 39 cover the same classes of employees as the previous provisions, applying to persons engaged in logging or driving operations, forest improvement work and reforestation. Caterers working in connection with any of the operations referred to above, and contractors, subcontractors and jobbers are also bound by the new provisions.

The new rates do not apply, however, to employees who transport lumber outside the forests or to persons employed in wood processing plants other than sawmills producing lumber for logging operations. Also exempted are farmers, the employer's consort, persons working in forest colonies, emergency fire rangers and employees covered by a collective agreement under the Labour Relations Act, provided the provisions are generally better than those set out in the order.

As previously, rates for forestry workers are based on a 54-hour week, except in the case of pieceworkers and employees such as cooks, kitchen help and guards, who are considered to have no regular work week.

Following the practice established when the order was last revised, only three rates are set for forestry workers hired on a fixed wage basis. The minimum for employees whose hours of work are verifiable has been raised from 75 cents to 90 cents an hour. For those whose hours are not verifiable the minimum rate is now \$8 a day instead of \$7. The rate for employees without a regular work week has been increased from \$42 to \$48 a week.

The special rates for inexperienced or handicapped workers whose output is below normal have also been raised. Those whose hours of work are verifiable are now to receive a minimum of 60 cents an hour

instead of 50 cents. Persons in this category who do not have a regular work week must be paid \$5.75 a day instead of \$5 as formerly. The 20-per-cent quota continues to apply.

The piecework rates, which were left at the 1957 level when the order was revised in 1958, were increased by an average of 15 per cent. In pulpwood operations, pieceworkers must receive \$4.10 instead of \$3.55 a cord for aspen and poplar and \$5.30 a cord for all other wood instead of \$4.60.

For wood measured in solid cubic feet, the minimum rate is now \$4.80 per 100 s.c.f. for aspen and poplar and \$6.20 for other wood, irrespective of the length of the logs. Previously, the minima varied according to the length of the logs, the rate for aspen and poplar ranging from \$1.90 to \$4.15 per 100 s.c.f. and for other wood from \$2.45 to \$5.40.

As before, employees are entitled to extra remuneration when peeling is included as part of the operation. Employees who are paid by the cord must now receive an additional \$2.10 for aspen and poplar and \$2.65 for other wood. Previously, the rates for such work were \$1.80 and \$2.30, respectively. The rates for peeling wood measured in solid cubic feet have been raised from \$2.05 to \$2.35 per 100 s.c.f. for aspen and poplar, and from \$2.65 to \$3.05 for other wood.

Pieceworkers cutting firewood are now to receive a minimum of \$5.30 a cord for 4-foot bolts, an increase of 70 cents over the previous rate. For bolts of other lengths, the minimum per 32 square feet (4' x 8') of piling surface is now \$4.30 for logs 3 feet long; \$3.15 for logs 2 feet long; \$2.50 for logs 1½ feet long and \$1.95 for logs 15 inches long. Previously, rates ranged from \$3.75 to \$1.70 per 32 square feet.

For cutting sawlogs and other kinds of wood, employees must now be paid \$5.30 instead of \$4.60 for wood measured by the cord. The rate for wood measured in solid cubic feet was increased from \$5.40 to \$6.20 per 100 s.c.f. For wood measured in board feet, only one rate, \$8.55 per 1,000 feet, is now provided, whereas previously rates ranged from \$4.95 to \$7.45 per 1,000 board feet, depending on the length of the logs. An additional \$6.55 per 1,000 board feet, \$2.65 per cord and \$3.05 per 100 s.c.f. must be paid where peeling is included in the making of the wood.

In pulpwood and sawlog operations, a lower rate may again be paid to employees who do not do the preparatory work usually assigned to workers in these categories, provided the rate is stipulated in the engage-

ment contract. The minimum in these exceptional cases is now \$8 a day instead of \$7.

Order No. 40, (1957)—Hotels, Restaurants, Hospitals and Real Estate Undertakings

The new wage provisions of Order 40 have the same coverage as formerly. As before, the rates apply to employees in hotels, roadhouses, inns, boarding houses, staff houses, motels, lodging houses with at least five bedrooms to let, restaurants, lunch-counters, cabarets, bars, cafes, clubs, catering establishments, taverns, apartment houses, office buildings, real estate offices, hospitals and other institutions under the Quebec Public Charities Act, including institutions administered by a religious organization.

They are not applicable, however, to employees of lodging houses with fewer than five bedrooms to let, professional staff, student nurses or members of a religious community, nor do they cover employees exempted under Order 4.

The rates for employees in hotels, restaurants, hospitals and real estate offices are again based on a 60-hour week, except in the case of employees such as watchmen, janitors and resident caretakers, who are deemed to have no regular work week.

The majority of the employees covered by the order are now entitled to a minimum of 64 cents an hour in Zone I, 60 cents in Zone II and 56 cents in Zone III. These rates are 4 cents less than the general minima set under Order 4.

In line with previous practice, the minimum rates prescribed for chauffeurs, watchmen, stationary enginemen and firemen are the same as the general minimum under Order 4, that is, 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III.

Bell boys are now to receive a minimum of 48 cents an hour in Zone I, 44 cents in Zone II and 40 cents in Zone III. Formerly, the minimum was 35 cents an hour in Zone I and 30 cents in Zones II and III.

Inexperienced hospital workers are now entitled to at least 52 cents an hour in Zone I, 48 cents in Zone II and 44 cents in Zone III. The same rates apply to office boys, messengers, pinboys and bootblacks.

Employees of lodging houses with at least five bedrooms to let are to receive a minimum of 56 cents an hour in Zone I, 52 cents in Zone II and 48 cents in Zone III.

Monthly rates are again set for supervising janitors whose duties include the leasing of apartments or space and the collection of rents, all rates having been increased by \$10 a month. Janitors who are provided with free, heated quarters on

the premises are to receive at least \$85 a month in Zones I and II, and \$70 in Zone III. When unheated lodgings are provided, the rates are now \$95 in Zones I and II, and \$80 in Zone III. Supervising janitors who do not live on the premises must be paid at least \$105 a month in Zones I and II and \$90 in Zone III.

The rates for caretakers who are provided with free living quarters on the premises were increased by \$10 a week to \$40 in Zone I, \$35 in Zone II and \$30 in Zone III. These minima are the same as provided under Order 4.

Order No. 41, (1958)—Municipal and School Corporations

In keeping with former practice, the rates set by Order 41, the order governing employees in municipal and school corporations, are the same as under the general Order, except in the case of a few special categories.

The regular work week remains longer, however. Subject to a few exceptions, minimum wage rates for the majority of employees covered by Order 41 are based on a 54-hour week, whereas under Order 4, as already noted, minimum rates are generally based on a 48-hour week. The exceptions among the employees of municipal and school corporations include chauffeurs, whose regular work week is 60 hours; firemen and policemen, whose work week is 72 hours; and persons such as resident caretakers and school attendance officers, for whom no regular work week is prescribed.

As previously indicated, most persons who are subject to Order 41 must be paid the same minimum as the majority of employees covered by Order 4, that is, 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III. These rates also apply to watchmen employed by municipal or school corporations. The minima for inexperienced employees, for office boys and messengers, and for caretakers with lodgings provided are also the same as those set under Order 4 and described above.

In line with previous practice, monthly rates are again set for secretaries of local municipal corporations whose hours are not verifiable, the rates in Zone III varying according to the population. The minimum rates in Zones I and II have been increased from \$150 and \$120 a month to \$175 and \$140, respectively. In Zone III, rates were increased by \$10 a month, the new minima ranging from \$40 a month in municipalities with a population of 300 or less to \$90 a month in centres with a population of from 1,501 to 6,000. In the counties, the monthly minimum is now \$70 instead of \$60.

As before, minimum rates for school secretaries are not fixed on a zone basis but vary according to the number of property owners in the district. Rates were increased by \$10 a month in all cases, the new minimum ranging from \$30 a month in districts with 50 ratepayers or less to \$110 a month in districts with 1,201 ratepayers or more.

General Provisions

As previously mentioned, the only changes in the general provisions of the orders were minor amendments to the provisions respecting pay statements, wage records and overtime.

With regard to pay statements and wage records, Orders 4, 40 and 41 now provide that employers are not obliged to record the number of regular and overtime hours of an employee paid on a fixed weekly, monthly or yearly basis who, even when not working a full week, receives a weekly wage of \$55 in Zone I and \$50 in Zones II and III. Previously, employers were exempted from this requirement if employees paid on a fixed wage basis received at least \$50 a week in Zone I and \$45 in Zones II and III. In forestry operations particulars respecting hours and overtime need not be recorded if a worker hired on a fixed wage basis receives \$62 or more a week.

Orders 4, 40 and 41 continue to provide that hourly rated employees not governed by a collective agreement must be paid one and one-half the regular rate for all hours worked in excess of the regular work week. They further provide that employees not in this category must be paid at least one and one-half the minimum rate for overtime, except that, now, employees on a fixed wage basis receiving at least \$55 a week in Zone I and \$50 in Zones II and III are not entitled to overtime. Formerly, this proviso applied to fixed wage employees who earned \$50 or more a week in Zone I and \$45 in Zones II and III. Under the amended forestry order, employees hired on a fixed wage basis need not be paid overtime if they earn \$62 or more a week.

Saskatchewan Boiler and Pressure Vessel Act

The regulations concerning liquefied petroleum gas pressure vessels and distributing plants, issued under the Saskatchewan Boiler and Pressure Vessel Act (L.G. 1958, p. 280), were amended by O.C. 2105/59, gazetted December 31.

The amendment requires that if the design of a vessel has not been registered the inspector may require weld test coupons to be tested in accordance with the Saskatchewan Pressure Welding Regulations.

If special approval and registration is requested for the design of a storage tank having a capacity greater than 30,000 U.S. gallons for a refinery or natural gas processing plant, internal reinforcement is now required. New requirements for supporting saddles are also set out.

Transport tanks of "quenched and tempered" high tensile steel require special approval and registration. They must be constructed by a manufacturer having previous experience in the use of such material.

He must submit proof that his welding procedure is correct and his welder qualified.

The fees for a Class A liquid petroleum gas licence to operate a filling or distributing plant have been revised.

Saskatchewan Workmen's Compensation (Accident Fund) Act

Surveyors and consulting engineers and their employees were brought under the Saskatchewan Workmen's Compensation (Accident Fund) Act by O.C. 2051/59 gazetted December 18.

Annual Report of U.K. Chief Inspector of Factories

Reported industrial accidents in the United Kingdom decreased again in 1958, the U.K. Chief Inspector of Factories states in his 1958 annual report. Accidents reported declined from 174,713 in 1957 to 167,697, a drop of 4 per cent. It was the lowest total since 1935.

The number of fatal accidents, however, increased to 665 from 651 in the preceding year.

As in 1957, the Annual Report on Industrial Health was published separately.

Report on Work of Factory Inspectorate

The 1958 Annual Report of the United Kingdom Chief Inspector of Factories, as in the preceding year, has five main chapters: industrial accident statistics and trends, a review of developments of special interest, activities of the department, and two special sections, on nuclear energy and ionizing radiations and on fire prevention.

Statistics and Trends

The decrease in the total number of industrial accidents in 1958 was due primarily to a decline of 5 per cent from 1957 for accidents in factories, from 150,437 to 143,099; fatal accidents in factories declined from 414 in 1957 to 368 in 1958. Factory accidents declined in all sectors except non-rail transport. Rail transport accidents decreased by nearly 23 per cent.

The number of accidents on building sites, however, increased from 14,568 (156 fatal) in 1957 to 15,017 (207 fatal) in 1958, with falls of persons mainly responsible for the rise. Likewise, there was an increase in accidents on engineering construction work from 1,924 (31 fatal) in 1957 to 2,329 (51 fatal) in 1958.

The number of injuries in 1958 was 181,091, about 7,000 fewer than a year earlier. Reductions occurred in almost every injury site, with a drop of almost 10 per cent in eye injuries.

Crane Safety

Each year, the report states, about 4,000 crane accidents occur. Some 60 per cent of these accidents are the result of errors in slinging, in giving or receiving signals and in driving; ignorance or carelessness of the crane driver or slinger and ineffective signalling arrangements are the main reasons for these errors. Since crane drivers, slingers and signallers are mainly responsible for the elimination of crane accidents, they should be carefully selected, trained and supervised, the Report advises.

Effective communication between slingers, drivers and others near crane operations is vital to the avoidance of accidents, and the Report recommends highly the code of hand signals for crane operation published by the Sheffield Area Industrial Group of the Royal Society for the Prevention of Accidents. With respect to travelling cranes, the Report points out that some means of communication between the driver and the ground other than hand signals is essential.

Strict supervision is essential, the Report declares, if crane accidents arising from contact with electric lines, an important cause of fatal accidents, are to be prevented. In many cases, careful planning by persons carrying out the work, officers of local authorities, and the owners of power lines can eliminate all risk.

Safety Training at Technical Colleges and Schools

During 1958, discussions continued between the Factory Inspectors and the Schools Inspectors with the object of introducing safety topics into the curricula of technical colleges and schools. Employers' organizations, trade unions, the Royal Society for the Prevention of Accidents, educational and government authorities are co-operating to advance the interest in safety training in schools and colleges that exists.

Legislation

In 1958 a bill was introduced to amend the Factories Acts 1937 and 1948. It has now become law as the Factories Act, 1959 (L.G., Nov. 1959, p. 1188).

The Building (Safety, Health and Welfare) (Amendment) Regulations, 1958, were made in 1958 under the Factories Act and came into force on January 1, 1959. Also, the Work in Compressed Air Special Regulations, 1958, came into operation on April 21, 1958. Further work was done on the proposed Shipbuilding and Ship-repairing Special Regulations, and on the Factories (Ionizing Radiations) Special Regulations in connection with sealed sources of radioactive material. In addition, work progressed on the drafting of special regulations in connection with ionizing radiations from radioactive materials other than in sealed sources.

X-ray and Other Plant Producing Ionizing Radiations

During 1958 there was a limited increase in X-ray and other plant producing ionizing radiations, mainly portable or mobile X-ray equipment for radiographic examination of castings and welds.

The report points out that these examinations should be made in a specially constructed and shielded room. All persons should be excluded while the equipment is operating, an objective that can be attained by interlocking all doors with the equipment control.

When work to be examined is too large to be transported to a special room and portable equipment must be moved to the location of the work, the equipment should be shielded as much as possible and portable screens used for further protection.

The report refers to a number of problems in connection with ionizing radiations that the Inspectorate encountered. One of the problems was the protection of crane operators who were placing heavy work into radiographic enclosures with open tops. In one case, this problem was solved by installing a warning light and an audible alarm in the cab of the crane, which came into operation if the crane approached too close to the enclosure. In other cases, crane cabs were shielded, a "cut-out" was fitted to stop the crane automatically, and cranes were prohibited from working while the plant was in operation.

Other problems dealt with in the report include inadequate screening of equipment, misuse of warning notices, over-doses of radiation, cracks in shielding and defective interlocking arrangements.

Fire Prevention

Each year about 7,000 industrial fires occur in the United Kingdom. Approximately 80 of these fires cause over half of the estimated total loss of £13,500,000. About 25 per cent of industrial fires occur in wood-working factories, usually at night, and nearly as many in engineering factories. These industries and the textile industry account for about 60 per cent of all industrial fires. Injuries are caused mainly by local incidents in which clothing is set afire or burns are caused by flash ignition of highly inflammable materials.

How Fires Start—The report states that there are two stages in a fire, the initial outbreak, when combustible or inflammable material is ignited, and the spread of the fire to other combustible material. The manner in which fire spreads is determined partially by the quantity and combustibility of stock or material in process, but to a greater extent by the nature and layout of the building structure. Nearly all fires that cause extensive damage are started by the ignition of solid material such as wood, or paper fibres. These are usually finely divided, not highly inflammable, and may smoulder for a long time before bursting into flames.

Sources of Ignition—It has often been found that sources of ignition might have been eliminated or replaced by a safer arrangement.

Space heaters, especially slow combustion stoves, often cause fires. Gas and electric fires present a similar hazard. Particularly dangerous is the homemade "flash" heating stove often found in garages, and run on waste oil.

Welding and cutting equipment and blowlamps are very dangerous sources of ignition. In order to minimize danger from the use of this equipment in premises where there is a high fire risk, a "permit to work" system is often introduced, which gives detailed safety measures to be employed. The use of welding equipment or blowlamps in textile mills is dangerous, so special precautions are advisable, such as thorough cleaning of the area where work is to be done.

Among other particularly hazardous sources of ignition are those materials that will ignite at low temperatures; cellulose, for example, will burn at 80 degrees fahrenheit.

Inflammable Substances—Many fires start in waste, including floor sweepings, that may contain highly combustible materials. Oily rags are subject to spontaneous combustion, especially if the oil is of vegetable origin. These hazards should be eliminated by removing waste before it accumulates.

Various finely divided trade wastes present a high fire hazard. Among these are shavings and sawdust in the woodworking industry, fibrous materials in upholstery factories, off-cuts in the printing and paper converting industry, clippings and fluff in the clothing industry, and fluff in laundries. Carbonaceous dust in flour mills, grist mills and feed mills, and maltings can smoulder for a long time if undisturbed, but if dislodged and mixed with air, can form a highly explosive atmosphere. In textile mills, dust and fly are a fire hazard, as is smouldering dust from polishing and grinding processes in the metal trades. In packing and shipping departments the risk of fire is often increased by excessive quantities of straw, shavings and paper.

Inflammable Liquids—A large amount of material damage and most burning accidents due to inflammable liquids result while they are being used in small quantities. The use of inflammable liquids for reviving fires and near open flames and other sources of ignition causes a number of accidents each year. The ignition of gasoline vapour in motor vehicle repair establishments also results in burns to persons.

The ignition of paints, varnishes and cellulose solutions is among the most frequent causes of industrial fires; quantities on hand in the workroom should be limited as much as possible in order to minimize the fire hazard. Inflammable solvents used to thin printing inks can present an extremely high fire risk, so bulk storage areas for both ink and solvents should be outside the building and, if possible, feed directly to the ink ducts on the presses.

A number of burning accidents are also caused by the ignition of oil-soaked clothing. This danger can be reduced by the use of protective clothing with quick-release fasteners.

Premises and Fire Spread—The progress of fire is largely determined by the structure of a building, and much can be done by structural modifications to reduce its spread.

Among measures that are taken to assist in restricting fires to a small area are the use of fire-retardant coating and the enclosure of sections where there is a high risk of fire by walls of fire-resistant materials. Hoistways and stairways enable fires to spread more easily to a higher floor, and in such cases stairways should be enclosed and fire-resistant doors provided.

In the layout of a plant it is important to ensure that gas mains and oil tanks are not located near areas where a high degree of fire hazard may exist.

Other ways of reducing the spread of fire include the removal of inflammable

vapours and deposits from workrooms. Also, where inflammable liquids are used in large quantities, sills will prevent their flow from one room to another if they are spilled on the floor.

Fire Fighting Arrangements—It is important to have adequate fire-fighting equipment in a plant so that workmen can extinguish fires when they are small. In the case of factories covered by the Cellulose Solution Regulations the provision of effective fire extinguishing equipment is obligatory. (Under the Factories Act, 1959, all factories must provide and maintain appropriate fire fighting equipment.)

Arrangements for Calling the Fire Brigade—Although a few large factories, usually with a high fire risk, have a direct telephone line to the fire station, most of them rely on ordinary telephone communication or, in some areas, on the 999 (emergency) system of dialing. In many cases, officers of fire brigades supply cards to factories, giving the fire station number and other instructions.

Obstructions to Fire Fighting—Obstructions may seriously impede fire fighting and be responsible for greatly increased fire losses. There have been many instances of this problem in the textile industry when over-stocked rooms with too few gangways prevented access to stacks of baled wool. Similarly, in the timber trade, access to stacks is often difficult.

The location of stored material may make it impossible for firemen to reach it to extinguish a fire. Sometimes tanks for oil fired heating units are so situated that firemen can reach them only through a burning building; contractors can eliminate this problem by installing these tanks where they are readily accessible.

In order to lessen the hazards of firemen, firms should notify the fire authorities of stocks of dangerous materials such as acids and other dangerous chemicals, metals such as beryllium, metallic sodium and uranium, and metallic powders. Likewise, the fire authorities should be informed of large quantities of highly inflammable liquids, propane storage tanks, and nitrate and sodium salt baths.

The report indicates that fire brigades are aware of particular hazards in large and medium-sized factories but are not usually familiar with special risks in small establishments.

There is close co-operation between the Inspectorate and the Fire Services. In some areas they have periodic consultations and joint consideration of building plans.

Report on Industrial Health

The 1958 Report on Industrial Health has four chapters. One of these reviews developments of the year. Another deals with significant cases of industrial disease, poisoning and gassing. There are also two special chapters, one of which is concerned with occupational cancer, and the other with the Inspectorate's study of medical supervision in 210 factories.

The chapter dealing with the year's developments refers to a revised edition of *Marking Containers of Hazardous Chemicals* a publication of the Association of British Chemical Manufacturers. It gives principles for the marking of containers of hazardous chemicals by labelling them with standard wording, which would warn persons concerned with them from manufacturer to user. This system of labelling is in addition to legal requirements, and is recommended for all manufacturing firms.

The Association has also published *A system of Labels for gassing casualties sent to Hospital*. Prepared by a special panel of industrial medical officers, this publication has proved to be of great value.

The chapter on industrial diseases, poisoning and gases deals with significant cases of lead, phosphorus, mercury and aniline poisoning, toxic jaundice, anthrax, compressed air illness, epitheliomatous and chrome ulceration and other cases of industrial poisoning. It also gives statistical information in connection with pneumoconiosis, asbestosis and byssinosis, and dermatitis. Other matters dealt with involve workers exposed to ionizing radiations and

industrial solvents and lead, and gassing cases.

One special chapter deals with those substances called carcinogens, encountered in industry, which are responsible for occupational cancer. They include coal tar and its products, mineral oil, arsenic, chromates, asbestos, ionizing radiations, benzene, and possibly heated calcined dusts in connection with nickel refining. A section is also devoted to methods of preventing occupational cancer.

The special chapter on medical supervision in 210 factories is concerned with a survey in certain factories which were known to employ at least one doctor either full or part-time to form some picture of the types of medical supervision provided. The factories selected fell into three size groups employing 1,000 workers or more; between 250 and 999 workers; under 250 workers. There were 70 factories in each group.

Information was requested on the number of doctors employed, the nature of medical examinations and treatment, rehabilitation, supervision of working conditions, maintenance of records and statistics, research or special investigations by works medical officers, medical officers' work on factory committees, and employment and functions of nursery staff. Management was also requested to give information on the advantages of medical supervision in their factory, and on the relationship of their scheme to the National Health Service. The Report contains an analysis of the information obtained.

United Kingdom Factories Act

About half of the provisions of the United Kingdom Factories Act, 1959 were brought into force on December 1, 1959 by the Factories Act, 1959 (Commencement No. 1) Order, 1959, the November issue of the *Ministry of Labour Gazette* reported.

Two of the major provisions were included. They are the provision requiring the Minister of Labour to promote health, safety and welfare of workers, and that revoking Defence Regulation 59 (L.G., Nov. 1959, p. 1188).

Among other provisions effective December 1, the more important concern steam boilers, lifting excessive weights, and penalties.

The Minister may now make regulations prescribing the frequency and certain other inspection requirements relating to steam boilers. Formerly, the Act specified that every steam boiler must be inspected at least once every 14 months. No person

(formerly, young person) may now be employed to lift, carry or move excessive weights. Changes made in penalty provisions include the raising of maximum penalties for infractions of certain sections of the Act.

The more important provisions which come into operation February 1 deal with precautions concerning vessels containing dangerous liquids and confined spaces where dangerous fumes may exist.

If an inadequately covered vessel contains a dangerous liquid, any ladder, stairs or gangway over it must be at least 18 inches wide and securely fenced. New aspects of the provision relating to confined spaces liable to contain dangerous fumes or lack of oxygen concern mainly precautionary measures designed to ensure that these spaces are safe for entry without breathing apparatus.

(Continued on page 205)

UNEMPLOYMENT INSURANCE

1959 Annual Report, Unemployment Insurance Advisory Committee

Unemployment Insurance Fund diminishing at "alarming" rate during previous two years, Committee states. At March 31, 1959 it was barely 57 per cent of amount two years earlier. Necessity to preserve actuarial soundness of Fund stressed

The Unemployment Insurance Fund has been diminishing at an "alarming" rate during the past two years, and final figures for the current fiscal year may show a further drop, according to the annual report of the unemployment Insurance advisory Committee for the year ending March 31, 1959, which was tabled in the House of Commons on January 14.

During the year covered by the report the Fund dropped by \$244,389,000 to \$499,811,000, and during the preceding year it dropped by \$134,241,000 to \$744,200,000. Thus the Fund on March 31, 1959, was barely 57 per cent of what it had been two years earlier.

The report emphasizes the necessity for preserving the actuarial soundness of the Fund.

A new scale of contribution rates went into effect in the last quarter of 1959, however, and, regarding the prospect for the future of the Fund, the Committee quotes from the actuary's report, which said that taking the experience of the period from April 1953 to March 1958 inclusive as a guide, "contributions should about balance the benefits and the interest revenue should provide a small margin."

The actuary's statement holds that the experience of the 1953-58 period, though not necessarily a reliable guide to the future, is "a useful reference point."

For the 1959 fiscal year, total revenue is given in the Committee's report as \$234,242,000, while ordinary benefits totalled \$362,156,000 and seasonal benefit was estimated at \$116,475,000.

The report refers to a request, presented by a delegation from the National Union of Public Employees, that cities and municipalities ought to be allowed to bring under the Unemployment Insurance Act those employees who had been exempted by "Certificates of Permanency". The Committee recommended that the Commission give careful consideration to this proposal.

The report is printed in full below.

REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE

For the Year Ending March 31, 1959

To His Excellency

The Governor General in Council:

1. Section 89 (1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31st each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31st.

2. The Committee met on July 28th, 1959, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1959. These reports were supplemented by further information and explanations, by a report from the Assistant Superintendent of Insurance, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

3. From the time Unemployment Insurance was made operative, in July 1941, until the end of March, 1959, a total of \$2,321,996,387.41 has been paid out in the form of benefit to unemployed persons.

4. This large sum has been distributed in relatively small amounts. It has been the means of relieving economic distress, through unemployment, of millions of individuals and their families.

5. The Unemployment Insurance Act has proven of inestimable value.

6. The following are key figures selected from those given in the financial statements, prepared for the information of the Committee, by the Unemployment Insurance Commission:

	1959	1958	1957	1956
	(in thousands of dollars)			
Balance at Credit of Unemployment Insurance Fund	499,811	744,200	878,441	859,471
Increase or decrease in balance from previous year	—244,389	—134,241	18,971	13,187
Contributions from employers and employees	185,438	188,714	186,214	168,405
Contributions for Armed Service Personnel	49	465	605	1,060
Contributions from the Government	37,097	37,836	37,364	33,893
Amount collected in fines and penalties	47.5	46.6	45.0	29.0
Interest on Investments	21,725	23,776	26,039	25,005
Profit or Loss on Sale of Securities	L. 10,115	—	—	—
Total Revenue	234,242	250,837	250,267	228,392
Ordinary Benefit Payments	362,156	327,841	201,197	180,037
Supplementary Benefit for Classes 1 and 2	—	—	—	9,431
Seasonal Benefit (estimated)	116,475	57,237	30,100	25,736
Excess of Revenue over Expenditure	—244,389	—134,241	18,971	13,187
	(in thousands)			
Number of initial claims received	1,791	1,683	1,256	1,173
	(in dollars)			
Average Weekly Rate of Benefit	21.28	21.21	19.96	18.30
	(in thousands of dollars)			
<i>Fishing</i>				
Contributions from Employers and Employees	775	718	—	—
Contributions from Government	155	144	—	—
Benefit Payments	10,235	5,438	—	—

7. As information, please find copy of Report prepared by the Assistant Superintendent of Insurance, who is the Actuary for the Unemployment Insurance Commission (not reprinted here).

8. Attached also, is the Report presented to the Committee by the Unemployment Insurance Commission (not reprinted here).

9. The Fund has been diminishing at an alarming rate during the past two years. The experience of the past two years has proven it is essential, for security, that there be a substantial reserve in the Fund. The experience has also emphasized that actuarial soundness is essential.

10. As regards the probable situation respecting the Fund, in view of the amendments passed at the last Session of Parliament, your Committee calls attention to the following quotation from the Actuary's Report.

24. The above analysis has been largely concerned with the experience of recent years and little has been said concerning the prospective state of the fund. The adequacy of the present contribution scale (as amended) to meet the benefit costs depends upon how future experience compares with that of the base period April 1953 to March 1958 inclusive. If the experience of that base period proves to be the norm, then the contributions should about balance the benefits and the interest revenue should provide a small margin.

25. The unemployment experienced in 1958-59 was considerably above that of the base period but there are signs of improvement in 1959-60. It looks now as though the experience of 1959-60 will be better than 1958-59, although it is still running above 1957-58. There are forecasts of improving conditions but as yet no predictions of a boom. It appears that 1959-60 will show unemployment experience somewhat above that of the base period and that, together with the fact that the new contribution scale will not come into effect until

the last quarter of 1959, indicates a further drop in the fund for the current fiscal year.

26. Having in mind the current trend in economic experience, it seems that the base period of 1953-58 is still a useful reference point and that the bad experience of 1957-58 and 1958-59 is not established as the permanent level of unemployment."

11. It will be noted by the last sentence of para. 25 of the Actuary's Report that, depending upon conditions, there may be a further drop in the Fund for the fiscal year. This possibility gave the Committee concern; however the Investment Committee will no doubt give the matter careful consideration.

12. The Committee, in response to a written request, received a delegation from the National Union of Public Employees. Mr. R. P. Rintoul, National Director, was heard.

The request was that cities and municipalities be permitted to bring within the coverage of the Unemployment Insurance Act, those employees who had been exempted by "Certificates of Permanency".

The Committee decided to recommend to the Commission that the proposal be given careful consideration. Compliance would be in accord with the accepted policy of encouraging universal coverage.

13. The Commission reported there was evidence of irregularities and collusion in respect to purchase of stamps for improper use in books to show casual employment which had not occurred, in order to qualify individuals for benefit which, otherwise, they would not have sufficient contributions to claim. The Commission is making a thorough investigation and will endeavour to develop a system which will check illegal claims.

14. The Commission's recommendation to change the contribution rates applicable to piece workers in lumbering and logging was approved.

15. The Commission outlined to the Committee the plan it has inaugurated to reduce postal claims by appointing rural agents. An explanation was also given of the plans for improving "Public Relations" and "Publicity". Members of the Committee expressed the view that publicity, impressing upon employers and employees that improper claims will increase their costs, would be very effective. The Committee desires to express approval of the

Commission's plans and recommends Government encouragement.

Respectfully submitted,

A. MACNAMARA,
Chairman.

Ottawa, July 29, 1959.

Members of Advisory Committee:

Alan Y. Eaton
James Hunter
H. Shoobridge
T. C. Urquhart
A. Andras
A. A. Hutchinson (Alternate)
Roger Mathieu
S. A. Stephens

Monthly Report on Operation of the Unemployment Insurance Act

Claimants totalled 417,500 on November 30, more than month earlier but slightly less than year earlier.* Initial and renewal claims for benefit received during month numbered 278,600, higher than both month-earlier and year-earlier totals

Claimants† for unemployment insurance benefit numbered 417,500, of whom 5,300 were seasonal benefit claimants, on November 30, 1959. This was nearly 67 per cent higher than the total of 250,600 on October 30, 1959 but slightly below the total of 419,200 at the end of November 1958, when 4,500 were claimants for seasonal benefit.

On November 30, 1959, males comprised 74 per cent of the total, and they accounted for 86 per cent of the increase in claimants since October 30. On November 28, 1958, males made up the same percentage of the total as on November 30, 1959, although in the earlier year the Prairie Provinces were not included in the calculation.

Initial and renewal claims for benefit during November 1959 numbered 278,600, which was 85 per cent more than the 151,200 in the previous month and 13 per cent more than the 246,600 in November 1958. The increase between October and November 1958 was slightly less than 30 per cent.

The average weekly number of beneficiaries was estimated at 209,600 for November and 159,800 for October 1959, compared with 262,500 for November 1958.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

The average weekly benefit payment in November 1959 was \$20.85, in October it was \$20.51, and in November 1958 it was \$21.19.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November 1959 show that insurance books or contribution cards had been issued to 4,743,630 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At November 30, 1959, employers registered numbered 324,767, an increase of 359 since October 31.

Enforcement Statistics

During November, 5,824 investigations were conducted by enforcement officers across Canada. Of these, 3,514 were spot checks of postal and counter claims to verify

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

the fulfilment of statutory conditions and 149 were miscellaneous investigations. The remaining 2,161 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 196 cases, 45 against employers and 151 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,315.*

Unemployment Insurance Fund

Revenue in November 1959 totalled \$27,-823,610.54 compared with \$23,357,196.24 in October and \$19,045,678.09 in November 1958. Benefits paid in November 1959 totalled \$17,479,376.35 compared with \$13,-761,554.32 in October and \$21,099,485.80 in November 1958. The balance in the fund on November 30, 1959, was \$475,178,655.52; on October 31 it was \$464,834,421.33 and on November 30, 1958, \$641,880,241.89.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1704, December 2, 1959

Summary of the Main Facts: The claimant, married, 47 years of age, filed a renewal application for benefit on May 12, 1959, and stated therein that he had worked as a salesman on a commission basis in the furniture department of a Vancouver department store from January 12, 1959 to May 2, 1959, when he became separated from his employment for the following reason:

Laid off. During the labour dispute, while the store was closed, I made arrangements to go to Prince George to see about managing a business. I left Vancouver 3 May. I was delayed a week and returned on 9th May. I was told that I had been replaced due to the pressure of business. Unemployed since, available and capable.

The employer was asked by the local office of the Unemployment Insurance Commission to comment on the above statement of the claimant. He replied as follows:

Claimant failed to report for work during labour dispute with "office employees". Store reopened Friday May 1st with only 3 out of 8 salesmen reporting for work. (The claimant)...one of the 3...was aware of this situation, said nothing of proposed absence, and again failed to report for work on May 3, leaving us with only 2 men. (The claimant's wife) phoned, but this was of no use to us under the circumstances.

The insurance officer disqualified the claimant from receipt of benefit for the period from May 10, 1959 to June 13, 1959 inclusive, because, in his opinion, he had lost his employment by reason of his own misconduct (section 60 (1) of the Act).

On May 29, 1959, the claimant appealed to the board of referees on the following grounds:

1. I was verbally discharged from Forst's Ltd. E. Hastings St. branch by the manager—on 4 May 1959—his given reasons being:

(a) My absence from employment during the week ending 2 May 1959 and

(b) My sales during employment were not up to their desired level.

During the six week strike at Forst's store ending on 30th April, I made arrangements to go to Prince George, B.C., on business. Having worked 1st and 2nd May, I left for Prince George on the 3rd May, the arrangement having been made prior to the end of the strike. My wife advised Forsts on my behalf on Mon. 4th May and was told it was quite alright, providing I returned to work on Thurs. 7th May. Owing to transportation difficulties, I was delayed until Sat. 9th May. My wife then informed me that (the manager) had advised her that my services had been terminated by him... I personally phoned him on Monday 11th May (and) explained my reasons for absence, but he stated they had already filled my position and that my stamped Insurance Book had already been mailed to me. I re-offered my services, being available for work, but was refused, mainly, (the manager) stated, for reason (b) above."

The claimant stated also that, following his dismissal, he had secured employment as assistant manager of the B.C. Co-operative store in Prince George, which he would commence on June 1, 1959.

The claimant was represented by his wife at the hearing of his case by a board of referees in Vancouver on June 12, 1959. The board, by a majority decision, dismissed the appeal and maintained the disqualification which had been imposed by the insurance officer and in so doing stated:

It is noted that the claimant was absent without permission and did not leave town until after the labour dispute had ended. Regardless of his statement of having made arrangements to go to Prince George, B.C., during the six weeks' strike at Forst's, it was not established that he had an assurance of other employment at that time...

The dissenting member of the board based his disagreement with the majority decision of the board chiefly on the grounds that the claimant had reason to expect that he would obtain employment in Prince George, which he pointed out materialized following the claimant's dismissal by Forst's Limited and that the Umpire "has ruled on

*These do not necessarily relate to the investigations conducted during this period.

(Translation)

numerous occasions that if a person has a genuine prospect of employment elsewhere when they leave their present position and obtain this work, that it constitutes just cause within the meaning of the Act for leaving their former employment.”

The claimant appealed to the Umpire on August 3, 1959, contending that the main reason for his dismissal was that his sales were below the volume required by the company.

Considerations and Conclusions: The question before me to decide is not whether the claimant had a good reason for not reporting for work on the day he was expected to do so, but whether he duly informed his employer of his proposed absence.

I cannot understand why the claimant did not seek leave of absence from the employer in advance of his trip to Prince George. If in his mind he had good reasons for not doing so, I nevertheless feel that he was far from being prudent in that he must have known full well that he was leaving himself open to dismissal.

The record indicates that the claimant had made arrangements to go to Prince George “prior to the end of the strike,” that is, prior to April 30, 1959. Therefore, he obviously knew, or at least had a good idea as far back as that time, that he intended to leave for Prince George on May 3. As his absence did not stem from an unforeseen circumstance he should have, in my opinion, notified the employer of his intended trip not later than May 2.

I would like to point out to the claimant that, while an employee has certain rights under a contract of service, he also has obligations, one of which is to adhere to the just and reasonable rules of his employer.

As to the claimant’s contention that, actually, the main reason for his dismissal was that his sales were below the volume required by the company, there is no statement from the employer to that effect in the file and, apparently, the claimant was unable to satisfy the board of referees, including the dissenting member, that his contention was true. Therefore, in accordance with the practice followed in such cases, I do not think that I should interfere with the decision of the board when it rests on a question of credibility of the evidence.

Under the circumstances, I consider that the claimant did lose his employment by reason of his own misconduct within the meaning of section 60 (1) of the Act and I confirm the majority decision of the board of referees.

The claimant’s appeal is dismissed.

Summary of the Main Facts: The claimant, a married man, 26 years of age, residing at St. Eugène de Ladrière, Rimouski County, Quebec, had filed an initial application for benefit on March 23, 1959. At that time he had registered for employment as a lumberjack and had declared that he had been employed by the Price Brothers Company Limited in that capacity from November 20, 1958 to March 21, 1959, when the camp was shut down.

On April 8, 1959, the claimant had stated in the “Farm Questionnaire” that he owned a farm of approximately 120 acres situated two or three miles from the Price Brothers’ timber limits, the nearest place where there was a likelihood of his obtaining work; that he lived on the farm and that he considered agriculture his main means of livelihood. The previous year, 30 acres of the farm were under cultivation, 20 acres were in pasture, and the remainder were in bush.

He added that his work on the farm would prevent him from accepting suitable employment during the summer but not in the winter, that he could not leave from May 1 to October 1 because he was farming his land, but that from October 1 to May 1 he was always available to “do any work, provided he could return to the farm every day to take care of his livestock” (8 cows, 12 pigs, 1 horse, 2 sheep and 10 chickens). Lastly, he stated that no one helped him on the farm.

A record of the claimant’s contributions showed that he had in all 15 weeks of contribution during the year preceding the date of his claim.

On April 13, 1959, the insurance officer disqualified the claimant from receipt of benefit as from March 22, 1959 pursuant to Sections 54 (1) and 57 (1) of the Act and Regulation 154 (3) for having failed to prove that he was unemployed, his main occupation being farming.

The claimant appealed to the board of referees on May 16, 1959 and said:

I am sending you the letter . . . telling me that I had stated in the farm questionnaire that I could not accept employment from April 5 to September 22, which is not true. I can work at any time, from October 1 to May 20 and from June 15 to July 15. If I can give you any further information, you have only to ask me the questions and I will answer them to the best of my ability. What I am telling you is that my work on my farm does not keep me occupied full time and that I can accept work outside and still carry on the work I have to do on my farm.

The claimant also produced three documents certifying that he had done farm work for other persons from September 8 to September 13, 1958, and from October 12 to 31, 1958 and from November 3 to 9, 1958. One of the documents certified also that he had been engaged in construction work from August 7 to 16, 1958.

The board of referees heard the appeal on June 18, 1959. The claimant was not present at the hearing. The board unanimously confirmed the decision of the insurance officer.

On June 29, 1959, the claimant sent a letter to the local office of the Commission which reads in part as follows:

(1) I cannot be considered a farmer, because the acreage of my farm under cultivation, the annual income, and the dairy herd are not large enough to support a family.

(2) In view of the first condition, I have to go and work outside. Even if I do not have much land under cultivation I must state that during seeding time, in early June and during haying time and the grain harvest, July and September, I cannot be considered available, since I am occupied in this work.

(3) During the off-season, I can accept employment at any time, even if I must return home from time to time, not daily, but once every three weeks or month, to give some supervision to my herd.

(4) My wife helps out in my absence; there are some neighbours who can easily do that work on the farm.

(5) If I said "daily" on my report, it was because I am accustomed to working for Price Brothers, which is situated close to my place, and the employees travel back and forth morning and evening, thus avoiding expenses for meals.

On August 11, 1959, l'*Union catholique des cultivateurs* (Catholic Union of Farmers) of Rimouski appealed to the Umpire. In the appeal it was explained that the claimant worked more than 20 weeks away from his farm during the year preceding his claim, that the claimant misunderstood the question put to him by the local office, and that it was possible for him to accept employment at any time in the year except in early June, during the seeding time, in July, during the haying, and at the end of August to the beginning of September, during the harvesting.

Considerations and Conclusions: Unemployment Insurance Regulation 154 (3) contains a special provision under which any person engaged in farming on his own account may be considered unemployed during the farming off-season (approximately from the beginning of October to the end of March) if such person, during the off-season, does no work on his farm or devotes so little time to farming that he would not be prevented from accepting full-time employment.

The conditions mentioned in that provision apply, however, only to the farming off-season. I understand by that, that even if a farmer could establish that each year for a number of years he had worked elsewhere during the entire off-seasons, this could not generally serve to prove that he should be considered to be unemployed during the farming on-season if he himself must, other than in his spare time or in a similar manner, manage his farm or be present on it to perform or supervise the performance of the essential farming operations such as tilling, seeding, hay-making, harvesting, etc. Under these conditions, in fact, he would be available during the entire on-season only intermittently and occasionally, and also for jobs of a very short duration; therefore he would be so little available that he could not be considered to be such within the meaning of the Act, that is, to be available in a reasonably regular and continuous manner.

I, therefore, consider that a farmer whose presence on his farm is absolutely required to perform or supervise the performance of the aforementioned operations is not considered as unemployed. Furthermore, I consider that ordinarily there is no way that he can take advantage of the provisions of subsection (2) of Regulation 154, because the supervision or performance of these operations under such conditions would necessitate his devoting more time than the minimum required by the said subsection.

Now the evidence establishes that the claimant in the present case had to be present on his farm to perform or supervise the performance, during the on-season, of the seeding, the hay-making and the harvesting operations. I am therefore of the opinion that he cannot be considered as unemployed within the meaning of Regulation 154 (1) as from April 5, 1959 and that he was rightly disqualified from receipt of benefit from that date.

As for the period of the off-season, that is from March 22 to April 4, 1959 inclusive, I believe that the claimant has established satisfactorily that he fulfilled the conditions of subsection (3) of the said Regulation, because the evidence on file shows that he devoted so little time to farming during that period that it did not prevent him from working full time for four months during the off-season in question.

Except for the period from March 22 to April 4, 1959, I decide to confirm the unanimous decision of the board of referees and to dismiss the appeal of the Catholic Union of Farmers of Rimouski.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 139 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 138 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	89	\$340,747.00
Post Office	14	183,063.05
RCMP	9	173,383.95

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of \$12,773.14 was collected from 14 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 384 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Chatham Ont: Whaling & Sons Ltd, installation of air conditioning equipment, Entomology Laboratory. *Outlook Sask:* Pedersen Construction Ltd, construction of west access road, South Saskatchewan River Project. *Prince Albert National Park Sask:* P Pidskalney & B Paulsen, construction of earthfill dam, Emma Lake Project. *Mesachie Lake B C:* W Burak & Co, construction of Forest Biology Field Laboratory, Cowichan Lake Forest Experimental Station. *Summerland B C:* Pollock & Taylor, extension to Processing Laboratory, Research Station.

Central Mortgage and Housing Corporation

Petawawa Ont: Dell Construction Co Ltd, construction of 400 housing units & ground services (DND 13/58, Phase 11). *Wallaceburg Ont:* Triple 'R' Contractors, *pumping out of septic tanks & installation of field tile.

Department of Citizenship and Immigration

Christian Island Indian Agency Ont: Halliday Co Ltd, construction of three-bedroom staff residence, Christian Island RC day school. *Kwawkwalth Indian Agency B C:* McGinnis Bros, installation of fire escapes, Alert Bay IRS.

Defence Construction (1951) Limited

Dartmouth N S: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of apron floodlighting, HMCS *Shearwater*. *Greenwood N S:* New Brunswick Wire Fence Co Ltd, security fencing, armament area, RCAF Station. *Halifax N S:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of electrical distribution system, Willow Park. *St Johns Que:* Lemieux & Frere Inc, construction of 10-cell guard house, class 2, RCAF Station. *Valcartier Que:* Bergerville Estates Ltd, construction of RC teaching sisters' residence. *Clinton Ont:* The Ellis Don Ltd, construction of foundations for radar training tower & passageway, RCAF Station; Lincoln Iron Works Ltd, supply & erection of structural steel for radar training tower & passageway, RCAF Station. *Downsview Ont:* Carson Electric Co, improvement of existing lighting installation, RCAF Station. *Ottawa Ont:* John Inglis Co Ltd, *supply & installation of boiler & auxiliary equipment in extension of heating plant, DRTE, Shirley Bay. *Toronto Ont:* Runnymede Steel Construction Ltd, supply & erection of structural steel & steel joists, armoury; Redfern Construction Co Ltd, construction of armoury. *Cold Lake Alta:* Conniston Construction Co Ltd, clearing, grubbing, seeding & construction of aerodrome drainage.

Building and Maintenance

Kingston Ont: Gordon Barr Ltd, renovations to pumphouse & construction of new sewers, Fort Frontenac. *Petawawa Ont:* J H Turvey Electric Ltd, rewiring & relighting of drill hall (Bldg O-9). *Uplands Ont:* Becker-Joule Ltd, replacement of ashpit doors on boilers, RCAF Station.

Department of Defence Production

Dartmouth N S: James F Lahey Ltd, painting with fire retardant paint hangar "B", RCN Air Station; A H Langlois, interior painting of 30 PMQs, Albro Lake Naval Radio Station. *Noranda Que:* Andre Caron Ltd, rewiring & relighting of DND Bldg. *St Johns Que:* J & E Hall (Canada) Ltd, modifications to refrigeration equipment, RCAF Station. *Camp Borden Ont:* Stephens-Adamson Mfg Co of Canada Ltd, supply & installation of endless coal conveyer belt, RCAF Station. *Petawawa Ont:* Ernest Hammel, painting interior of bldgs in "H" Compound. *Edmonton Alta:* Haddow & Maughan Ltd, installation of control equipment in Central Heating Plant C-4, Griesbach Barracks. *Kamloops B C:* Western Builders & Contractors, excavation, construction of concrete foundation, floor slab & apron & erecting one "Butler" type rigid steel bldg, RCNAD. *Patricia Bay B C:* W R Menzies & Co Ltd, cleaning underground gas tanks, supply & installation of new pipe line, valves etc, truck loading dispenser & filter dehydrator, Marine Section.

National Harbours Board

Montreal Que: Industrial Maintenance Ltd, supply & erection of traffic sign supports on Jacques Cartier Bridge. *Vancouver B C:* Howe Construction Co Ltd, construction of office bldg, Centennial Pier; British Columbia Bridge & Dredging Co Ltd, dredging, Lapointe Pier.

Department of Northern Affairs and National Resources

Yellowknife N W T: Yukon Construction Co Ltd, installation of heating, ventilation, plumbing & drainage systems, Vocational Training Bldg.

Department of Public Works

Hermitage Nfld: L G & M H Smith Ltd, wharf reconstruction. *Allendale N S:* B & M Comeau Construction Co Ltd, construction of wharf. *Chegoggin Point N S:* L E Powell & Co Ltd, breakwater repairs. *Gabarus N S:* Campbell & MacIsaac, groyne repairs. *Mulgrave N S:* F W Digdon & Sons Ltd, construction of wharf. *Parrsboro N S:* Colin R MacDonald Ltd, wharf reconstruction. *Pictou N S:* T C Gorman (Nova Scotia) Ltd, reconstruction of quay wall. *Short Beach N S:* Clare Industries Ltd, repairs to retaining wall. *Westport N S:* R A Douglas Ltd, wharf reconstruction & extension. *Blackville N B:* Coronet Paving Ltd, construction of post office & fisheries bldg. *Dorchester N B:* MacPherson Builders Ltd, construction of post office. *St Louis de Kent N B:* La Construction Acadienne Ltd, construction of post office. *Baie Ste Catherine Que:* L'Atelier Mecanique de la Malbaie Enrg, steel revetting of concrete wall. *Macamic Que:* Roger & Philippe Bergeron Ltd, construction of post office. *Rock Island Que:* Williams Construction Co Ltd, construction of RCMP detachment quarters. *Ste Anne de Bellevue Que:* Vermont Construction Inc, construction of new laundry, Ste Anne's Hospital. *St Godefroi Que:* A O Ramier, construction of protection works. *Three Rivers Que:* Delphis L'Heureux, rejoining & covering copings in copper, federal bldg. *Lanark Ont:* Howard S Clark, construction of post office. *North Gower Ont:* Howard S Clark, construction of post office. *Ottawa Ont:* George A Crain & Sons Ltd, construction of cafeteria bldg, Riverside Drive; Ottawa Building Maintenance Co Reg'd, redecoration of certain rooms, wash rooms & stairwells, Temporary Bldgs No 6 & No 9, Sussex St. *Port Arthur & Fort William Ont:* Speckert-Morris Ltd, additional fill & stockpile (stage 4), Lakehead Harbour. *Toronto Ont:* Canadian Dredge & Dock Co Ltd, extension to Toronto Island Airport runway. *Dominion City Man:* Steinback Lumber Yards Ltd, construction of post office. *Inglis Man:* G A Goulsbra, construction of post office. *Miami Man:* Andrew Bros Hardware, construction of post office. *Morris Man:* A W Peterson Construction Co Ltd, construction of RCMP detachment quarters. *Carnduff Sask:* Freoschl & Heisler Ltd, construction of RCMP detachment quarters. *Rouleau Sask:* Weyburn Builders & Supplies Ltd, construction of post office. *Sheho Sask:* Matheson Bros Ltd, construction of post office. *Shellbrook Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Alexis Alta:* Dell Construction Ltd, construction of two-bedroom bungalow (teacherage) & addition & alterations to two-classroom day school & staff unit. *Alix Alta:* R Holzer, construction of post office. *Beiseker Alta:* Poole Construction Co Ltd, construction of RCMP detachment

quarters. *Big Valley Alta*: G H Roberts Construction Ltd, construction of post office. *Didsbury Alta*: Bird Construction Co Ltd, construction of federal bldg. *Edmonton Alta*: Christensen & Macdonald Ltd, construction of UIC Bldg. *Two Hills Alta*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Nakusp B C*: Mackie & Hooper Construction Co Ltd, construction of post office. *Port Alberni B C*: The Fraser River Pile Driving Co Ltd, reconstruction of assembly wharf. *Steveston B C*: Vancouver Pile Driving & Contracting Co Ltd, construction of ice shear boom & breakwater. *Uclulet West B C*: Tom Gibson Contracting, wharf repairs. *Vancouver B C*: E H Shockley & Son Ltd, alterations to examining warehouse for Department of Public Printing & Stationery. *Victoria B C*: O Pedersen, alterations to 1st, 2nd & 3rd floors, Belmont Bldg, for Department of National Revenue, Taxation Branch. *Whitehorse Y T*: Dawson & Hall Ltd, construction of four-unit apartment bldg & federal housing for 1959-60.

Contracts Containing the General Fair Wages Clause

St John's Nfld: Canadian National Railways, docking & repairs to Tug "Pugwash". *Wood Islands P E I*: The J P Porter Co Ltd, dredging. *Halifax N S*: Halifax Shipyards, Division of Dominion Steel & Coal Corporation, construction & delivery of shovel dredge. *Pictou N S*: Ferguson Industries Ltd, docking & repairs to dredge "Pownal II". *Port Hawkesbury N S*: Port Hawkesbury Marine Railway Co Ltd, repairs to Tug "Canso". *Edmundston N B*: Omer E Martin, installation of tower clock, federal bldg. *Hull Que*: Sandy Hill Hardware, interior painting, New Printing Bureau. *Joliette Que*: Maurice Gougeon, repairs to parapet, federal bldg. *Montreal Que*: B B Electric Co Ltd, lighting improvements, Customs Examining Bldg. *Arnprior Ont*: A Lanctot Construction Co, structural repairs, Civil Defence College; J C McManus & Sons, interior painting, Civil Defence College. *Oshawa Ont*: J McDonald & Son, general alterations, federal bldg. *Ottawa Ont*: A C McDonald & Sons, electrical repairs, "B" Bldg, Cartier Square; J R Statham, general alterations, Centre Block, Parliament Bldgs; A K Lippert, supply of corridor directional signs for Centre Block, Parliament Bldgs; Robert Strang, general redecorating, Centre Block, Parliament Bldgs; J G Bisson Construction & Engineering Ltd, supply & installation of new electrical fixtures, Centre Block, Parliament Bldgs; F G Bowie & Sons Ltd, electrical repairs, No 8 Temporary Bldg; Louis G Fortin, general alterations, No 8 Temporary Bldg; Shore & Horwitz Construction Co Ltd, general alterations, 30 Lydia St; Louis G Fortin, general alterations, RCMP Bldg; A McWade, renovations, Connaught Bldg; Roger E Boivin, interior painting, Mines Bldg. *North Vancouver B C*: The Burrard Dry Dock Co Ltd, construction of diesel-electrical drag-suction hopper dredge.

St. Lawrence Seaway Authority

Allanburg Ont: Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 11, Welland Canal. *Port Colborne Ont*: Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 20, Welland Canal. *St Catharines Ont*: Schwenger Construction Ltd, modification of mitre gate sills, Welland Canal. *Welland Ont*: Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 14, Welland Canal. *near Welland Ont*: Cameron & Phin Ltd, replacement of deck on lift span, Bridge 18, Welland Canal. *Port Weller, St Catharines, Thorold & Homer Ont*: Ruliff Grass Construction Co Ltd, replacement of wire ropes on five fenders & one land rope at locks, Welland Canal. *Thorold, Merriton & St Catharines Ont*: Aiken & McLachlan Ltd, channel improvements, miscellaneous filling & grading, & closed conduit.

Department of Transport

Goose Bay Labrador: E S Martin Construction Ltd, construction of nine double staff dwellings, single men's living quarters & related work, Goose Airport; Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of by-pass & outfall sewers, septic tank syphon chamber & related works; Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, provision of meter chamber & associated piping. *Corner Brook Nfld*: Quemar Co Ltd, construction of remote transmitter & receiver bldg. *Torbay Nfld*: Allied Construction Co Ltd, installation of lighting system, car parking area. *Halifax N S*: Halifax Shipyards, Division of Dominion Steel & Coal Corp, *construction of double ended automobile & passenger ferry for service between Cape Tormentine N B & Borden P E I; Bryant Electric Co Ltd, installation of power & control cables for AASR, International Airport; Trynor Construction Co Ltd, clearing for control tower visibility, International Airport. *Ancienne Lorette Que*: Arno Electric Reg'd, construction of temporary boiler house, Quebec Airport. *Fox River Que*: Arthur Lafontaine, construction of double staff dwelling & related work. *Montreal Que*: The Highway Paving

Co Ltd, additional development, Airport; Chas Duranceau Ltd, resurfacing & repairs to existing airport roads & parking areas. *Riviere du Loup Que*: F Belanger & J L Guerette Enr, installation of lighting facilities, Airport. *Seven Islands Que*: F Belanger & J L Guerette Enr, construction of extension to Air Terminal Bldg. *Fort William Ont*: Harry Adelman Construction Ltd, construction of two NDB Bldgs, Lakehead. *Kenora Ont*: Heath Construction Ltd, construction of three double staff dwellings, one single staff dwelling & related work. *Malton Ont*: J A Watt & Co Ltd, primary power revisions, International Airport; York Steel Construction Ltd, supply & erection of structural steelwork, aeroquay No 1, Air Terminal Bldg, International Airport; Canadian Safety Fences, construction of guard fence, International Airport. *Windsor Ont*: Horton Steel Works Ltd, installation of steel elevated storage tank, concrete footing & vault, etc, Airport. *Saskatoon, Hague & Blucher Sask*: W C Wells Construction Co Ltd, construction of non-directional beacon bldgs at Hague & Blucher & back beam marker at Saskatoon. *Kimberley B C*: A E Jones Co Ltd, construction of single dwelling, Airport. *Sandspit B C*: Dyck Construction Co Ltd, construction of single men's quarters & related work. *Terrace B C*: Stange Construction Co Ltd, construction of emergency power house. *Vancouver B C*: Beaver Construction Co Ltd, alterations & additions to air services bldg, Airport. *Williams Lake B C*: Marpole Construction Co Ltd, construction of five double staff dwellings, one radio range bldg, one transmitter-power house & related work.

U.S. Social Security Payments Began 20 Years Ago

The first monthly benefit cheques issued under the United States Social Security Act were mailed out 20 years ago last December. In the 20 years that payments have been made, more than \$50 billion has been paid.

At the end of 1959, cheques were being mailed to 13,750,000 persons. Monthly payments were amounting to \$850 million.

The Act was passed in 1935 and the first benefits became payable for the month of January 1940. Since then, 21 million beneficiaries have received \$50.4 billion in benefits.

Retired workers and their dependents have received \$38.1 billion; survivors of workers who have died, \$11.6 billion; disabled workers aged 50 to 65 and their dependents, about \$750 million. Lump-sum payments to survivors have totalled \$1.2 billion.

Railway Board of Adjustment No. 1

(Continued from page 173)

Meaford, Creemore and return. On the return trip, with the plow not operating, the crews were required to pick up loaded freight cars at Collingwood.

On another occasion the crew had to set off the plows at Collingwood and handle a train to Glen Huron, after which it picked up more loaded cars and the plows at Collingwood to return to Allandale.

The firemen submitted claims for separate days for handling the revenue freight. The company denied the claims and paid the crews on the basis of continuous time.

The Brotherhood contended that the claims should be paid because the firemen were used in service other than that for which they were called. It cited an article in the current working agreement that states:

Firemen or helpers coming in from snow plow trip will not be required to do any switching at terminals, except to put their own train away if no yard engine is immediately available. At intermediate points enroute crews will not do any switching, except when necessary to move cars in order to plow out a track or tracks.

The company contended that the rule cited explicitly prohibits switching in specified circumstances and on none of the occasions was there a violation of the conditions mentioned. It also argued that the second part of the rule would apply only when the snowplows were in use.

It then cited a rule that provides for payment at the highest rate applicable when crews perform more than one class of road service in a day or trip, with a minimum of 100 miles for the combined service. This rule, the company contended, "clearly establishes the company's right to use firemen in more than one class of road service in a day or trip."

In its decision, the Board referred to Case No. 708 (L.G., Jan. 1959, p. 56). In view of the decision in that case, the Board ruled that the claims of the three firemen be settled on the basis of the difference between two separate straight time days and the payment already made. It also reaffirmed its earlier decision.

Employment in Canada in 1959

(Continued from page 144)

The trade, finance and service industries continued to expand during the year.

The increase in employment, combined with a markedly lower rate of expansion in the labour force, resulted in a much lower level of unemployment. In 1959, labour demand was in approximate balance with supply in as many as 18 areas during the period of greatest activity, in September. In 1958 a balanced situation was reached in no more than 5 areas. On average, 8 areas had a substantial labour surplus in 1959 compared with 13 in 1958. In the summer months a number of occupational shortages were reported, including welders, tool makers, draughtsmen and certain types of skilled textile and construction workers.

Ontario—The year was marked by a strong advance in economic activity, particularly during the first six months. The chief gains were in manufacturing, in which many industries reflected the general strengthening in demand for automobile, plant equipment, farm implements and structural steel. The resulting increase in employment and income were supported by the continuing expansion of service producing industries.

Employment increased by 50,000 or 2.4 per cent in 1959, in sharp contrast to 1958, when average employment fell for the first time in the postwar period. The rise in 1959, however, was smaller than that of 1957 and less than half the increase of 1956. Increased demand for labour was reflected in a longer work-week, average hours in manufacturing for the first 10 months rising from 40.3 in 1958 to 40.8 hours.

Employment in Ontario

January-October

(1949=100)

	1959	1958
Industrial Composite	121.3	119.7
Forestry	57.0	62.2
Mining	165.5	159.5
Manufacturing	110.5	109.3
Rubber products	108.2	99.7
Textile products	79.2	78.7
Iron and steel products	111.3	101.5
Transportation equipment	110.0	124.5
Aircraft and parts	273.5	520.8
Motor vehicles	106.0	99.2
Railroad and rolling stock equipment	64.0	80.5
Construction	133.7	134.0
Trade	140.2	137.0
Service	144.2	140.1

Employment advanced most rapidly during the early part of the year. After June the total number of persons with jobs, seasonally adjusted, fluctuated unevenly and was not much higher in December than at mid-year. In part, this appeared to be only a temporary lull, caused by the steel strike in the United States and the resulting shortage of some imported components. A more basic development, however, was the downward trend in house-building, which halted the employment expansion in construction and had a noticeable effect on the output of plumbing supplies and other construction materials.

Labour income in the region rose from an average monthly figure of \$576 million in 1958 to \$622 million in 1959 (first 10 months). This increase (8 per cent) was exceeded only in 1956 and was one percentage point greater than the 1953-58 average.

Although the trend was generally rising, manufacturing employment as a whole made rather slow progress, especially in the latter part of the year. The industries leading the recovery were in the iron and steel products group, particularly primary steel and machinery manufacturing. Motor vehicles, rubber products and other associated industries also contributed substantially to the over-all gain. It should be noted, however, that of all the principle manufacturing industry groups, only iron and steel products had a higher employment level than the previous peak in 1956. The aircraft industry employed about 12,000 workers, some 10,000 fewer than the average of the previous year. Other important industries with lagging employment included the manufacture of railway rolling stock and heavy electrical equipment.

Forestry employment was down from the two previous years, mainly because of the low level of pulp cutting in the spring. Beginning in October the demand for pulp cutters showed a substantial improvement. Although final figures are not yet available, reports from most northern areas of the province indicate that the volume of work in pulpcutting camps this winter has been much higher than during the past two winters.

Mining held up at about the same level as in 1958, although the completion of development work on new uranium mines resulted in some decrease towards the end of the year. The average employment level was 10 per cent higher than 1957 and 19 per cent higher than 1956. Most of this increase resulted from the heavy manpower

requirements in 1959 in uranium. The outlook for uranium producers was dimmed by prospective declines in exports to the United States, although at the year-end substantial layoffs were not anticipated for some time.

Construction employment was at about the same average level as in 1958. As in other regions, the volume of new housing declined steeply in the early months of the year and recovered partially in the fall as a result of the direct lending program of CMHC. New units started in urban centres totalled about 40,000 for the year, 16 per cent fewer than in 1958. Non-residential construction was generally more active than last year. This was particularly true of road and highway construction, which employed about 10 per cent more workers than in 1958. Commercial and institutional building also advanced moderately during the year.

Unemployment in the region declined from last year's level but was still high in comparison with any other year. The number of persons without jobs and seeking work averaged 4.2 per cent of the labour force compared with 5.0 per cent in 1958 and 3.1 per cent in 1957. The improvement was reflected at the local level: of the 34 markets in the region, as many as 27 had a balanced labour-demand situation at the height of activity last fall, as opposed to only 21 in 1958. A heavy demand for workers in skilled and professional occupations was reported fairly frequently, although these labour shortages did not persist for any great length of time. During the low period of activity between January and March 1959, the number of areas with a substantial surplus of labour did not exceed 18, compared with 22 in the same period of 1958.

Prairie—Aside from seasonal movements, employment in the Prairie region was relatively stable in the latter part of 1959, following a sharp rise early in the year. The gain took place entirely in non-agricultural industries, where 1959 employment averaged 6.3 per cent above the 1958 level. In agriculture the long-term employment decline continued, the number working on farms showing a drop of 4.1 per cent from the previous year. Total employment registered a 3.2 per cent gain from 1958 and labour income increased by about 9 per cent. The strengthening employment situation brought about a drop of almost 20 per cent in the number of persons without jobs and seeking work.

All major non-agricultural industries participated in the employment advance. A large year-to-year gain occurred in construction employment, amounting to almost

20 per cent near the end of the first quarter of 1959 and roughly 10 per cent through the summer and fall. Commercial building was up from 1958 during the entire year, but housebuilding fell from year-earlier levels after the first quarter. Housing starts were 7 per cent fewer in the first 11 months than in the same period of 1958. Large construction projects underway in the region included the South Saskatchewan River Dam and mining and hydro developments at Thompson and Kelsey in northern Manitoba.

The employment expansion in manufacturing that was interrupted in 1958 was resumed in 1959; the value of factory shipments in the first 10 months went up by 8 per cent from the corresponding period in 1958. By late 1959 the number working in the industry was about 5 per cent higher than a year earlier and well above the 1957 level. Manufacturers of iron and steel products, especially suppliers for industries participating in the exploitation of the primary resources of the region, showed the most notable expansion in employment. Steel mills and pipe manufacturing plants under construction in Saskatchewan and Alberta, which will come into production during the year, highlighted the expansion of the manufacturing industry.

Reflecting the increase in labour and other income, trade and services both employed more than 5 per cent more personnel in 1959 than in 1958. Retail sales in Manitoba, Saskatchewan and Alberta rose 8.4 per cent, 3.8 per cent, and 4.9 per cent, respectively, in the first 11 months of 1959 compared with the same period in 1958. Sales of farm equipment rose 30 per cent above the 1958 level.

Production of minerals rose in value by 6.0 per cent from 1958. The declines of the past few years in coal mining were largely checked by exports to Japan and increased utilization of lignite in southeastern Saskatchewan. Although little effect on employment was evident, except in associated industries, crude oil production in the first nine months went up from the same period in 1958 by more than 12 per cent and natural gas production increased by 40 per cent. Both demand and prices for zinc and copper were more firm in 1959, and nearly twice as much iron ore was mined and shipped from the Steep Rock mining area west of Lake Superior. The potash mine near Saskatoon was in production but it was found necessary to suspend operations late in the year for repairs.

Modest employment increases occurred both in transportation, including storage and communication, and in establishments

providing financial, real estate, and insurance services for the region. The work force in the forestry industry, both in northern Alberta and in the Lake Superior area, expanded in response to improved demand for lumber and pulp and paper.

Prairie farmers experienced a difficult year. Drought conditions early in the season were followed by excess precipitation at harvest time so that some of the crop, which was heavier than the long-term average but lighter than the average for the past 10 years, remained unharvested when winter set in. Early estimates of cash income indicated a decline of about 4 per cent from 1958. Most of this decline occurred in the fourth quarter and was greatest in Saskatchewan, where it amounted to 6 per cent for the year. Cash income was at a higher level than in 1957, however.

Pacific—Improved levels of economic activity in 1959 in the Pacific region raised average non-agricultural employment 4.3 per cent from 1958. This was considerably higher than the 3.5-per-cent increase for Canada as a whole. The number working on farms remained fairly constant. Labour income rose about 8 per cent and the number of jobless dropped by one-quarter from the year before. The year-to-year growth of 2.4 per cent in the labour force was smaller than that of the previous year but larger than the Canadian average. A temporary slowdown in employment occurred in late summer as a result of a strike of 27,000 logging and sawmill workers on the coast and on Vancouver Island.

A strong demand for pulp and paper from export markets throughout the year and a high rate of lumber production in the first half lent strength to the economy of the region. The increase in the value of pulp and paper production from 1958 was estimated at 13 per cent; plywood production was about equal in both years. Although lumber production was disrupted by the woodworkers' strike, the strike coincided roughly with the period of greatest fire hazard when woods operations are frequently closed down, so that lumber production for the year as a whole was down only moderately from the 1958 total.

Manufacturers supplying the forestry industry benefited from the high levels of activity in the woods. Weaknesses persisted throughout the year in shipbuilding but improvement in food-processing, along with the substantial increase in wood-using manufactures, raised the value of total factory

shipments in the first 10 months to 3.5 per cent above the same period in 1958. Employment in manufacturing varied from about 2 to 5 per cent higher than a year earlier, in the months not affected by the woodworkers' strike. Employment in transportation fluctuated with the changes in lumber production and averaged somewhat lower for 1959 than for 1958.

A heavy schedule of industrial and commercial building maintained construction employment roughly 10 per cent above the year-earlier levels after the first few months of 1959, in spite of a drop in housebuilding. Housing starts in the first 11 months in centres of 5,000 population and over were down about 20 per cent from the same period in 1958.

The value of minerals produced moved ahead 4.1 per cent from 1958; iron, nickel, copper, and silver mining made gains. Industrial material also shared in the increase but both gold and coal production declined by roughly 10 per cent. The petroleum industry experienced a large expansion in exploration and development activity, especially in the north, following a very encouraging discovery in the summer. By year-end, the number of drilling rigs in operation was one-third higher than a year earlier and geological crews in the field were about three times as numerous. Employment in minerals was relatively stable throughout 1959 compared with an almost continuous decline throughout 1958. After mid-year in 1959, the employment level was higher than a year earlier although still well below 1957.

In the first 11 months retail sales were 4 per cent ahead of the corresponding period of 1958, resulting in an improvement of about 3 per cent in trade employment from the year-earlier levels. The numbers engaged in finance, real estate, and insurance establishments also gained 3 to 5 per cent from the equivalent months of 1958. Only a slight gain was registered by the services industry from the year before, chiefly because of inclement weather in the tourist season.

Both employment and cash income in agriculture were virtually unchanged from 1958. The landed value of fish caught in the initial 11 months of 1959 was reduced by about one-third from the same period of 1958 as a result of the change from a peak to an off-year in the 4-year sockeye salmon run. The salmon catch was further reduced by a two-week strike at the height of the season.

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1960

The consumer price index (1949=100) declined 0.3 per cent from 127.9 to 127.5 between December 1959 and January 1960.* The latest index is 1.1 per cent above the January 1959 index of 126.1.

The drop in the total index resulted from a lower food index combined with the effects of January sales in clothing and homefurnishings. Shelter was up fractionally while the other commodities and services component was unchanged.

The food index declined 0.7 per cent from 122.4 to 121.6 to stand below the January 1959 index of 122.3. Egg prices recorded a further substantial decrease of 6 cents per dozen; grade "A" large averaged 42 cents. Oranges, orange juice, and lettuce were lower and beef and pork prices also eased slightly. Chicken and lamb were higher, fresh vegetables recorded seasonal price increases and canned vegetables registered slight advances.

The clothing index decreased 1.1 per cent from 111.4 to 110.2 as traditional January sales were in evidence on a wide range of men's, women's and children's wear as well as some items of footwear. Sale prices particularly affected women's fur and cloth coats, men's overcoats, and women's overshoes.

The shelter index moved from 142.7 to 142.8, a fractional increase of 0.1 per cent. Rents were unchanged, but the home-ownership component was up.

The household operation index, also reflecting January sales in appliances, furniture and textiles, declined 0.3 per cent from 123.7 to 123.3. Some utensils and equipment and household supplies were higher.

The other commodities and services index was unchanged at 136.9 as somewhat lower prices for new passenger cars and gasoline were offset by rates which averaged higher for hospitals and newspapers.

Group indexes for January 1959 were: food 122.3, shelter 140.2, clothing 109.2, household operation 121.8, and other commodities and services 133.4.

City Consumer Price Indexes, December 1959

Eight of the ten regional consumer price indexes (1949=100) were lower between November and December 1959. Decreases ranged from 0.1 per cent in Saint John to 0.5 per cent in Saskatoon-Regina and Edmonton-Calgary; indexes in both St. John's and Montreal were unchanged.*

Decreases in foods were mainly responsible for changes in the total indexes. Food indexes were lower in all ten cities, with declines ranging from a fractional 0.1 per cent in St. John's to 2.0 per cent in Saskatoon-Regina. Shelter indexes rose in seven cities, were unchanged in two and declined in the other. Clothing indexes showed mixed results: five regional city indexes were up, three declined and two remained unchanged. Household operation indexes were higher in seven cities, lower in one and unchanged in the remaining two centres. Other commodities and services indexes were higher in four cities, unchanged in six.

Regional consumer price index point changes between November and December were as follows: Saskatoon-Regina -0.6 to 124.0; Edmonton-Calgary -0.6 to 124.1; Halifax -0.4 to 127.3; Toronto -0.4 to 130.1; Ottawa -0.3 to 128.3; Winnipeg -0.3 to 125.4; Vancouver -0.2 to 129.6; Saint John -0.1 to 129.1. St. John's and Montreal remained unchanged at 114.6† and 128.7 respectively.

Wholesale Price Index, December 1959

Canada's general wholesale price index (1935-39=100) eased 0.2 per cent between November and December 1959 to 229.8 from 230.3. It was the first time since 1952 that the December index has been below the November level. The index for December 1958 stood at 229.3.

Four of the major group indexes decreased, three increased, and one, the iron products group, was unchanged at 255.8.

The animal products group index declined for the third consecutive month, to 247.4 from 250.4; the September-December decline in this index was 4.3 per cent. The non-ferrous metals group index moved down

*See Table F-2 at back of book.

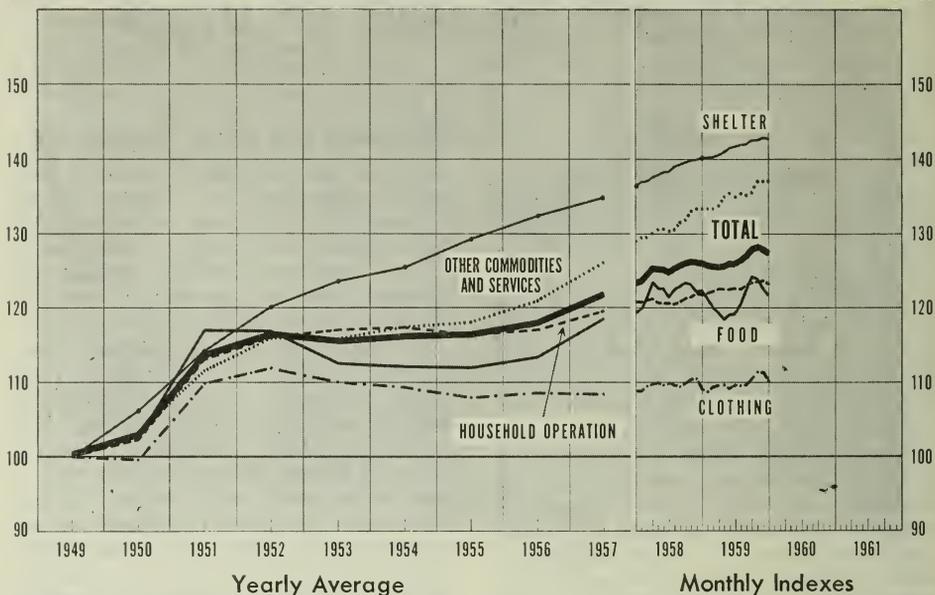
†On base June 1951=100.

* See Table F-1 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



to 175.8 from 177.4 (the first month-to-month drop since July 1959). The indexes for the wood products and non-metallic minerals groups eased to 303.9 from 304.0 and to 185.9 from 186.0, respectively.

The vegetable products group index rose between November and December to 200.2 from 199.5, the textile products group index increased to 228.2 from 227.6, and the chemical products group index edged up to 188.1 from 188.0.

U.S. Consumer Price Index, December 1959

The United States consumer price index (1947-49=100) dropped 0.1 per cent between mid-November and mid-December, from 125.6 to return to the October figure of 125.5.

The December 1959 index was 1.5 per cent higher than at the close of the previous year. The 1959 average, however, was only

0.9 per cent higher than the 1958 average. The difference between the averages is smaller than the difference between the year-end figures because prices were stable during most of 1958 but rose gradually in 1959.

U.K. Index of Retail Prices, November 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose between mid-October and mid-November 1959 for the first time since November 1958. During the month it rose from 109.2 to 110.0, mainly because of increases, largely seasonal, in coal, eggs and butter, and in transportation fares.

The index had moved narrowly between 110.2 and 110.4 between December 1958 and March 1959, and between 109.3 and 108.7 in the period May to September.

Norway Appoints Council to Propose Ways to Implement Equal Pay

Following ratification on September 24, 1959 by the Government of Norway of the ILO Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, the Norwegian Government has appointed a five-member council to recommend methods of implementing the decision. The Council consists of two representatives from management, two from labour and one neutral member.

The equal pay Convention has now received 31 ratifications.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 136.

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. 8th ed. Prepared by the Economics and Research Branch, Department of Labour in consultation with the Department of Citizenship and Immigration. Ottawa, Queen's Printer, 1959. Pp. 78.

2. GERMANY (FEDERAL REPUBLIC, 1949) FEDERAL STATISTICAL OFFICE. *Survey of German Federal Statistics, 1958*. Stuttgart, W. Kohlhammer, 1959. Pp. 128.

3. NEW YORK (STATE). STATE LABOR RELATIONS BOARD. *Twenty-second Annual Analysis of Decisions for the Year ended December 31, 1958*. New York, 1959. Pp. 109.

4. SOUTH AFRICA. DEPARTMENT OF LABOUR. *Report for the Year ended 31st December, 1958*. Pretoria, Government Printer, 1959. Pp. 18.

5. U.S. OFFICE OF CIVIL AND DEFENSE MOBILIZATION. *Stockpile Report to the Congress. January-June 1959*. Washington, 1959. Pp. 16.

Congresses and Conventions

6. CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS. *Report of Proceedings of the Twenty-fourth Convention, held in Vancouver, British Columbia, September 22 to 26, Inclusive, 1958*. Ottawa, 1958. Pp. 130.

7. CONFEDERATION GENERALE DU TRAVAIL. FORCE OUVRIERE. *Compte rendu sténographique des débats du 6^e congrès confédérale, Paris, 15, 16, 17 et 18 Avril 1959*. Paris, 1959. Pp. 339.

8. CONFERENCE OF REPRESENTATIVES OF TRADE UNIONS CATERING FOR WOMEN WORKERS. *Report of the 29th Annual Conference . . . Lytham St. Anne's, Lancashire, April 24 and 25, 1959*. London, 1959. Pp. 46.

Education

9. HOLDEN, JOHN BERNARD. *Adult Education Services of State Departments of Education*. Washington, U.S. Dept. of Health, Education, and Welfare, Office of Education, 1959. Pp. 48.

10. NEWFOUNDLAND. DEPARTMENT OF EDUCATION. *A Report of the Conference on Education held November 3-7, 1958*. [St. John's, 1959?] P. 72.

The Conference had the following agenda: Public Examinations; Diversification of Curriculum; Adult Education; Teacher Education; Emergence of Regional and Central High Schools; and, Equalization of Educational Opportunity.

Electronic Data Processing

11. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Management's Role in Electric Data Processing*, by Carl G. Baumes and Norman E. Pflomm. New York, 1959. Pp. 64.

Based on the experience of 114 companies. Explains (1) why management should decide whether computing machines are necessary in the company; (2) management's role once the machines are installed; (3) the assignment of planning responsibility for the computers; (4) how proposed programs are evaluated; (5) whether to rent or purchase equipment; (6) how to measure results; and, (7) how companies have fared with computers.

12. UNITED NATIONS. STATISTICAL OFFICE. *Manual Methods and Tools for Data Processing*. (Provisional ed.) Prepared jointly by Statistical Office of the United Nations and Statistics Branch, Food and Agriculture Organization of the United Nations. Rome, FAO, 1957. Pp. 55.

13. UNITED NATIONS. STATISTICAL OFFICE. *Punch Card Sorting*. (Provisional ed.). Prepared jointly by Statistical Office of the United Nations and Statistics Branch, Food and Agriculture Organization of the United Nations. Rome, FAO, 1957. Pp. 29.

14. UNITED NATIONS. STATISTICAL OFFICE. *Scope and Principal Methods of Data Processing*. (Provisional ed.). Prepared jointly by Statistical Office of the United Nations and Statistics Branch, Food and Agriculture Organization of the United Nations. Rome, FAO, 1957. Pp. 33.

Industrial Relations

15. LEITER, ROBERT DAVID. *Labor Economics and Industrial Relations*. 2d ed. New York, Barnes & Noble, 1958. Pp. 320.

The five parts of this book are: Problems of Labor Economics. Labor Organization. Collective Bargaining. Labour Disputes. Social Security.

16. REYNOLDS, LLOYD GEORGE. *Labor Economics and Labor Relations*. 3d ed. Englewood Cliffs, N.J., Prentice-Hall, 1959. Pp. 568.

Among the topics discussed are collective bargaining, the union contract, wages and hours of labour, the labour market, national income, productivity, labour unions, and wage determination. Intended as a text book for a labour course.

17. SPIRO, HERBERT JOHN. *The Politics of German Codetermination*. Cambridge, Harvard University Press, 1958. Pp. 180.

Codetermination means granting a large share in the management of industrial firms to organized labour. Discusses the role of politics in codetermination in the Federal German Republic.

18. WHYTE, WILLIAM FOOTE. *Man and Organization; Three Problems in Human Relations in Industry*. Homewood, Ill., R. D. Irwin, 1959. Pp. 103.

The author deals with a philosophical, a theoretical and a practical problem in human relations, each one related to the other.

Industry—Location

The following four pamphlets were published by the Alberta Industrial Development Branch in Edmonton in 1959.

19. *Survey of Didsbury*. Rev. 1959. Pp. 16.

20. *Survey of Smoky Lake*. Rev. 1959. Pp. 11.

21. *Survey of Stettler*. Rev. 1959. Pp. 18.

22. *Survey of Valleyview*. Rev. 1959. Pp. 11.

Labour Bureaus

23. U.S. CONGRESS. HOUSE. COMMITTEE ON APPROPRIATIONS. *Departments of Labor, and Health, Education, and Welfare, Appropriations for 1960: Dept. of Labor and others. Hearings before the Subcommittee of the Committee on Appropriations, House of Representatives, Eighty-sixth Congress, First Session . . .* Washington, GPO, 1959. Pp. 419.

24. U.S. DEPARTMENT OF LABOR. *The United States Department of Labor*. Washington, GPO, 1959. Pp. 37.

An up-to-date account of the activities of the various bureaus and divisions of the Department of Labor.

Labour Laws and Legislation

25. DITTMAR, WILLIAM ROBERT. *State Workmen's Compensation Laws; Law for the Workingman*. 2d ed. completely rev. and rewritten by the Publisher's Editorial Staff. New York, Oceana Publications, 1959. Pp. 93.

Provides the latest information about workmen's compensation in American states.

26. JAPAN. LAWS, STATUTES, ETC. *Japan Labor Legislation, 1959*. Tokyo, 1959. Pp. 605.

27. PETRO, SYLVESTER. *The Labor Policy of the Free Society*. New York, Ronald Press, 1957. Pp. 339.

Among other things, the author discusses the principal features of present labour laws and policies and proposes certain changes in the law.

Labouring Classes

28. GALENSON, WALTER, ed. *Labor and Economic Development*. One of a Series of Books from the Research Program of the Institute of Industrial Relations, University of California. New York, Wiley, 1959. Pp. 304.

Deals with the evolution of the labour movement in the British West Indies, Egypt, French West Africa, India and Japan.

29. GRI, V. V. *Labour Problems in Indian Industry*. 2d ed. rev. and enl. London, Asia Publishing House, 1959. Pp. 520.

The author was Minister of Labour in the Government of India from 1952 to 1954. He discusses labour organization, industrial relations, labour legislation, national wage policies, industrial housing, child labour, conditions of women workers, agricultural labour, etc.

30. INTERNATIONAL LABOUR OFFICE. *Labour Costs in European Industry*. Geneva, 1959. Pp. 170.

Based on an analysis of data on eight industries in eight countries for the year 1955, and in two countries for the year 1956.

31. INTERNATIONAL LABOUR OFFICE. *The Protection of Workers against Ionising Radiation*. Fourth item on the agenda. Geneva, 1959. Pp. 34.

At head of title: Report 4 (1). International Labour Conference. 44th session, 1960.

32. RAYBACK, JOSEPH GEORGE. *A History of American Labor*. New York, Macmillan, 1959. Pp. 459.

Covers the period from Colonial times up to the end of 1957.

33. U.S. BUREAU OF LABOR STATISTICS. *Employment Outlook for Technicians; a Report on Technicians Who work with Engineers and Physical Scientists*. Washington, Veterans Administration, 1958. Pp. 28.

Describes the types of work done by technicians and the fields in which they are employed. Tells how one becomes a technician and gives employment prospects and information about earnings.

Mental Health

34. MEYER, HENRY JOSEPH. *An Experiment in Mental Patient Rehabilitation: evaluating a Social Agency Program*, by Henry J. Meyer and Edgar F. Borgatta. New York, Russell Sage Foundation, 1959. Pp. 114.

The Altro Health and Rehabilitation Services, Inc. operate a sheltered workshop in New York City for handicapped people. This book describes Altro's program for rehabilitating some mentally ill patients referred to it by mental hospitals.

35. U.S. CHILDREN'S BUREAU. *Some Guide Lines for Evaluative Research assessing Psycho-Social Change in Individuals*. Washington, GPO, 1959. Pp. 117.

Women—Employment

36. HUGHES, EVERETT CHERRINGTON. *Twenty Thousand Nurses tell their Story; a Report on Studies of Nursing Functions sponsored by the American Nurses' Association*, by Everett C. Hughes, Helen MacGill Hughes and Irwin Deutscher. With a foreword by Agnes Ohlson. Philadelphia, Lippincott, 1958. Pp. 280.

A report on nursing as a profession.

37. INDIA. PLANNING COMMISSION. *Women in Employment (1901-1956)*. A joint study by Labour Bureau, Simla and Labour & Employment Division, Planning Commission. New Delhi, 1958. 1 volume (various pagings).

Miscellaneous

38. ANGLO-NEWFOUNDLAND DEVELOPMENT COMPANY LTD. *Turmoil in the Woods; a Report on the Dispute between the International Woodworkers of America and the*

Anglo-Newfoundland Development Company Limited. Grand Falls, Newf., 1959. Pp. 31.

39. DAWSON, ROBERT MACGREGOR. *William Lyon Mackenzie King, a Political Biography. Volume 1, 1874-1923*. Toronto, University of Toronto, 1958. P. 521.

Covers the period from Mackenzie King's birth in 1874 up to the Imperial Conference of 1923. This is the first of a projected three-volume official biography.

40. SHACKLE, GEORGE LENNOX SHARMAN. *Economics for Pleasure*. Cambridge, Cambridge University Press, 1959. Pp. 269.

Contains eight sections, each with five chapters. Each chapter presents a familiar situation with a comment on it. The eight sections are: Value. Production. Income. Distribution. Employment. Finance. Government. Trade.

41. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *The International Flow of Private Capital, 1956-1958*. New York, United Nations, 1959. Pp. 107.

42. U.S. BUREAU OF LABOR STATISTICS. *Retail Prices of Food, 1957-58; Indexes and Average Prices*. Washington, GPO, 1959. Pp. 37.

Demand for University Graduates Continues, NES Bulletin Reports

A continuing and increasing demand for university graduates in Canada is indicated in the 1959 *Bulletin on the Supply and Demand Situation in Regard to University Graduates* issued by The National Employment Service of the Unemployment Insurance Commission.

Since 1952, the bulletin states, registrations at universities have been increasing each year. In 1958 total registrations were about 94,000 and it was expected that in 1959 they would be somewhat more than 100,000.

The University of Toronto expects to have 23,000 students register in 1968, an increase of 64 per cent in less than 10 years.

At the end of the 1958-59 fiscal year the federal Government, through the Civil Service Commission, reported requirements for some 600 graduates for continuing jobs and 1,200 undergraduates for summer work.

More applications were received for those jobs, both absolutely and proportionately, than at any time since the Second World War.

Approximately 900 persons wrote the general examination for university graduates, which provides a good indication of the competition for the available positions.

In addition, 600 graduating students in civil, electrical and mechanical engineering wrote the qualifying examinations for jobs in those categories despite the fact it was the first year in which written examinations were held by the Commission.

Where You Stand Under The Labor Reform Law, a simplified explanation of the United States Labor-Management Reporting and Disclosure Act, 1959, prepared by the Bureau of National Affairs, Inc., Washington 7, D.C., has been designed for distribution to employees.

U.K. Factories Act (Continued from page 186)

The sections of the Act which do not become effective on either of the foregoing dates will be brought into force as soon as practicable. Most of these concern the extensive safety provisions relating to fire. Other matters involve painting of premises, washing facilities, first aid and railway running sheds.

CORRECTION

In Decision CUB 1682, published in the December 1959 issue, the word within quotation marks in the top line of the second column on page 1328 is incorrect. Instead of "inapplicable" it should be "inappreciable".

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	206
Table B-1—Labour Income.....	207
Tables C-1 to C-6—Employment, Hours and Earnings.....	208
Tables D-1 to D-5—Employment Service Statistics.....	213
Tables E-1 to E-4—Unemployment Insurance.....	219
Tables F-1 and F-2—Prices.....	221
Tables G-1 to G-4—Strikes and Lockouts.....	222

A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 14, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,247	115	437	1,762	2,308	1,064	561
Agricultural.....	648	*	51	141	168	265	21
Non-Agricultural.....	5,599	113	386	1,621	2,140	799	540
Males.....	4,661	93	336	1,324	1,684	803	421
Agricultural.....	607	*	48	134	158	245	20
Non-Agricultural.....	4,054	91	288	1,190	1,526	558	401
Females.....	1,586	22	101	438	624	261	140
Agricultural.....	41	*	*	*	10	20	*
Non-Agricultural.....	1,545	22	98	431	614	241	139
All Ages.....	6,247	115	437	1,762	2,308	1,064	561
14—19 years.....	579	14	46	210	187	88	34
20—24 years.....	778	19	55	252	259	129	64
25—44 years.....	2,903	53	183	814	1,093	490	270
45—64 years.....	1,765	26	131	442	679	314	173
65 years and over.....	222	*	22	44	90	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,951	100	414	1,665	2,212	1,032	528
Males.....	4,406	78	316	1,241	1,602	775	394
Females.....	1,545	22	98	424	610	257	134
Agricultural.....	637	*	49	137	165	264	20
Non-Agricultural.....	5,314	98	365	1,528	2,047	768	508
Paid Workers.....	4,842	86	328	1,384	1,883	710	451
Males.....	3,444	67	244	996	1,320	487	330
Females.....	1,398	19	84	388	563	223	121
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	296	15(1)	23	97	96	32	33
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,398	157	466	1,529	1,788	933	525
Males.....	1,145	50	107	301	340	215	132
Females.....	4,253	107	359	1,228	1,448	718	393

*Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended November 14, 1959		Week Ended October 17, 1959		Week Ended November 15, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	323	305	260	250	387	372
Without Jobs.....	296	280	237	228	361	348
Under 1 month.....	129	—	90	—	120	—
1—3 months.....	104	—	87	—	143	—
4—6 months.....	32	—	23	—	48	—
7—12 months.....	18	—	23	—	33	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	10	—	*	—
Worked.....	27	25	23	22	26	24
1—14 hours.....	11	10	*	*	*	*
15—34 hours.....	16	15	17	16	18	17

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—May.....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June.....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July.....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,405.4
August.....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2	1,411.6
Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,403.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May.....	45.1	420.7	147.0	68.5	367.8	75.3	626.0	1,220.5	191.7	1,483.5
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,529.1
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,508.2
August.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,218.2	195.2	1,520.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,554.2
Oct.*.....	47.0	434.9	150.8	.....	.....	.....	.....	.....	.....	1,550.2
Nov.†.....	47.2	421.3	148.0	.....	.....	.....	.....	.....	.....	1,516.3

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October, 1959 employers in the principal non-agricultural industries reported a total employment of 2,858,672. Tables C-1 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-4 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹				Index Numbers (1949 = 100)			
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October*.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November†.....	121.8	211.7	172.9	74.28	110.7	195.5	174.8	76.86

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958
				\$	\$	\$
Provinces						
Newfoundland.....	140.8	144.8	130.1	64.54	63.45	61.97
Prince Edward Island.....	138.7	145.5	129.4	55.24	55.39	50.41
Nova Scotia.....	100.2	99.9	100.0	61.70	61.28	57.90
New Brunswick.....	104.0	106.2	100.3	60.86	61.10	58.37
Quebec.....	123.9	124.9	120.7	71.85	71.19	68.23
Ontario.....	124.9	125.6	119.3	77.49	77.50	73.85
Manitoba.....	116.4	118.0	111.8	71.05	71.24	67.88
Saskatchewan.....	135.1	137.9	132.8	71.55	71.50	68.57
Alberta (including Northwest Territories).....	160.3	165.0	154.9	76.71	76.07	74.20
British Columbia (including Yukon).....	120.9	122.9	118.4	82.03	80.54	78.08
Canada.....	124.4	125.6	120.1	74.67	74.30	71.13
Urban Areas						
St. John's.....	144.7	152.5	133.4	52.81	52.34	51.48
Sydney.....	93.1	92.6	91.8	75.56	75.13	72.21
Halifax.....	116.0	116.3	115.8	60.45	59.92	57.22
Moncton.....	104.3	104.2	103.0	57.78	58.16	54.67
Saint John.....	100.1	100.1	95.0	57.86	58.83	55.91
Chicoutimi-Jonquiere.....	116.5	116.0	—	88.93	86.42	—
Quebec.....	113.6	115.1	110.9	63.31	62.53	58.39
Sherbrooke.....	103.4	103.9	100.5	60.17	59.91	58.45
Shawinigan.....	105.6	105.9	99.9	81.40	80.68	77.08
Three Rivers.....	123.0	124.9	116.8	68.40	68.67	66.08
Drummondville.....	78.2	78.4	77.7	60.49	60.30	59.84
Montreal.....	127.2	127.0	123.6	73.59	73.13	69.84
Ottawa—Hull.....	130.0	130.2	125.4	68.63	69.08	65.55
Kingston.....	111.5	111.4	111.0	71.20	70.82	68.92
Peterborough.....	101.8	102.3	98.7	83.98	83.13	78.07
Oshawa.....	179.6	177.3	166.2	84.93	86.60	75.47
Toronto.....	134.7	134.3	132.0	77.26	77.36	74.87
Hamilton.....	116.2	116.4	96.6	83.54	83.35	76.03
St. Catharines.....	116.2	116.9	106.1	84.49	84.30	78.30
Niagara Falls.....	101.8	112.4	104.9	76.58	74.73	76.11
Brantford.....	91.4	91.4	89.5	70.90	70.04	68.99
Guelph.....	129.1	129.8	121.8	69.60	69.88	68.08
Galt.....	113.0	116.2	111.8	67.64	67.44	64.04
Kitchener.....	127.0	126.5	118.7	71.55	71.27	67.84
Sudbury.....	141.5	141.8	48.2	87.28	85.99	80.71
Timmins.....	96.6	95.0	93.6	66.66	66.50	63.50
London.....	128.1	126.2	123.3	70.79	70.99	68.04
Sarnia.....	128.1	126.8	124.8	95.86	94.31	90.67
Windsor.....	82.1	80.9	78.2	86.78	87.97	78.58
Sault Ste. Marie.....	155.3	155.9	148.8	96.32	95.81	89.36
Ft. William—Pt. Arthur.....	113.7	114.8	115.1	76.75	75.71	72.73
Winnipeg.....	115.6	115.9	110.7	67.60	67.86	64.77
Regina.....	134.5	135.4	128.7	67.76	67.95	64.59
Saskatoon.....	145.5	145.1	138.1	67.63	66.89	65.59
Edmonton.....	196.1	198.8	187.6	71.50	71.13	69.51
Calgary.....	176.2	177.8	165.3	72.29	71.49	68.47
Vancouver.....	119.4	121.0	117.3	80.27	79.22	76.72
Victoria.....	115.8	120.2	117.9	72.46	70.72	69.66

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958
Mining	124.9	125.8	118.2	91.79	91.27	87.95
Metal mining.....	141.7	142.7	126.0	93.38	93.37	90.87
Gold.....	73.9	74.0	75.1	74.55	74.46	73.52
Other metal.....	204.9	206.7	173.5	99.71	99.68	97.88
Fuels.....	94.7	93.6	101.3	92.40	91.98	86.98
Coal.....	51.7	51.1	57.5	74.50	72.81	70.98
Oil and natural gas.....	279.6	276.4	272.7	106.67	107.23	100.19
Non-metal.....	137.6	143.4	132.7	83.19	80.46	77.58
Manufacturing	113.9	115.3	110.1	77.10	76.43	73.36
Durable goods.....	119.1	119.4	112.4	83.41	82.97	78.87
Non-durable goods.....	109.5	111.8	108.2	71.31	70.54	68.47
Food and beverages.....	120.8	126.6	119.5	67.76	65.65	64.71
Meat products.....	143.1	144.5	137.0	79.26	79.17	75.16
Canned and preserved fruits and vegetables.....	126.2	74.3	119.9	53.36	48.34	52.08
Grain mill products.....	104.7	106.0	106.7	75.84	73.61	73.40
Bread and other bakery products.....	111.1	110.9	110.6	65.96	66.17	64.24
Distilled and malt liquors.....	113.5	110.6	112.6	89.53	87.58	84.46
Tobacco and tobacco products.....	84.8	84.4	89.6	76.36	75.61	70.08
Rubber products.....	109.9	110.5	101.0	81.18	80.78	76.88
Leather products.....	87.5	88.9	86.4	51.56	51.33	49.70
Boots and shoes (except rubber).....	92.5	94.6	90.9	48.92	49.19	46.37
Textile products (except clothing).....	77.8	80.0	79.2	62.11	61.45	59.53
Cotton yarn and broad woven goods.....	65.5	72.6	76.2	58.70	57.25	54.14
Woolen goods.....	64.7	64.8	59.9	58.23	57.93	56.80
Synthetic textiles and silk.....	83.3	83.2	80.8	68.79	68.00	66.80
Clothing (textile and fur).....	94.1	95.8	92.9	48.26	49.08	47.12
Men's clothing.....	94.2	95.6	93.3	47.14	48.25	45.65
Women's clothing.....	98.2	102.5	99.3	49.10	50.98	48.02
Knit goods.....	80.0	80.2	77.9	47.83	47.09	47.21
Wood products.....	108.8	111.6	106.8	67.67	66.76	64.51
Saw and planing mills.....	110.2	114.3	109.1	69.87	68.59	66.41
Furniture.....	116.1	116.7	113.1	65.76	65.62	63.15
Other wood products.....	88.8	89.5	84.5	59.58	58.64	56.52
Paper products.....	125.1	127.2	123.6	89.09	88.35	85.20
Pulp and paper mills.....	125.8	128.0	122.7	95.63	94.46	91.18
Other paper products.....	123.5	125.2	125.7	72.37	72.65	70.90
Printing, publishing and allied industries.....	123.8	123.3	119.6	83.42	83.82	79.67
Iron and steel products.....	113.6	112.7	98.8	88.62	87.98	82.89
Agricultural implements.....	78.6	75.6	60.7	84.75	85.69	81.84
Fabricated and structural steel.....	160.5	168.6	161.0	87.55	87.05	84.47
Hardware and tools.....	103.3	103.6	94.3	79.54	79.57	75.02
Heating and cooking appliances.....	114.4	115.7	103.8	76.83	77.52	74.35
Iron castings.....	103.3	101.3	94.8	85.41	85.22	81.46
Machinery.....	120.7	119.8	108.1	84.57	84.40	79.68
Primary iron and steel.....	126.0	124.9	85.3	104.37	100.60	95.95
Sheet metal products.....	114.8	117.1	105.3	86.63	88.23	80.83
Wire and wire products.....	121.5	121.0	109.7	89.98	89.21	83.63
Transportation equipment.....	113.4	112.6	119.2	87.45	87.79	81.28
Aircraft and parts.....	250.1	252.6	360.2	92.33	89.92	88.37
Motor vehicles.....	112.7	109.2	102.0	96.85	100.83	86.10
Motor vehicles parts and accessories.....	109.6	109.8	100.1	84.59	85.29	78.66
Railroad and rolling stock equipment.....	71.1	69.6	69.0	79.50	79.40	72.61
Shipbuilding and repairing.....	124.5	127.1	122.9	80.50	79.85	74.20
Non-ferrous metal products.....	129.3	130.5	109.0	87.14	86.44	86.05
Aluminum products.....	149.8	148.7	135.1	83.98	82.70	82.22
Brass and copper products.....	110.0	111.5	106.6	80.64	83.23	80.80
Smelting and refining.....	144.7	145.1	107.7	95.44	94.54	96.56
Electrical apparatus and supplies.....	140.7	140.6	135.9	82.44	82.41	79.45
Heavy electrical machinery.....	114.4	114.6	117.8	88.82	89.54	84.77
Telecommunication equipment.....	220.8	222.4	219.4	79.42	78.19	77.31
Non-metallic mineral products.....	149.3	152.3	140.1	80.66	80.57	78.44
Clay products.....	104.8	105.9	108.4	75.56	74.79	71.86
Glass and glass products.....	152.8	154.1	135.5	76.00	75.91	75.89
Products of petroleum and coal.....	136.3	138.3	138.2	111.01	110.73	104.62
Chemical products.....	131.6	132.6	130.5	88.48	87.74	84.54
Medicinal and pharmaceutical preparations.....	120.7	120.0	118.9	77.73	77.62	75.27
Acids, alkalis and salts.....	148.7	151.9	144.5	99.09	98.79	95.29
Miscellaneous manufacturing industries.....	131.6	132.0	124.6	67.99	67.32	65.41
Construction	146.7	151.7	137.5	79.12	79.79	75.20
Building and general engineering.....	145.9	149.1	136.9	86.09	86.75	82.11
Highways, bridges and streets.....	147.9	155.9	138.7	68.00	69.03	64.26
Electric and motor transportation.....	132.6	132.8	127.1	79.14	78.70	75.36
Service	140.5	144.6	135.6	50.96	50.42	48.66
Hotels and restaurants.....	128.3	134.8	125.2	40.27	39.86	39.27
Laundries and drycleaning plants.....	114.1	114.8	115.3	45.55	45.27	43.61
Industrial composite	124.4	125.6	120.1	74.67	74.30	71.13

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958
Mining	no.	no.	no.	\$	\$	\$	\$	\$	\$
Metal mining.....	42.1	41.9	42.4	2.04	2.04	1.95	86.13	85.45	82.72
Gold.....	42.0	41.9	42.9	2.13	2.13	2.03	89.31	89.16	87.22
Other metal.....	42.9	42.7	43.5	1.62	1.62	1.58	69.64	69.30	68.86
Fuels.....	41.6	41.6	42.7	2.32	2.31	2.24	96.48	96.33	95.52
Coal.....	41.4	41.0	40.4	1.93	1.93	1.86	79.86	79.08	75.22
Oil and natural gas.....	41.6	40.9	40.2	1.76	1.75	1.73	73.17	71.39	69.47
Non-metal.....	41.2	41.3	41.0	2.23	2.24	2.12	91.80	92.65	87.00
Non-metal.....	43.9	43.2	43.3	1.83	1.79	1.74	80.46	77.47	75.21
Manufacturing	41.2	41.2	40.8	1.74	1.72	1.66	71.64	71.13	67.52
Durable goods.....	41.7	41.7	40.9	1.89	1.88	1.79	78.78	78.38	73.21
Non-durable goods.....	40.8	40.8	40.6	1.59	1.57	1.53	64.75	64.27	62.12
Food and beverages.....	40.7	40.3	40.9	1.53	1.50	1.45	62.30	60.32	59.47
Meat products.....	41.2	42.1	41.3	1.83	1.83	1.75	75.53	76.99	72.11
Canned and preserved fruits and vegetables.....	38.8	38.5	38.9	1.19	1.12	1.14	46.30	43.16	44.42
Grain mill products.....	42.9	41.6	42.9	1.68	1.65	1.62	72.04	68.87	69.71
Bread and other bakery products.....	42.1	42.3	42.5	1.42	1.42	1.37	59.66	60.06	58.14
Distilled liquors.....	40.5	39.8	40.4	1.83	1.90	1.84	74.28	75.90	74.17
Malt liquors.....	39.8	38.7	38.5	2.20	2.13	2.06	87.50	82.48	79.12
Tobacco and tobacco products.....	40.4	39.9	39.5	1.75	1.74	1.63	70.54	69.43	64.31
Rubber products.....	42.2	42.3	41.5	1.82	1.80	1.73	76.53	76.35	71.84
Leather products.....	39.5	40.1	39.7	1.19	1.18	1.15	47.07	47.21	45.58
Boots and shoes (except rubber).....	38.8	39.9	38.6	1.15	1.14	1.10	44.75	45.49	42.31
Other leather products.....	40.9	40.5	42.0	1.27	1.26	1.25	52.03	50.99	52.50
Textile products (except clothing).....	43.1	42.7	42.2	1.30	1.30	1.26	56.04	55.48	53.38
Cotton yarn and broad woven goods.....	41.3	40.8	39.3	1.30	1.29	1.25	53.85	52.73	49.24
Woollen goods.....	44.2	43.8	43.6	1.22	1.22	1.19	53.86	53.43	51.80
Synthetic textiles and silk.....	44.4	43.9	44.0	1.39	1.39	1.36	61.68	60.85	59.80
Clothing (textile and fur).....	39.0	39.6	38.9	1.12	1.12	1.08	43.49	44.44	42.21
Men's clothing.....	37.9	39.0	37.6	1.14	1.14	1.10	43.18	44.67	41.47
Women's clothing.....	37.4	38.4	37.2	1.17	1.20	1.13	43.78	46.06	41.96
Knit goods.....	41.9	41.4	42.1	1.04	1.03	1.02	43.42	42.59	42.98
Wood products.....	42.7	42.1	42.1	1.53	1.53	1.47	65.52	64.35	61.80
Saw and planing mills.....	42.1	41.4	41.4	1.63	1.62	1.56	68.77	67.29	64.54
Furniture.....	44.4	44.0	43.8	1.40	1.40	1.35	61.98	61.50	59.26
Other wood products.....	42.2	41.7	42.1	1.32	1.30	1.24	55.80	54.29	52.25
Paper products.....	41.7	41.4	41.1	2.01	2.00	1.93	83.66	83.00	79.45
Pulp and paper mills.....	41.6	41.2	40.9	2.16	2.15	2.09	89.77	88.69	85.36
Other paper products.....	42.1	42.1	41.9	1.58	1.59	1.53	66.56	67.01	64.15
Printing, publishing and allied industries.....	40.1	40.3	39.7	2.09	2.10	2.00	83.89	84.45	79.60
*Iron and steel products	41.8	41.7	41.0	2.04	2.03	1.91	85.24	84.53	78.27
Agricultural implements.....	39.2	39.6	39.9	2.00	2.02	1.90	78.36	79.95	75.85
Fabricated and structural steel.....	40.6	40.5	40.6	1.98	1.96	1.90	80.32	79.27	77.06
Hardware and tools.....	42.4	42.7	41.2	1.77	1.77	1.68	74.95	75.51	69.13
Heating and cooking appliances.....	42.6	42.8	42.5	1.73	1.74	1.66	73.80	74.54	70.68
Iron castings.....	42.2	42.3	41.5	1.95	1.94	1.87	82.33	82.27	77.69
Machinery Industrial.....	41.9	42.2	40.7	1.91	1.90	1.81	80.07	79.98	73.63
Primary iron and steel.....	42.0	41.1	40.3	2.42	2.38	2.27	101.77	97.75	91.44
Sheet metal products.....	42.0	42.4	40.6	1.97	2.00	1.89	82.83	84.83	76.69
*Transportation equipment	40.6	41.0	38.9	2.02	2.01	1.92	81.96	82.51	74.49
Aircraft and parts.....	42.8	41.5	40.6	2.00	1.96	1.97	85.58	81.55	79.86
Motor vehicles.....	39.7	42.1	36.4	2.24	2.24	2.11	89.07	94.38	76.73
Motor vehicle parts and accessories.....	40.5	41.0	38.6	1.96	1.97	1.87	79.63	80.72	72.14
Railroad and rolling stock equipment.....	39.7	39.8	39.4	1.95	1.94	1.79	77.41	77.33	70.53
Shipbuilding and repairing.....	40.5	40.5	38.4	1.93	1.93	1.87	78.36	78.15	71.92
*Non-ferrous metal products	41.0	40.8	41.3	1.99	1.98	1.91	81.46	80.68	78.97
Aluminum products.....	43.1	42.1	42.8	1.75	1.75	1.68	75.44	73.86	71.82
Brass and copper products.....	40.3	41.7	41.7	1.86	1.89	1.83	75.15	78.56	76.44
Smelting and refining.....	40.4	40.1	40.5	2.22	2.20	2.18	89.74	88.38	88.33
*Electrical apparatus and supplies	41.2	41.4	40.9	1.78	1.78	1.72	73.71	73.68	70.51
Heavy electrical machinery and equipment.....	40.5	41.1	40.0	1.99	1.99	1.92	80.64	81.96	76.76
Telecommunication equipment.....	41.1	40.9	41.2	1.59	1.58	1.55	65.51	64.72	64.02
Refrigerators, vacuum cleaners and appliances.....	41.5	41.8	41.7	1.81	1.78	1.74	75.05	74.45	72.68
Wire and cable.....	42.4	43.0	40.6	1.99	2.01	1.88	84.52	86.58	76.37
Miscellaneous electrical products.....	41.0	41.1	40.8	1.68	1.68	1.63	68.85	69.18	66.59
*Non-metallic mineral products	44.2	44.4	44.2	1.74	1.74	1.70	76.90	77.17	74.96
Clay products.....	43.6	43.8	43.3	1.63	1.61	1.57	70.99	70.53	67.98
Glass and glass products.....	42.3	42.6	43.0	1.71	1.71	1.68	72.27	72.77	72.46
Products of petroleum and coal.....	41.1	40.8	40.7	2.44	2.43	2.29	100.52	99.21	93.33
Chemical products.....	41.2	41.1	41.2	1.90	1.90	1.84	78.12	78.02	75.64
Medicinal and pharmaceutical preparations.....	40.7	41.2	40.9	1.44	1.44	1.40	58.65	59.38	57.46
Acids, alkalis and salts.....	41.4	41.3	41.3	2.19	2.19	2.12	90.61	90.34	87.47
Miscellaneous manufacturing industries.....	42.2	42.2	42.0	1.41	1.40	1.37	59.63	59.25	57.67
Construction	41.5	42.5	41.5	1.87	1.86	1.77	77.58	78.82	73.54
Building and general engineering.....	41.0	41.9	41.6	2.04	2.03	1.93	83.62	82.00	80.16
Highways, bridges and streets.....	42.3	43.4	41.4	1.57	1.56	1.50	66.22	67.75	61.98
Electric and motor transportation.....	44.5	44.7	44.4	1.77	1.76	1.70	78.89	78.82	75.35
Service	39.5	39.6	39.4	1.01	1.00	0.98	39.85	39.51	38.57
Hotels and restaurants.....	39.4	39.5	39.3	0.99	0.98	0.96	39.09	38.53	37.73
Laundries and dry cleaning plants.....	40.5	40.8	40.2	0.98	0.97	0.97	39.56	39.66	38.99

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours & Hourly Earnings: Prices & Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	119.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959						
January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October ⁽¹⁾	41.2	1.74	71.64	171.6	128.0	134.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

*Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period		Unfiled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
January	1, 1954	8,298	9,121	17,419	354,965	84,306	439,271
January	1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
January	1, 1956	17,986	12,111	30,097	312,066	84,815	396,881
January	1, 1957	19,784	13,440	33,224	343,956	92,207	436,163
January	1, 1958	7,450	7,270	14,720	596,104	147,349	743,453
January	1, 1959	8,643	8,549	17,192	562,257	158,163	720,420
February	1, 1959	9,425	9,295	18,720	615,788	175,574	791,362
March	1, 1959	9,007	10,816	19,823	623,338	174,787	798,125
April	1, 1959	11,740	13,399	25,139	611,941	169,625	781,566
May	1, 1959	16,883	16,280	33,163	498,897	161,742	660,639
June	1, 1959	19,758	18,044	37,802	342,605	140,615	483,220
July	1, 1959	14,579	16,464	31,043	193,774	114,377	308,151
August	1, 1959	14,235	14,317	28,552	185,527	106,965	292,492
September	1, 1959	16,741	18,466	35,207	172,417	96,074	268,491
October	1, 1959	16,162	16,792	32,954	160,519	97,261	257,780
November	1, 1959	11,997	13,013	25,010	195,816	107,407	303,223
December	1, 1959 ⁽¹⁾	15,201	12,674	27,875	365,031	137,855	502,886
January	1, 1960 ⁽¹⁾	9,097	9,779	18,876	522,206	157,962	680,168

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

**TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT
NOVEMBER 30, 1959⁽¹⁾**

(SOURCE: FORM U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Oct. 30, 1959	Nov. 28, 1958
Agriculture, Fishing, Trapping	220	80	300	- 181	- 50
Forestry	1,396	3	1,399	- 907	+ 854
Mining, Quarrying and Oil wells	349	31	380	- 91	+ 120
Metal Mining.....	229	12	241	- 80	+ 89
Fuels.....	70	10	80	- 7	+ 7
Non-Metal Mining.....	4	3	7	- 23	+ 2
Quarrying, Clay and Sand Pits.....	11	—	11	- 4	+ 9
Prospecting.....	35	6	41	+ 23	+ 13
Manufacturing	2,287	1,591	3,878	- 842	+ 1,104
Foods and Beverages.....	157	130	287	- 130	+ 14
Tobacco and Tobacco Products.....	6	54	60	+ 49	+ 55
Rubber Products.....	20	11	31	- 10	+ 6
Leather Products.....	47	91	138	- 14	+ 24
Textile Products (except clothing).....	80	84	164	- 65	+ 23
Clothing (textile and fur).....	64	660	724	- 224	+ 261
Wood Products.....	228	47	275	- 57	+ 80
Paper Products.....	68	30	98	- 72	+ 9
Printing, Publishing and Allied Industries.....	141	111	252	+ 42	+ 107
Iron and Steel Products.....	449	98	547	- 128	+ 104
Transportation Equipment.....	402	46	448	- 119	+ 145
Non-Ferrous Metal Products.....	128	46	174	- 42	+ 106
Electrical Apparatus and Supplies.....	193	55	248	- 33	+ 100
Non-Metallic Mineral Products.....	90	16	106	- 3	+ 33
Products of Petroleum and Coal.....	18	8	26	+ 8	- 4
Chemical Products.....	123	58	181	- 2	+ 27
Miscellaneous Manufacturing Industries.....	73	46	119	- 42	+ 14
Construction	1,220	51	1,271	- 474	+ 355
General Contractors.....	789	28	817	- 212	+ 273
Special Trade Contractors.....	431	23	454	- 262	+ 82
Transportation, Storage and Communication	542	142	684	- 191	+ 160
Transportation.....	397	78	475	- 200	+ 80
Storage.....	20	4	24	- 16	- 1
Communication.....	125	60	185	+ 25	+ 81
Public Utility Operation	72	23	95	+ 42	+ 34
Trade	1,530	2,083	3,613	- 750	+ 399
Wholesale.....	562	339	901	- 195	+ 211
Retail.....	968	1,744	2,712	- 555	+ 188
Finance, Insurance and Real Estate	452	458	910	- 15	+ 124
Service	6,563	8,255	14,818	+ 5,672	+ 2,755
Community or Public Service.....	201	1,682	1,883	+ 141	+ 823
Government Service.....	5,533	1,739	7,272	+ 6,395	+ 883
Recreation Service.....	47	42	89	- 55	+ 14
Business Service.....	457	240	697	+ 89	+ 238
Personal Service.....	325	4,552	4,877	- 898	+ 797
GRAND TOTAL	14,631	12,717	27,348	+ 2,263	+ 5,855

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT DECEMBER 3, 1959⁽¹⁾

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,527	1,244	2,771	6,556	1,812	8,368
Clerical Workers.....	5,408	3,972	9,380	15,204	45,226	60,430
Sales Workers.....	946	1,268	2,214	6,399	13,976	20,375
Personal and Domestic Service Workers.	359	4,907	5,266	33,646	25,392	59,038
Seamen.....	1	—	1	1,986	2	1,988
Agriculture, Fishing, Forestry (Ex. log.)	172	10	182	5,033	489	5,522
Skilled and Semiskilled Workers.....	4,432	915	5,347	161,000	25,058	186,058
Food and kindred products (incl. tobacco).....	55	9	64	1,424	574	1,998
Textiles, clothing, etc.....	51	708	759	3,932	16,403	20,335
Lumber and lumber products.....	1,315	1	1,316	12,898	157	13,055
Pulp, paper (incl. printing).....	53	7	60	983	512	1,495
Leather and leather products.....	20	53	73	1,339	1,340	2,679
Stone, clay and glass products.....	13	—	13	534	62	596
Metalworking.....	463	7	470	20,222	960	21,182
Electrical.....	78	7	85	2,779	1,042	3,821
Transportation equipment.....	4	1	5	1,695	142	1,837
Mining.....	139	—	139	1,872	—	1,872
Construction.....	522	—	522	48,551	14	48,565
Transportation (except seamen).....	639	14	653	28,257	143	28,400
Communication and public utility...	30	—	30	815	3	818
Trade and service.....	116	74	190	5,423	2,285	7,708
Other skilled and semiskilled.....	856	21	877	21,802	1,080	22,882
Foremen.....	40	13	53	3,154	328	3,482
Apprentices.....	38	—	38	5,320	43	5,363
Unskilled Workers.....	2,356	358	2,714	135,207	25,870	161,077
Food and tobacco.....	19	114	133	5,494	7,027	12,521
Lumber and lumber products.....	77	1	78	13,111	394	13,505
Metalworking.....	42	10	52	6,531	695	7,226
Construction.....	1,567	1	1,568	68,431	—	68,431
Other unskilled workers.....	651	232	883	41,640	17,754	59,394
GRAND TOTAL.....	15,201	12,674	27,875	365,031	137,855	502,886

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT DECEMBER 3, 1959

(Source: U.I.C. 757)

Office	Unfiled Vacancies(2)			Registrations		
	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958
Newfoundland.....	391	395	164	12,686	5,821	12,329
Corner Brook.....	26	20	6	2,523	1,437	2,866
Grand Falls.....	12	21	5	1,232	516	1,509
St. John's.....	353	354	153	8,931	3,868	7,954
Prince Edward Island.....	89	260	123	3,028	1,123	2,098
Charlottetown.....	61	91	82	1,997	749	1,442
Summerside.....	28	169	41	1,031	374	656
Nova Scotia.....	1,159	680	1,124	20,035	12,150	18,352
Amherst.....	15	12	6	815	447	670
Bridgewater.....	11	18	26	1,259	672	973
Halifax.....	891	405	867	5,212	3,935	4,333
Inverness.....	.....	.....	.....	545	180	394
Kentville.....	58	81	83	1,685	761	1,308
Liverpool.....	6	9	1	495	261	577
New Glasgow.....	16	31	56	2,587	1,253	2,620
Springhill.....	.....	4	.....	1,205	826	1,254
Sydney.....	57	24	15	3,247	2,243	3,516
Truro.....	33	28	18	1,339	739	1,266
Yarmouth.....	72	68	52	1,646	833	1,441
New Brunswick.....	1,071	725	570	19,967	10,419	18,145
Bathurst.....	9	37	4	2,809	825	2,249
Campbellton.....	40	28	47	1,118	708	1,186
Edmundston.....	30	4	7	1,170	479	1,196
Fredericton.....	130	155	87	1,723	942	1,380
Minto.....	42	45	17	454	256	529
Moncton.....	397	165	238	4,979	2,561	4,186
Newcastle.....	2	2	.....	1,875	911	1,723
Saint John.....	271	213	116	2,494	1,934	2,814
St. Stephen.....	35	18	29	1,647	986	1,461
Sussex.....	45	13	21	544	306	456
Woodstock.....	70	45	4	1,154	511	965
Quebec.....	5,005	6,607	3,355	146,282	89,386	140,295
Alma.....	5	17	31	2,043	1,261	1,641
Asbestos.....	2	30	5	629	366	658
Baie Comeau.....	109	140	.....	560	337	.....
Beauharnois.....	14	24	21	1,092	605	967
Buckingham.....	10	68	21	914	501	845
Causapsal.....	210	14	207	961	545	1,267
Chandler.....	22	11	7	830	223	672
Chicoutimi.....	99	533	98	1,584	1,209	1,639
Cowansville.....	13	18	.....	428	265	.....
Dolbeau.....	2	66	7	801	531	746
Drummondville.....	34	33	19	1,984	1,250	1,668
Farnham.....	7	16	9	692	521	870
Forestville.....	77	398	14	473	224	1,009
Gaspé.....	2	1	3	904	212	580
Granby.....	16	19	21	1,392	1,022	1,669
Hull.....	21	33	15	3,283	1,708	2,693
Joliette.....	97	78	44	3,657	1,987	2,794
Jonquière.....	12	23	15	2,203	1,279	1,946
Lachute.....	26	16	17	623	417	571
La Malbaie.....	6	10	9	1,143	473	903
La Tuque.....	518	561	70	798	575	938
Lévis.....	31	58	88	2,900	1,555	2,909
Louiseville.....	7	22	20	923	529	876
Magog.....	2	2	5	672	613	541
Maniwaki.....	11	133	3	514	254	543
Matane.....	26	11	4	1,352	396	1,488
Mégantic.....	.....	2	5	962	470	642
Mont-Laurier.....	31	37	3	569	218	592
Montmagny.....	5	25	12	1,156	491	950
Montreal.....	1,805	2,315	1,388	54,708	36,161	55,118
New Richmond.....	10	3	5	1,112	275	791
Port Alfred.....	2	.....	10	547	327	401
Quebec.....	295	430	294	11,319	7,079	10,302
Rimouski.....	78	88	76	2,745	1,127	2,372
Rivière du Loup.....	7	21	10	2,577	990	2,403
Roberval.....	15	223	75	826	581	855
Rouyn.....	109	44	69	2,027	1,327	1,953
St. Agathe.....	48	14	52	896	432	824
St. Anne de Bellevue.....	63	66	22	942	521	805
St. Thérèse.....	26	29	33	2,171	1,149	1,532
St. Hyacinthe.....	67	62	24	2,189	1,461	1,539
St. Jean.....	64	58	37	2,062	1,517	1,777
St. Jérôme.....	93	65	26	1,762	981	1,971
Sept-Îles.....	177	192	65	1,094	697	1,264
Shawinigan.....	188	68	26	3,371	1,967	3,860
Sherbrooke.....	137	157	135	4,594	3,122	4,158
Sorel.....	34	37	19	2,326	1,326	3,698
Thetford Mines.....	74	58	19	1,643	1,343	1,406
Trois-Rivières.....	147	146	133	4,333	2,559	3,930

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 3, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958
Quebec—Cont'd.						
Val d'Or.....	43	22	3	1,582	1,118	1,641
Valleyfield.....	19	18	23	1,837	1,260	2,017
Victoriaville.....	12	22	21	1,899	1,105	1,573
Ville St. Georges.....	77	70	17	1,678	924	1,488
Ontario.	10,915	8,933	8,046	176,818	108,082	150,617
Arnprior.....	92	39	26	278	180	259
Barrie.....	10	22	32	1,311	882	1,070
Belleville.....	36	39	12	1,614	1,047	1,542
Bracebridge.....	28	46	88	1,141	479	920
Brampton.....	30	37	27	1,584	1,388	816
Brantford.....	87	94	52	2,692	1,693	2,060
Brockville.....	42	43	25	520	348	577
Carleton Place.....	4	6	2	341	180	328
Chatham.....	48	68	40	1,838	1,236	2,014
Cobourg.....	21	39	6	1,062	460	618
Collingwood.....	6	32	19	585	380	673
Cornwall.....	113	92	54	2,927	1,962	2,867
Elliot Lake.....	38	88	.....	367	300	.....
Fort Erie.....	2	4	5	732	426	710
Fort Frances.....	23	22	51	518	269	483
Fort William.....	139	77	142	2,520	1,231	2,382
Galt.....	81	82	71	1,364	923	1,240
Gananoque.....	5	7	1	295	142	280
Goderich.....	11	41	18	513	324	340
Guelph.....	50	44	35	1,574	1,212	1,201
Hamilton.....	727	882	508	12,708	8,366	13,595
Hawkesbury.....	17	24	11	754	372	702
Kapuskasing.....	8	23	39	677	516	870
Kenora.....	12	18	9	788	359	745
Kingston.....	59	92	84	2,174	1,386	1,760
Kirkland Lake.....	97	61	20	1,281	701	1,293
Kitchener.....	89	164	99	1,998	1,159	1,895
Leamington.....	88	23	23	1,248	885	867
Lindsay.....	29	11	1	833	378	533
Listowel.....	15	24	15	337	141	296
London.....	1,067	555	872	4,925	3,230	4,181
Long Branch.....	90	137	87	3,697	2,644	3,027
Midland.....	20	15	15	937	413	801
Napanee.....	4	5	4	603	276	502
Newmarket.....	27	101	48	1,390	941	938
Niagara Falls.....	221	35	152	2,528	1,561	2,348
North Bay.....	12	22	36	1,570	1,009	1,653
Oakville.....	145	105	63	828	578	699
Orillia.....	23	25	22	1,019	526	877
Oshawa.....	108	111	77	10,808	3,473	3,023
Ottawa.....	1,671	887	1,670	6,064	3,890	5,134
Owen Sound.....	94	51	7	1,508	697	1,342
Parry Sound.....	2	.....	1	496	304	499
Pembroke.....	52	90	45	1,692	1,034	1,645
Perth.....	18	19	21	524	261	435
Peterborough.....	42	62	37	3,063	2,050	2,719
Picton.....	7	11	11	524	244	387
Port Arthur.....	300	131	209	3,290	1,891	3,927
Port Colborne.....	8	4	6	961	420	816
Prescott.....	14	30	12	758	458	742
Renfrew.....	9	8	2	568	289	588
St. Catharines.....	93	158	74	6,122	2,571	3,448
St. Thomas.....	33	52	59	1,512	1,130	845
Sarnia.....	63	58	78	2,175	1,332	2,235
Sault Ste. Marie.....	374	288	223	1,659	1,107	1,868
Simcoe.....	35	40	22	1,067	603	777
Sioux Lookout.....	9	12	9	188	119	238
Smiths Falls.....	10	7	14	425	246	469
Stratford.....	30	25	39	825	507	872
Sturgeon Falls.....	1	8	3	892	616	1,285
Sudbury.....	222	117	197	3,697	2,037	5,791
Tillsonburg.....	13	26	.....	397	417	.....
Timmins.....	69	71	28	1,993	1,230	1,979
Toronto.....	3,428	2,852	2,024	39,758	28,243	35,006
Trenton.....	62	79	44	855	510	779
Walkerton.....	26	58	29	707	425	363
Wallaceburg.....	4	8	1	731	426	591
Welland.....	47	50	32	1,633	983	1,962
Weston.....	100	135	119	3,764	3,230	2,166
Windsor.....	329	182	97	13,019	6,122	9,393
Woodstock.....	26	59	.....	1,082	714	.....
Manitoba.	3,909	2,538	3,874	19,278	11,260	19,591
Brandon.....	183	167	274	2,098	1,075	1,519
Dauphin.....	11	16	12	1,431	573	1,205
Flin Flon.....	40	26	19	271	205	253
Portage la Prairie.....	69	44	45	1,118	601	844
The Pas.....	59	61	58	336	203	358
Winnipeg.....	3,547	2,524	3,466	14,024	8,603	15,412

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 3, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958
Saskatchewan	754	763	737	16,095	8,161	12,685
Estevan.....	45	42	52	498	292	384
Lloydminster.....	6	14	.....	364	159	.....
Moose Jaw.....	212	123	201	1,475	830	1,106
North Battleford.....	22	23	35	1,035	521	1,078
Prince Albert.....	35	41	47	1,929	1,081	1,651
Regina.....	158	218	155	3,656	1,987	3,062
Saskatoon.....	134	165	138	3,643	1,833	2,797
Swift Current.....	56	47	38	815	331	552
Weyburn.....	27	24	19	462	214	331
Yorkton.....	59	66	52	2,218	913	1,727
Alberta	2,364	2,058	1,754	27,076	14,488	23,539
Blairmore.....	1	19	2	498	200	585
Calgary.....	917	631	547	9,411	5,354	7,439
Drumheller.....	16	25	18	372	171	273
Edmonton.....	1,028	1,032	841	12,259	6,487	10,904
Edson.....	12	27	17	518	373	474
Lethbridge.....	114	104	108	1,989	935	2,018
Medicine Hat.....	194	141	165	935	444	939
Red Deer.....	82	79	56	1,094	524	907
British Columbia	2,218	1,751	1,584	61,621	42,333	57,737
Chilliwack.....	16	27	35	1,738	829	1,770
Courtenay.....	4	23	4	799	514	1,017
Cranbrook.....	16	23	58	899	475	709
Dawson Creek.....	16	22	11	1,138	627	1,029
Duncan.....	22	19	16	736	477	744
Kamloops.....	76	8	15	1,289	763	1,122
Kelowna.....	6	20	7	1,188	481	1,043
Kitimat.....	15	37	7	214	147	417
Mission City.....	11	6	28	1,371	684	990
Nanaimo.....	11	14	14	1,000	740	1,433
Nelson.....	14	10	6	1,181	617	871
New Westminster.....	268	198	267	8,458	6,036	7,934
Penticton.....	7	14	7	1,307	486	1,016
Port Alberni.....	24	16	24	698	520	1,022
Prince George.....	89	50	82	2,343	1,918	2,778
Prince Rupert.....	17	6	20	1,540	1,157	1,659
Princeton.....	6	11	4	431	203	267
Quesnel.....	28	11	.....	1,176	922	.....
Trail.....	63	46	20	995	609	792
Vancouver.....	1,069	1,012	655	25,825	19,286	24,919
Vernon.....	18	14	19	1,884	858	1,479
Victoria.....	399	144	266	4,847	3,647	4,225
Whitehorse.....	23	20	19	564	337	501
Canada	27,875	25,010	21,331	502,886	303,223	453,391
Males.....	15,201	11,997	11,579	365,031	195,816	329,050
Females.....	12,674	13,013	9,752	137,855	107,407	126,341

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954-1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (11 months).....	768,497	501,640	266,857	50,898	183,798	263,560	163,780	106,461
1959 (11 months).....	911,272	613,613	297,659	63,094	222,675	311,944	196,070	117,489

E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
NOVEMBER 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.0	16,000	344,445
Prince Edward Island.....	0.8	3,061	55,575
Nova Scotia.....	9.1	36,501	664,598
New Brunswick.....	7.6	30,358	580,140
Quebec.....	63.3	253,389	5,163,388
Ontario.....	75.8	303,068	6,451,705
Manitoba.....	7.8	31,424	657,042
Saskatchewan.....	5.3	21,339	439,003
Alberta.....	9.6	38,251	819,390
British Columbia.....	26.3	105,065	2,304,090
Total, Canada, November 1959.....	209.6	838,456	17,479,376
Total, Canada, October 1959.....	159.8	671,150	13,765,735
Total, Canada, November 1958.....	262.5	997,573	21,134,688

**TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, NOVEMBER 30, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	Novem- ber 28, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	417,541	209,025	57,717	57,075	30,120	17,476	12,195	33,933	32.0	419,233
Male.....	308,477	170,640	44,973	39,898	18,484	9,801	6,355	18,326	34.4	311,585
Female.....	109,064	38,385	12,744	17,177	11,636	7,675	5,840	15,607	25.0	107,648
Newfoundland.....	12,427	7,420	1,477	1,369	690	340	212	919	77.1	13,714
Male.....	11,341	7,067	1,364	1,205	569	258	150	728	79.6	12,618
Female.....	1,086	353	113	164	121	82	62	191	51.5	1,096
Prince Edward Island....	2,626	1,794	252	231	110	62	54	123	73.8	2,560
Male.....	2,053	1,512	188	179	63	31	28	52	76.1	2,011
Female.....	573	282	64	52	47	31	26	71	65.6	549
Nova Scotia.....	17,197	7,958	2,055	2,412	1,394	845	582	1,951	49.7	19,123
Male.....	13,984	6,939	1,713	1,937	1,006	605	375	1,409	52.2	15,722
Female.....	3,213	1,019	342	475	388	240	207	542	40.4	3,401
New Brunswick.....	16,845	8,808	2,218	2,492	1,047	591	402	1,287	62.4	18,017
Male.....	13,068	7,329	1,792	1,768	685	389	247	858	64.7	14,382
Female.....	3,777	1,479	426	724	362	202	155	429	54.4	3,635
Quebec.....	122,529	59,114	16,761	18,019	9,397	5,641	3,672	9,925	30.7	134,153
Male.....	87,818	46,640	12,672	12,700	5,852	3,124	1,810	5,020	33.1	99,361
Female.....	34,711	12,474	4,089	5,319	3,545	2,517	1,862	4,905	24.6	34,792
Ontario.....	143,364	69,766	21,127	17,794	10,377	6,250	4,757	13,293	22.0	131,485
Male.....	102,746	56,185	16,282	11,461	6,048	3,351	2,481	6,938	22.2	91,549
Female.....	40,618	13,581	4,845	6,333	4,329	2,899	2,276	6,355	21.4	39,936
Manitoba.....	16,268	8,769	2,535	2,109	843	594	372	1,046	32.4	16,787
Male.....	12,365	7,341	2,014	1,507	444	309	192	558	36.9	12,526
Female.....	3,903	1,428	521	602	399	285	180	488	18.1	4,261
Saskatchewan.....	12,623	7,247	1,675	1,832	645	380	239	605	53.0	11,193
Male.....	9,816	6,293	1,368	1,315	327	159	92	262	59.1	8,823
Female.....	2,807	954	307	517	318	221	147	343	31.8	2,370
Alberta.....	22,088	12,294	3,187	2,913	1,259	784	485	1,166	32.2	21,702
Male.....	16,309	10,031	2,427	1,949	701	409	213	579	36.4	16,863
Female.....	5,779	2,263	760	964	558	375	272	587	20.5	4,839
British Columbia.....	51,574	25,855	6,430	7,904	4,358	1,989	1,420	3,618	28.3	50,499
Male.....	38,977	21,303	5,153	5,877	2,789	1,166	767	1,922	29.8	37,730
Female.....	12,597	4,552	1,277	2,027	1,569	823	653	1,696	23.5	12,769

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
NOVEMBER, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	8,974	7,665	1,309	4,872	3,530	1,342	5,382
Prince Edward Island.....	2,149	1,843	306	1,439	1,171	268	857
Nova Scotia.....	10,331	7,650	2,681	7,430	5,531	1,899	4,557
New Brunswick.....	10,900	8,265	2,635	8,019	6,013	2,006	4,675
Quebec.....	76,737	54,269	22,468	61,297	48,131	13,166	27,140
Ontario.....	96,778	62,487	34,291	78,569	63,291	15,278	31,301
Manitoba.....	11,867	8,851	3,016	10,086	7,566	2,520	3,482
Saskatchewan.....	9,196	6,877	2,319	7,459	5,477	1,982	3,106
Alberta.....	16,869	11,421	5,448	13,748	10,822	2,926	6,104
British Columbia.....	34,791	24,406	10,385	28,288	20,374	7,914	12,433
Total, Canada, November 1959	278,592	193,734	84,858	221,207	171,906	49,301	99,037
Total, Canada, October 1959...	151,191	96,354	54,837	138,239	99,922	38,317	41,652
Total, Canada, November 1958	246,568	164,223	82,345	202,057	152,930	49,127	88,814

* In addition, revised claims received numbered 28,177.

† In addition, 26,146 revised claims were disposed of. Of these, 2,616 were special requests not granted and 1,167 were appeals by claimants. There were 5,918 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—October.....	4,096,100	3,845,500	250,600
September.....	4,028,000	3,826,400	201,600
August.....	4,009,000	3,799,000	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT BEGINNING OF DECEMBER 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Dec. 1958	Nov. 1959	Dec. 1959					
(1) St. John's, Nfld.....	112.6	114.6	114.6	111.5	115.2	105.7	109.1	127.5
Halifax.....	124.3	127.7	127.3	117.7	134.6	120.2	129.7	139.9
Saint John.....	126.7	129.2	129.1	122.9	138.2	117.4	124.9	142.9
Montreal.....	126.9	128.7	128.7	128.7	144.9	107.0	120.0	137.1
Ottawa.....	126.5	128.6	128.3	122.0	147.8	114.8	121.2	137.6
Toronto.....	129.1	130.5	130.1	120.6	153.5	114.5	123.7	139.1
Winnipeg.....	124.0	125.7	125.4	120.0	133.7	118.8	120.1	134.4
Saskatoon-Regina.....	122.7	124.6	124.0	119.4	124.4	120.4	125.5	130.1
Edmonton-Calgary.....	122.5	124.7	124.1	117.8	124.6	118.7	126.6	133.4
Vancouver.....	127.8	129.8	129.6	124.4	138.5	116.2	133.0	137.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May 1959 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	232,490	0.27
October.....	11	29	7,100	67,012	0.06
November.....	8	18	4,392	59,741	0.06
December.....	13	22	3,836	56,050	0.05

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	17	370
Fishing.....			
Mining.....			
Manufacturing.....	6	1,944	28,690
Construction.....	4	968	21,120
Transportation, etc.....	2	147	480
Public utilities.....	2	480	3,400
Trade.....	6	211	750
Service.....	1	69	1,240
All industries.....	22	3,836	56,050

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	4	1,922	28,260
Ontario.....	12	1,428	25,110
Manitoba.....	2	445	1,890
Saskatchewan.....			
Alberta.....			
British Columbia.....	4	41	790
Federal.....			
All jurisdictions....	22	3,836	56,050

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
DECEMBER 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Decem- ber	Accu- mulated	Termi- nation Date	
MANUFACTURING— <i>Tobacco and Tobacco products—</i> British Leaf Tobacco Co. of Canada, Chatham, Ont.	Unorganized	140	420	420	Dec. 9 Dec. 14	Piece work rates of tiers~ 50c. per cwt. increase in piece work rate.
<i>Textile products—</i> Dominion Textile Mills, Magog, Que.	Textile Federation (CCCL)	1,740 (85)	27,280	102,130	Sept. 28	Wages~
CONSTRUCTION— General Contractors, Hamilton, Ont.	Carpenters Loc. 18 (AFL-CIO/CLC)	950	20,900	32,300	Nov. 13	Wages~
TRANSPORTATION ETC.— Ball Bros. Transport, Montreal, Trois Rivières and Eastern Township Centres, Que.	Teamsters Loc. 106 (CLC)	102	300	300	Dec. 15 Dec. 18	Wages, signing of an agree- ment ~ 25c. an hour in- crease, agreement to be signed later.
PUBLIC UTILITY OPERATION— Manitoba Hydro Electric, Board, Selkirk, Man.	Seven building trades unions (AFL-CIO/CLC)	400	1,800	1,800	Dec. 8 Dec. 15	Employment of non-union workers on the job~Ret- urn of workers, pending further negotiations.

Figures in parentheses show the number of workers indirectly affected.

Here's VALUE

**A 50% Reduction under This Special
GROUP SUBSCRIPTION OFFER**

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

**For
Only**

\$1.00

**Per
Subscription**

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.



A list of names and addresses of subscribers must accompany each order



Send remittance by cheque or postal money order, payable to the Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE, Department of Labour, Ottawa.



CANADA

THE ABOUT AZETTE



Working Conditions, Office and Plant Employees (p. 297)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 3

MARCH 31,

1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 3	CONTENTS	March 31, 1960
Employment Review		225
Collective Bargaining Review		238
Notes of Current Interest		244
House of Commons Debates of Labour Interest: A Guide		250
42nd Annual Meeting of the Canadian Construction Association		252
CCCL Memorandum to Cabinet		257
Railway Brotherhoods' Annual Memorandum		260
Occupational Histories of Married Women Working for Pay ..		263
How Older Workers Rate		264
Vocational Guidance for Girls		265
50 Years Ago This Month		266
Teamwork in Industry		267
Industrial Relations:		
Certification Proceedings		268
Conciliation Proceedings		270
Labour Law:		
Report of Committee on Organization of Government in Ont.		272
Legal Decisions Affecting Labour		276
Recent Regulations under Provincial Legislation		282
Safety Code for Window Cleaners		288
Unemployment Insurance:		
Monthly Report on Operation		289
Decisions of the Umpire		290
Labour Conditions in Federal Government Contracts		292
Wages, Hours, Working Conditions		297
Prices and the Cost of Living		300
Publications Recently Received in Department's Library		302
Labour Statistics		305

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

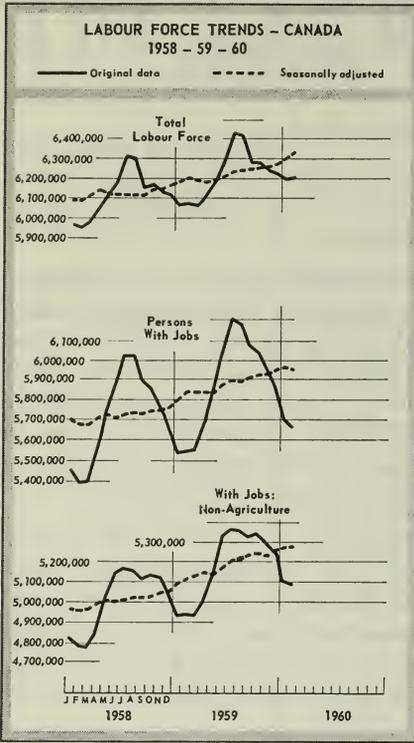
Current Manpower Situation

Between January and February, employment declined by an estimated 36,000; the decline was mainly a reflection of seasonal factors. Male workers accounted for all of this drop; employment of females showed a slight increase. Almost three quarters of the employment decline was in agriculture. Non-agricultural employment showed a net decline of 10,000 as a result of layoffs in forestry, manufacturing and trade and a partly offsetting expansion in services. The reduction in non-farm jobs was concentrated in Quebec; very little change in employment occurred in the other regions.

In February, non-farm employment was up 3.1 per cent over a year earlier, with most of the advance stemming from expansion of the service producing industries such as trade, financial institutions and community and government services. Manufacturing employment has shown little improvement during the past few months. This development can be attributed in part to the fact that output in some of the industries that figured most prominently in the recovery has approached capacity. In the iron and steel products industries, for example, output and employment have been fairly stable at near-record levels this winter, following an upward trend that persisted through most of the year. The building materials industries weakened somewhat in recent months, reversing the upward trend that began early in 1958.

The labour force (allowing for seasonal movements) has been expanding at an increased rate during recent months, after rising relatively slowly through most of 1959. In February, an estimated 6,218,000 persons were attached to the labour force, about 134,000 more than a year before. Women accounted for 56 per cent of the gain. The disproportionate increase in the female labour force is the combined result of population growth and participation in the labour force by a greater proportion of women. About 27 per cent of the non-institutional female population over 14 years of age were in the labour force in February, a record proportion for the month.

The year-to-year increase in the male labour force resulted from the natural growth in the adult population and from net immigration. The latter was responsible for roughly one third of the gain. There was a slight decrease in the proportion of males participating in the labour force, primarily because of the downward trends in participation rates among teenagers and older men. Men in the middle age groups have a considerably stronger labour force attachment so that relatively small changes in rates were to be expected. The 25 to 44-year age group, for example, has registered only a fractional change in the rate of participation during the past several years. For the adult male population as a whole, 79.4 per cent were in the labour force in February compared with 79.8 per cent a year before.



The number of persons without jobs and seeking work was estimated to be 555,000 in February, 51,000 more than in January. Most of this increase occurred in Quebec, which witnessed a more than seasonal rise in unemployment, partly because of an unusually large increase in the labour force and partly because of cutbacks in employment. In the country as a whole, all of the additional job seekers in February were men. The number of women job seekers declined slightly during the month despite a rise in the female labour force. The relative ease with which new women entrants obtained employment can be attributed to the vigorous growth of the service industries, where the proportion of females is relatively high.

Unemployment in February was slightly higher than a year before, with increases confined to Quebec and the Prairie Provinces. The February figure was 8.9 per cent of the labour force compared with 8.8 per cent last year. In addition to the job seekers, an estimated

43,000 were on temporary layoff, about 10,000 more than a year earlier.

Of the 555,000 job seekers in February, 496,000 were men and 59,000 were women. About one third were in the under-25-years age group and one quarter were over 45 years of age, the same distribution as in the previous month. Construction and the primary industries accounted for almost half of the total seeking-work figure in February. Between January and February, the largest increase in job seekers came from the primary industries.

In February, persons without jobs had been seeking work for an average of 3.7 months, one-half month less than at the same time last year. The number of persons who had been seeking work for four months or more declined by 34,000 over the year. In February, this group accounted for 29 per cent of the total compared with 39 per cent a year ago.

* * *

Since the recession low of two years ago, the output of non-agricultural industries in Canada has moved ahead in an uneven fashion—bursts of expansion interspersed with periods of stability. In the second half of 1959 labour-management disputes in Canada and in the United States accounted in part for the slowdown of that period. However, quite apart from these special factors, the recovery period as a whole has been characterized by offsetting movements among the factors that ordinarily provide the main stimulus for an expansion of economic activity.

A reduction in the rate of inventory liquidation in 1958 and a shift to strong accumulation in 1959 has been easily the most important influence in the expansion. This important source of demand was augmented by increases in government purchases of goods and services in 1958 and the first part of

1959, and thereafter by an upsurge in outlays for new plant machinery and equipment. Exports have alternately increased and declined; a particularly strong advance occurred in the last quarter of 1959 and early 1960. Private construction has been a negative influence, on balance; in 1958 increases in housing construction more than offset declines in business, but in 1959 outlays in both sectors declined. Finally, consumer expenditure on durable goods has exhibited both increases and declines since the first quarter of 1958 but has made a small net gain for the period as a whole.

The conflicting movements of these major stimulants to economic activity have produced an expansion more hesitant than others in the postwar period. Strong and steady advances in employment occurred only in the first half of 1959. At other times the course of employment, after allowing for seasonal changes, rose slowly, with frequent, sharp fluctuations from month to month. In part, these movements were a reflection

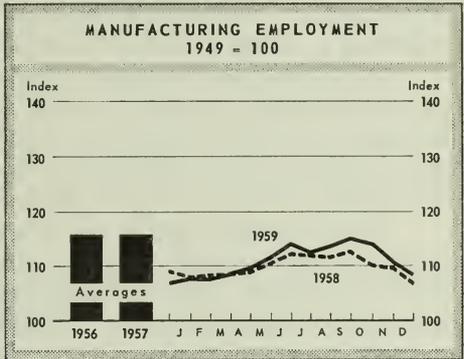
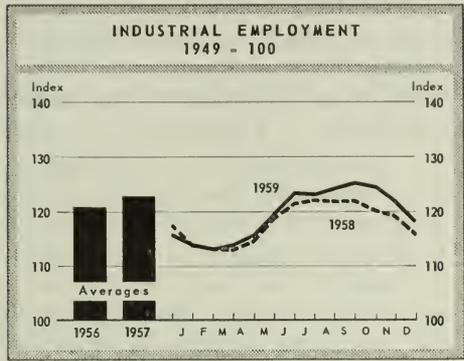
of interruptions to production schedules caused by labour-management disputes. To some extent, they also reflected a greater emphasis on cost reduction brought about by increased competition, both at home and abroad.

Some notable employment advances have taken place in goods-producing industries in the past two years. As a group, however, the goods-producing industries have barely recovered the losses of the recession. Particular industries, such as iron and steel products, have made strong advances, but for the group as a whole there has been no net gain over the past two years. The advance in total employment over this period has been almost entirely in the handling and distribution of goods and in the provision of services.

Construction—Review and Outlook

Construction employment was higher, on average, in 1959 than in 1958 but tended to drop off towards the end of the year. It was supported by the large volume of housing activity that was started in 1958 and carried over into 1959, and by increased outlays on highways and other public construction. Private non-residential construction, on the other hand, declined both in 1958 and in 1959, reflecting the completion of such projects as the St. Lawrence Seaway, pipelines and power installations, which has outweighed the considerable volume of new work that has been begun in this period.

The reduction in housebuilding activity has been an important influence on the employment situation this winter. At the end of the year, the number of units under construction was 82,000, about 7 per cent fewer than a

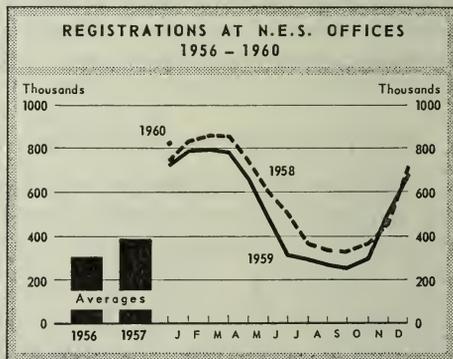
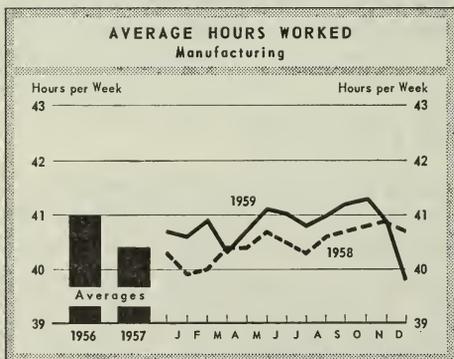


year earlier, and this gap widened in the first quarter of 1960. The low level of activity in housebuilding was accompanied by a significant decline in other fields of construction in the fourth quarter. Both were directly responsible for a good deal of the relatively high unemployment this winter, and contributed to a slowdown in a number of manufacturing industries.

The outlook for construction and construction materials industries is more promising than current developments might suggest. The annual survey of investment intentions, published recently by the Department of Trade and Commerce, indicates a total capital expenditure of \$8.8 billion in 1960, an increase of 4 per cent over last year. Outlays for machinery and equipment are expected to increase sharply, reflecting the rising output of the past year and the consequent need for an expansion of production facilities in some industries. Expenditures on construction alone will be slightly greater than last year's actual total, a 5-per-cent increase in the value of non-residential construction offsetting a decline of about 3½ per cent in housing.

The forest and mineral products industries provide the bulk of the expected increase in capital outlays—an over-all gain of 20 per cent. Notable increases are also expected in commercial building. Spending for fuel and power installations is expected to be a little over \$1 billion, about the same as last year and just over two thirds of the 1957 peak total.

These estimates reflect the investment intentions at the end of last year. They may be, and frequently are, modified during the course of the year. Last year, for example, physical restrictions in the last six months, and perhaps some uncertainty in the business outlook, prevented the full realization of the intended program. Similarly, favourable business conditions in coming months could easily lead to upward revisions in the current investment program. In addition, the 1960 estimates make no provision for possible expenditures on gas pipelines, which await the outcome of applications now under consideration by the authorities.



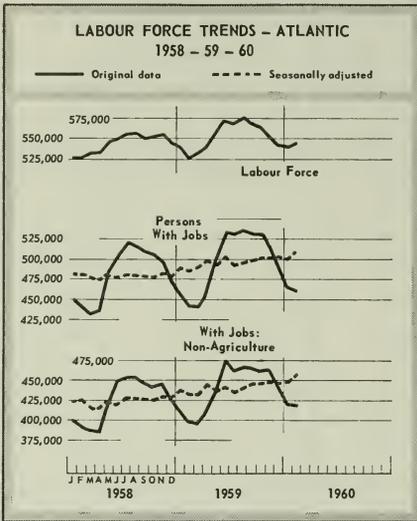
CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Montreal OTTAWA-HULL ← Quebec-Levis St. John's Toronto Vancouver-New Westminster Windsor Winnipeg	Halifax → HAMILTON		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Brantford Corner Brook Cornwall Farnham-Granby Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Timmins- Kirkland Lake Trois Rivières	Guelph Kingston Kitchener London Oshawa Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Barrie Brandon Charlottetown Chatham LETHBRIDGE ← Prince Albert Rivière du Loup SASKATOON ← Thetford-Megantic- St. Georges Yorkton	Moose Jaw North Battleford Red Deer Regina		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Campbellton Chilliwack Cranbrook Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Goderich Grand Falls Kentville Lindsay Moncton Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince Rupert Quebec North Shore Rimouski Ste Agathe-St. Jérôme St. Hyacinthe St. Jean St. Stephen Simcoe Sorel Summerside SWIFT CURRENT ← Trail-Nelson	→ CENTRAL VANCOUVER ISLAND Drumheller Galt Kamloops Lachute-St. Thérèse Listowel Medicine Hat → PRINCE GEORGE St. Thomas Sault Ste Marie Stratford Woodstock-Tillsonburg (Group 1 Concluded) Truro Valleyfield Victoriaville Walkerton Weyburn Woodstock, N.B. Yarmouth	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, November 1959 issue.

Employment Situation in Local Areas

ATLANTIC



Employment in the Atlantic region declined moderately between January and February. The number of persons with jobs fell by 4,000 to an estimated 462,-000, a smaller decline than is usual at this time of year. Weather conditions curtailed outdoor activity; the drop in employment was mainly in forestry and construction. A few minor factory layoffs occurred during the month but the general level of manufacturing employment improved. Shipbuilding showed a considerable gain, especially in the Halifax area.

Employment was 20,000 higher than a year ago, and higher than in the corresponding month of the past five years. Construction and forestry have been major sources of strength in this

recovery. Manufacturing has made a relatively slow recovery, owing to weaknesses in some of the heavy industries, particularly railway rolling stock.

All four provinces in the region shared in the over-the-year increase in construction employment. The advance was supported to a fairly large extent by a rise in housebuilding activity. This year's carry-over is considerably larger than in 1958, reflecting the upward trend in housing starts during most of 1959. However, the number of housing starts in the first two months of 1960 showed a more-than-seasonal decline, indicating a slow upturn in housebuilding activity this spring. Non-residential construction gained somewhat greater support this winter than a year ago from the Municipal Winter Works Incentive Program. Road and highway construction were additional sources of employment strength during recent months; at the end of the year employment was about one quarter higher than a year before.

Forestry employment in the fourth quarter of 1959 averaged about one-third higher than the corresponding quarter in 1958. The improvement stemmed from increased demands for both pulpwood and lumber. Pulpwood inventories were reduced during the past year despite a substantial increase in output. Increased exports accounted for most of the over-all increase in sales. Domestic consumption of pulpwood showed a moderate rise during the second half of the year, reversing the earlier downward trend.

Unemployment in the region was slightly lower than the year before. The only sizeable year-to-year decline occurred in Sydney which experienced heavy unemployment last year owing to the temporary closure of all but two of the DOSCO Mines. The classification of the 21 areas in the region at the end of February this year was unchanged from the previous month and the previous year; two areas were in moderate surplus and 19 were in substantial surplus.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	February 1960	February 1959	February 1960	February 1959	February 1960	February 1959
Metropolitan.....	10	8	2	4	—	—
Major Industrial.....	18	18	8	8	—	—
Major Agricultural.....	10	8	4	6	—	—
Minor.....	45	40	12	17	1	1
Total.....	83	74	26	35	1	1

Local Area Developments

Halifax (metropolitan) remained in Group 2. The employment situation in this area remained more favourable than in other parts of the region. The shipyards were very busy during the month and activity continued to increase; the volume of scheduled repair work was reported to be the highest in several years. The construction industry was much more active than last year; the most recent employment figures show a year-to-year advance of 23 per cent.

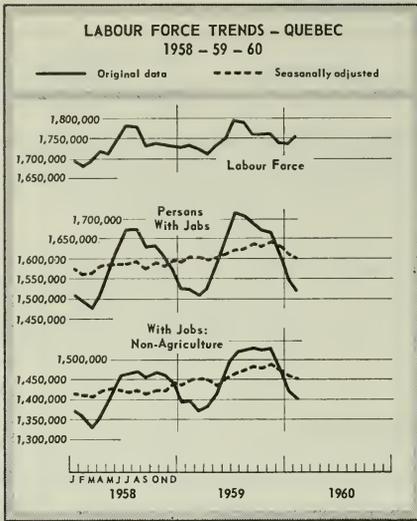
St. John's (metropolitan) remained in Group 1. Apart from seasonal layoffs in construction and forestry, employment showed little change during the month. Pulpwood hauling was reported to be almost completed by the end of the month; most camps closed earlier than usual as a result of favourable hauling conditions.

QUEBEC

Employment declined more than seasonally in the Quebec region. The number of persons with jobs decreased by an estimated 23,000 between January and February. Employment in the region was some 3,000 lower than in February 1959. Close to one third of the total decline occurred in farming. In non-agricultural industries the employment decline affected male workers, due to slackening in forestry and construction. Women's employment increased slightly as a result of rehiring in some manufacturing industries.

In forestry, the level of employment in pulpwood logging during the first half of the month continued to be higher than a year ago. From the middle of February, however, cutting quotas were being rapidly completed, and operations in the woods slowed down considerably. Base metal and iron ore mining operations were at high levels for this time of the year; employment in iron ore mining was almost double the year-earlier figure. The outlook brightened in asbestos mining; some 500 miners laid off during January were to be recalled at the beginning of March, somewhat earlier than expected. Prospecting in the region was quite active, particularly in the Mattagami area.

Non-residential construction activity continued at a high level for this time of the year, with work proceeding on all major projects. In residential building, however, further declines were reported.



Employment in manufacturing declined non-seasonally during the last quarter of 1959, and in January and February demand conditions appeared to be generally less buoyant than a year ago. The seasonal upturn in the clothing and leather industry occurred later this year than a year earlier, and there were layoffs in furniture, plywood and veneer plants. Employment was well maintained in shipyards and steel plants throughout the region.

Activity in trade was quiet during the month, in contrast to the spring of 1959, when the early Easter stimulated hirings.

Registrations for employment at National Employment Service offices increased during the month and were at about the same level as a year earlier. Registrations were higher than a year before in 13 of the 24 local labour market areas. The increase over the year was about 10 per cent in Joliette and Victoriaville and more than 30 per cent in the St. Jean and St. Hyacinthe areas. In St. Hyacinthe, the sharp increase was the result of shutdowns and layoffs in one shoe and two secondary textile plants, affecting more than 650 workers. In St. Jean, the increase appeared to be mainly the result of layoffs in leather, clothing and textile plants. As a contrast to these areas, Sorel showed a marked improvement over the year, owing to a substantial rise in manufacturing activities; registrations in this area were some 27 per cent lower than a year ago.

At the end of February, the classification of 34 areas in the region remained unchanged from the previous month and was as follows (last year's figures in brackets): in substantial surplus, 23 (21); in moderate surplus, 1 (3).

Local Area Developments

Montreal (metropolitan) remained in Group 1. Manufacturing employment, at the turn of the year, was some 3 per cent higher than a year earlier. In the first two months, employment in the clothing industry was not as buoyant as in the comparable period of 1959. Activities in the iron and steel and shipbuilding industries remained at a high level. Non-residential construction was quite strong for this time of the year but residential building dropped sharply.

Quebec-Levis (metropolitan) remained in Group 1. Industrial employment showed strength during the last quarter of 1959 and at the end of the year it was some 6 per cent higher than a year earlier. During the first two months of this year, employment in manufacturing improved, a high level of activity in shipbuilding being a contributing factor. Shipping was much more active this winter than last, resulting in higher employment on the waterfront.

ONTARIO

Employment in the Ontario region increased by an estimated 10,000 between January and February, about usual for this time of year. The number of persons with jobs, 2,179,000, was 78,000 greater than a year earlier. Employment in most industries appeared to be stable or declining seasonally. One of the chief supports to employment demand during February was the high level of activity in automobile manufacturing, which slackened, however, towards the end of the month. Construction work in most centres was held up by severe storms and heavy snowfalls; residential building in particular showed a substantial decline. Small layoffs occurred in the manufacture of steel and heavy machinery and equipment,

although employment and output in these industries continued much above last year's levels. Pulpwood production was only mildly hampered by the weather and, in northern areas, contributed to a relatively buoyant demand for labour.

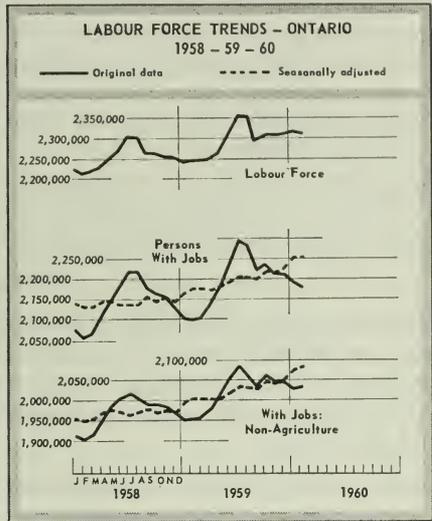
The services, trade, transportation and financial institutions accounted for more than half of the employment increase over the year. In manufacturing, substantial gains in the manufacture of iron and steel products, motor vehicles and motor vehicle parts were largely offset by decreases in the production of building materials, aircraft, railway rolling stock and heavy electrical equipment. Forestry and mining employment continued to be well above year-earlier levels.

Unemployment was near or past its seasonal peak and in most centres was close to last year's level. At the end of February the classification of the 34 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 21 (18); in moderate surplus, 13 (16).

Local Area Developments

Toronto (metropolitan) remained in Group 1. Some employment increase was reported in January and early February in firms manufacturing iron and steel products. Rehiring for spring production was underway in most clothing and leather plants. Layoffs in construction were quite substantial, however, as a result of heavy snowfall, declines in new housing starts, and a shortage of structural steel on some projects. As a result, the number registered for employment at NES offices increased moderately.

Hamilton (metropolitan) was reclassified from Group 1 to Group 2. This was one of the few areas in the region to show some improvement during February, despite adverse weather. Gains in January and February were mainly the result of settlements of the steelworkers' strike in the U.S. and the carpenters' dispute in Hamilton.



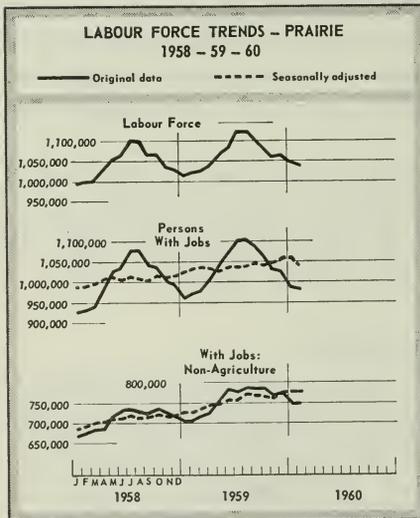
Ottawa-Hull (metropolitan) was reclassified from Group 2 to Group 1. This area was classified as a substantial labour surplus area for the first time in more than 5 years. Employment fell off sharply in construction, and there were small layoffs in a number of manufacturing firms. One large plant was destroyed by fire, affecting some 450 workers. The number of construction contracts awarded in February was quite large, however, indicating a substantial pick-up in coming months.

Windsor (metropolitan) remained in Group 1. A fairly sharp drop in construction caused a moderate increase in unemployment. The January level of automobile production and employment was maintained during the early part of February, but some layoffs occurred towards the end of the month.

Oshawa (major industrial) remained in Group 2. Most manufacturing industries continued to work full time in February although there were some layoffs and cut-backs in overtime towards the end of the month. Shortages continued in skilled and professional occupations—particularly engineers and machinists and die-makers.

Sudbury (major industrial) and **Sault Ste. Marie** (minor) remained in Group 2. Labour demand in these centres was well ahead of last year. In steel products manufacturing, mining and smelting, operations continued close to capacity. Although pulp cutting was hampered during the month by heavy snow, increased production quotas indicated an extended period of employment this spring.

PRAIRIE



Employment in the Prairie region declined between January and February. The change, amounting to 5,000, brought the estimate of persons with jobs to 986,000, which was 11,000 above the year-earlier figure. Non-farm industries employed 750,000, and 236,000 were working on farms. The industrial employment figure was 44,000 higher than a year earlier, the agricultural figure 33,000 lower.

Agriculture accounted for virtually the whole of the employment decline from January. Seasonal layoffs continued during the slack mid-winter period; help requirements for livestock farms remained low. It was reported that as a result of a sharp drop in cash income

in the latter half of 1959, farmers were reluctant to hire extra help. The uncertain demand for farm labour prompted some workers to look for jobs in other industries, particularly logging and construction.

The favourable weather that prevailed during February assisted outdoor activities but reduced fuel consumption and resulted in some layoffs in coal mining. At heavy construction sites relatively steady levels of activity were maintained although some seasonal layoffs occurred. Forestry employment was well above year-earlier levels, with sawmills, plywood plants and pulp

mills operating near capacity. Logging layoffs began in the eastern part of the region as winter cutting programs neared completion and the spring breakup approached. In Alberta and Saskatchewan logging and lumbering operations expanded, and skidders and power-saw operators were in demand.

The number of oil-drilling rigs in operation at mid-February almost equalled the year-earlier total. The number of rigs located in Alberta increased to 168 from 152 a year earlier, but in Saskatchewan the lack of major discoveries brought the number of drill rigs in operation down to 21 from 39. In Alberta the expansion in exploration work continued into February, particularly in the Swan Hills area of the northwest.

Manufacturing employment exhibited mixed trends. Packing plants laid off some workers as livestock receipts fell off. In the iron and steel industry, in which employment was 5 to 10 per cent above a year earlier, fabricating plants, foundries and machine shops were busy but pipe plants were at low production levels. In metal mining, northern uranium employment remained steady. One mine near the Great Bear Lake district is to shut down shortly due to depletion of the ore body. More than 200 men will be affected.

Unemployment increased in most of the 20 labour market areas in the region, and three were reclassified to categories of greater labour surplus. At the end of February the classification was as follows (last year's figures in brackets): in substantial surplus, 14 (11); in moderate surplus, 6 (9).

Local Area Developments

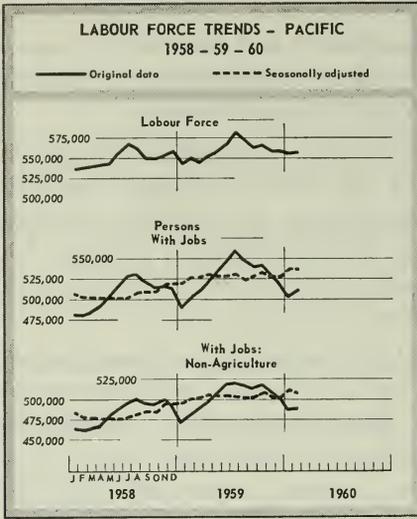
Calgary, Edmonton and Winnipeg (metropolitan) remained in Group 1. Little change in employment conditions occurred from January. Total registrations for employment at the National Employment Service offices in the three centres were above both month-earlier and year-earlier figures. In sales occupations, registrations were up considerably from a year earlier, the later Easter sales season being partly responsible for the difference.

Saskatoon and Lethbridge (major agricultural) and **Swift Current** (minor) were reclassified from Group 2 to Group 1.

PACIFIC

In the Pacific region the end of the seasonal employment decline was apparent. The estimate of persons with jobs increased by 6,000 between January and February, to a total of 513,000; this was 10,000 higher than a year earlier. Much of the change occurred in agriculture. Farmers began preparations for spring plowing, the seasonal hiring of dairy farm workers began earlier than usual, and the pruning of fruit trees was underway in the Okanagan.

The main source of strength in non-agricultural employment in February continued to be the forestry industry. Improving weather allowed an expansion of logging on Vancouver Island and in the central and northern interior. In southern interior areas, however, persistence of heavy snow and icy roads limited this expansion.



The wood products manufacturing industry operated at high levels during the month, and metal manufacturing groups benefited from the strength in lumbering and logging. Shipyards on both the mainland and Vancouver Island made minor additions to the small work forces presently engaged as a result of increased repair work and orders for some small vessels. Construction employment picked up seasonally, although housebuilding showed continuing weakness. Employment in trade was affected by the lengthy lull this year between mid-winter sales promotions and the Easter selling season.

Unemployment declined for the first time since late summer, and was at about the same level as last year. Two labour market areas were reclassified into categories of reduced unemployment. At the end of February the classification of the 11 areas was as follows (last year's figures in brackets): in substantial surplus, 6 (5); in moderate surplus, 4 (5); in balance, 1 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 1. The waterfront remained very busy in February; grain shipments, at 16 million bushels, were close to capacity. Some inbound ships were again forced to anchor in midstream for a short time before a berth could be procured, and there were some shortages of longshore gangs. Lumber shipments increased from January, when a gain of 9 per cent from the same 1959 month was registered. Full construction crews continued work on four bridges and a deep-sea dock. The decline in housebuilding this winter affected registrations of carpenters in the Vancouver offices of the National Employment Service. Although total registrations in February were somewhat above a year earlier, the number of carpenters registered was 35 per cent higher, and virtually unchanged from last month.

Victoria (major industrial) remained in Group 2, and **Central Vancouver Island** and **Prince George** (minor) were reclassified from Group 1 to Group 2. The increased activity in the woods reduced the number of registrations in National Employment Service offices in these centres.

Kitimat (minor) remained in Group 3. Workers were hired to expand aluminum production to the full five-line capacity of the plant.

Prince Rupert (minor) remained in Group 1. The increase in lumbering and logging employment was offset by termination of herring fishing because of lower prices and depletion in nearby fishing grounds.

Current Labour Statistics

(Latest available statistics at March 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Feb. 20	6,218,000	+ 0.2	+ 2.2
Persons with jobs.....	Feb. 20	5,663,000	- 0.6	+ 2.1
Agriculture.....	Feb. 20	568,000	- 4.4	- 6.6
Non-Agriculture.....	Feb. 20	5,095,000	- 0.2	+ 3.2
Paid Workers.....	Feb. 20	4,642,000	- 0.1	+ 3.3
Usually work 35 hours or more.....	Feb. 20	5,283,000	- 0.8	+ 1.8
At work 35 hours or more.....	Feb. 20	4,898,000	- 1.1	+ 2.0
At work less than 35 hours, or not at work due to short time and turnover.....	Feb. 20	74,000	-13.0	+ 1.4
for other reasons.....	Feb. 20	268,000	+ 9.8	- 5.6
Not at work due to temporary layoff.....	Feb. 20	43,000	+ 2.4	+ 30.3
Usually work less than 35 hours.....	Feb. 20	380,000	+ 1.6	+ 6.4
Without jobs and seeking work.....	Feb. 20	555,000	+10.1	+ 3.4
<i>Registered for work, NES</i>				
Atlantic.....	Feb. 18	112,700	+11.3	- 1.6
Quebec.....	Feb. 18	259,900	+ 8.1	- 1.0
Ontario.....	Feb. 18	234,600	+ 2.8	+ 4.5
Prairie.....	Feb. 18	113,200	+ 8.3	+ 4.1
Pacific.....	Feb. 18	80,100	- 1.0	- 1.5
Total, all regions.....	Feb. 18	800,500	+ 6.0	+ 1.2
Claimants for Unemployment Insurance benefit.....	Jan. 29	782,542	+14.1	- 0.3
Amount of benefit payments.....	January	\$54,344,674	+66.4	- 7.4
Industrial employment (1949 = 100).....	December	118.3	- 2.9	+ 2.2
Manufacturing employment (1949 = 100).....	December	108.5	- 1.9	+ 1.6
Immigration.....	Year 1959	106,928	-	- 14.4
Destined to the labour force.....	Year 1959	53,551	-	- 15.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	February	25	+25.0	- 13.8
No. of workers involved.....	February	3,944	+13.1	- 43.5
Duration in man days.....	February	50,320	-13.9	- 59.2
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	December	\$72.55	- 2.3	+ 5.3
Average hourly earnings (mfg.).....	December	\$1.78	+ 2.3	+ 4.1
Average hours worked per week (mfg.).....	December	39.8	- 2.7	- 2.2
Average weekly earnings (mfg.).....	December	\$69.93	- 1.6	+ 0.5
Consumer price index (av. 1949 = 100).....	February	127.2	- 0.2	+ 1.2
Real weekly earnings (mfg. av. 1949 = 100).....	December	131.0	- 1.3	- 0.8
Total labour income..... \$000,000	December	1,482	- 1.9	+ 7.2
<i>Industrial Production</i>				
Total (average 1949 = 100).....	January	164.3	+ 1.9	+ 8.2
Manufacturing.....	January	144.3	+ 1.9	+ 7.4
Durables.....	January	147.6	+ 4.3	+ 9.1
Non-Durables.....	January	141.4	- 0.2	+ 6.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, November 1959 issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During February, negotiations for 14 major collective agreements were concluded and wage increases provided for more than 18,000 workers. Settlements in the Quebec textile industry brought to an end the 4½-month work stoppage in Magog, Que., which involved some 1,800 out of the 5,000 Dominion Textile employees represented by the National Catholic Textile Federation.

Talks affecting some 115,000 employees were in progress during the month between **Canadian railways** and **15 non-operating unions**. After a request by the unions, first steps were taken to set up a conciliation board. Appointees were David Lewis for the union and Philip Vineberg for the railways, both of whom served in the same capacities in the 1958 negotiations. Early in March it was announced that they were unable to agree upon the selection of a chairman and, therefore, the choice of a third member was referred to the Minister of Labour.

In February the **National Catholic Textile Federation** and the **United Textile Workers of America** accepted a compromise solution to their lengthy dispute with the **Dominion Textile Company**. The first break in the negotiations came when the United Textile Workers, representing employees in the Montreal mill as well as those in the company subsidiary, Montreal Cottons at Valleyfield, accepted Premier Barrette's proposals as the basis for a new agreement. The wage settlement consisted of 8 cents an hour retroactive to July 1958, plus an additional 2 cents an hour effective February 10, 1960, and another 3 cents an hour in February 1961.

Agreement with the National Catholic Textile Federation was delayed because of the question of retroactive pay for workers at Magog and Sherbrooke, Que. The final settlement was on the basis of a 13-cent-an-hour increase over a two-year period, consisting of 10 cents an hour effective immediately and 3 cents effective February 15, 1961. Retroactive pay for employees at the Drummondville and Montmorency mills was to be calculated on the basis of 8 cents an hour dating back to June 11, 1958, when the previous contract lapsed. The Magog workers were to receive 10 cents an hour retroactive from June 11, 1958 until the date of the walkout, September 26, 1959. Similarly, the 367 workers laid off at the Sherbrooke plant as a result of the strike were to receive 10 cents an hour retroactive from June 11, 1958 to their layoff date of November 8, 1959.

Collective Agreements in 1959

Wage settlements in agreements covering bargaining units of 500 or more employees and signed during the last six months of 1959 are tabulated at the top of the facing page. The tabulation excludes construction agreements and those in which wages were based on piece rates only. The table headed "Wage Settlements During 1959" combines the half-yearly table on the next page with one previously published (L.G., Nov. 1959, p. 1140).

WAGE SETTLEMENTS DURING SECOND HALF OF 1959

Collective agreements covering 500 or more workers concluded between July 1 and December 31, 1959, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	2	1,700			3	2,600				
0.1 - 4.9.....	5	2,950	1	11,600	2	2,010				
5.0 - 9.9.....	16	25,690	2	19,750	5	4,120			1	600
10.0 - 14.9.....			2	1,840	17	16,400	1	640	5	2,970
15.0 - 19.9.....	1	900	1	6,350	7	5,780			1	650
20.0 - 24.9.....					2	27,800	1	700	4	6,480
25.0 - 29.9.....									1	620
30.0 and over.....										
TOTAL.....	24	31,240	6	39,540	36	58,800	2	1,340	12	11,320

*Wage increases shown relate to base rates only. Data on employees covered are approximate; they include all other categories that may be covered by each settlement, in addition to those receiving base rates.

More than 360,000 workers were affected by 224 major agreements signed in Canada during 1959. Slightly less than 65 per cent of the total were for terms of approximately two to three years, with the two-year contracts predominating. The remaining 35 per cent were agreements for a one-year period.

In nearly two thirds of the one-year settlements, increases in base rates were from 5 to 9.9 cents an hour. Nine major agreements, six of which were for a one-year term and three for two years, did not provide for any wage increases. These contracts were with firms in the coal mining, aircraft and textile industries. Of the 100 two-year agreements, 61 provided for increases to base rates of from 10 to 19.9 cents an hour spread over the life of the agreement. Nearly three quarters of the major agreements signed for a three-year period provided for increases totalling 15 to 30 cents an hour to the base rates over the life of the contract.

WAGE SETTLEMENTS DURING 1959

Collective agreements covering 500 or more workers concluded between January 1 and December 31, 1959, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	6	18,900			3	2,690				
0.1 - 4.9.....	11	14,350	1	11,600	4	4,310				
5.9 - 9.9.....	48	77,390	2	19,750	19	20,620			3	1,900
10.0 - 14.9.....	5	5,400	3	2,640	40	45,200	3	2,440	10	10,870
15.0 - 19.9.....	3	2,700	1	6,350	21	30,080	2	1,600	7	20,050
20.0 - 24.9.....	1	2,100			9	37,900	1	700	11	12,680
25.0 - 29.9.....					2	2,400			2	1,320
30.0 and over.....					2	1,800			4	2,700
TOTAL.....	74	120,840	7	40,340	100	145,000	6	4,740	37	49,520

*Wage increases shown relate to base rates only. Data on employees covered are approximate; they include all other categories that may be covered by each settlement, in addition to those receiving base rates.

During 1959 there were 122 settlements covering 154,000 workers in the manufacturing sector of the economy. Most of these agreements were in such industries as foods and beverages (12), rubber products (10), iron and steel products (21), transportation equipment (25) and electrical apparatus and supplies (10).

Approximately 20,000 workers received pay increases after the signing of 15 major agreements in the transportation industry, and more than 50,000 workers benefited from 15 agreements in communications. In the service industry, 19 agreements covered 27,000 provincial and municipal employees, 6 agreements covered 6,000 hospital employees and 10 agreements covered 7,000 hotel employees. In mining, 11 major settlements were reached on behalf of 18,700 workers.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During March, April and May

(Except those under negotiation in February)

Company and Location	Union
Abitibi Power & Paper, Iroquois Falls, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Abitibi Power & Paper, Sault Ste. Marie, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC)
Anglo-Cdn. Paper, Quebec, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bakeries (various), Vancouver, B.C.	Bakery Wkrs. (CLC)
B.C. Electric, province-wide	I.B.E.W. (AFL-CIO/CLC)
B.C. Electric Railway, company-wide	Street Railway Empl. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bowater Paper Corp., Liverpool, N.S.*	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co., western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers, eight plants	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Can-Met Explorations, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
City of Quebec, Que.	Municipal and School Empl. Federation (CCCL) (inside wkrs.)
City of Quebec, Que.	Municipal and School Empl. Federation (CCCL) (outside wkrs.)
City of Winnipeg, Man.	Public Service Empl. (CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan Falls, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)

* Formerly Mersey Paper.

Company and Location	Union
CPR, Canada-wide	Trainmen (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assoc. (Ind.)
Dominion Rubber (Footwear Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Food stores (various), Vancouver, B.C.	Retail Clerks (AFL-CIO/CLC)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
KVP Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Kellogg Co., London, Ont.	Millers (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Manitoba Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide	Manitoba Telephone Wkrs. (Ind.)
Marathon Corp., Marathon, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Norton Co., Chippawa, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Ont. Minnesota Paper, Fort Francis & Kenora, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Price Bros., Kenogami & Riverbend, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Provincial Paper, Thorold, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Ready-mix concrete cos. (various), Toronto, Ont.	Teamsters (CLC)
Sask. Power Corp., Regina, Sask.	Oil Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
St. Lawrence Corp., Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Swift Canadian, six plants	Packinghouse Wkrs. (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan Falls & Grand'Mère, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Transit Commission, Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During February

Bargaining

Company and Location	Union
Asbestos Corp., Theftford Mines, Que.	Mining Empl. Federation (CCCL)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Electric Railway, company-wide	Office Empl. (AFL-CIO/CLC)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C.	Longshoremen and Warehousemen (CLC)
B.C. Telephone, province-wide	B.C. Telephone Wkrs. (Ind.)
Bristol Aero Industries, Winnipeg, Man.*	Machinists (AFL-CIO/CLC)
Building suppliers, Vancouver, B.C.	Teamsters (CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Canners, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec, Que.	I.U.E. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CCCL)
Canadian Marconi, Montreal, Que.	Empl. Council (Ind.)
City of Montreal, Que.	CLC-chartered local
City of Ottawa, Ont.	Public Empl. (CLC)
City of Toronto, Ont.	Fire Fighters (AFL-CIO/CLC)

* Formerly Bristol Aircraft (Western).

Company and Location	Union
City of Toronto, Ont.	Public Empl. (CLC) (inside staff)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
City of Vancouver, B.C.	B.C. Peace Officers (CLC)
City of Vancouver, B.C.	Fire Fighters (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CCCL)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CCCL)
Dairies (various), Vancouver, B.C.	Teamsters (CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Gatineau Power, company-wide	I.B.E.W. (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CCCL)
Hammermill Paper, Matane, Que.	Carpenters (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Millinery Mfrs. Assoc., Montreal, Que.	Hatters (AFL-CIO/CLC)
Noranda Copper and Brass, Montreal, Que.	Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
E. S. & A. Robinson, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Sask. Govt.	Sask. Civil Service (CLC) (labour services)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Inst. (Ind.)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Service Empl. (CLC)
Township of Scarborough, Ont.	Public Empl. (CLC)
Wilsil Ltd., Montreal, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)

Conciliation Officer

Association des Marchands Détaillants (Auto- Voiture), Quebec, P.Q.	CCCL-chartered local
Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dairies (various), Toronto, Ont.	Teamsters (CLC)
Firestone Tire, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)

Conciliation Board

Cdn. Aviation Electronics, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
Canada Cement, company-wide	Cement Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
CNR, CPR, other railways, Montreal, Que.	15 unions (non-operating empl.)
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass and Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Milliken Lake Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

Arbitration

Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Part III—Settlements Reached During February

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ALGOM URANIUM MINES, ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—4¢-an-hr. increase during the first year, 5¢ an hr. additional during the second yr. plus \$6 per month continuity bonus; all other terms remain unchanged.

AMERICAN CAN, ONT. AND QUE.—CLC-CHARTERED LOCAL: 3-yr. agreement covering 1,700 empl.—10¢-an-hr. increase in 1960, an additional 7¢ an hr. eff. Jan. 1961 plus 7¢ an hr. eff. Jan. 1962.

CIL, MILLHAVEN, ONT.—OIL WKR. (AFL-CIO/CLC): 2-yr. agreement covering 460 empl.—general increase for plant wkrs. of 5¢ an hr. eff. immediately plus an additional 7¢ an hr. eff. Dec. 1, 1960; retroactive pay calculated on the basis of 75% of the scheduled hrs. worked since Mar. 21, 1959.

CANADIAN MARCONI, MONTREAL, QUE.—SALARIED EMPL. ASSOC. (IND.): 2-yr. agreement covering 580 empl.—3% wage increase retroactive to Oct. 1, 1959; an additional 3% increase eff. Oct. 1, 1960 for empl. falling below the midpoint of the salary chart; overtime to be paid after 80 hrs. of work per fortnight.

CITY OF MONTREAL, QUE.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 1,800 empl.—a general salary increase of \$400 per yr; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs. of service); 5 additional paid holidays; rate for overtime work increased from \$1.50 an hr. to \$2 an hr.

CITY OF VANCOUVER, B.C.—PUBLIC EMPL. (CLC) (INSIDE STAFF): 1-yr. agreement covering 1,100 empl.—a general wage increase of 3½%.

CONTINENTAL CAN, ST. LAURENT, QUE.—CLC-CHARTERED LOCAL: 3-yr. agreement covering 660 empl.—settlement terms not available.

CROWN ZELLERBACH, VANCOUVER, B.C.—PULP AND PAPER MILL WKR. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—general increase of 5% made up of 7¢ an hr. retroactive to Nov. 1, 1959, an additional 1¢-an-hr. increase eff. Feb. 1, 1960 and another 1¢ an hr. eff. May 1, 1960; 4 wks. vacation for empl. with 25 yrs. of service (formerly no provision for 4 wks. vacation).

PRINTING INDUSTRIES COUNCIL, TORONTO, ONT.—PRINTING PRESSMEN (AFL-CIO/CLC): 3-yr. agreement covering 875 empl.—32¢-an-hr. increase for journeymen consisting of 8¢ an hr. retroactive to Dec. 1, 1959; 9¢ an hr. eff. June 1, 1960; an additional 5¢ an hr. on Sept. 1, 1960; 5¢ an hr. eff. June 1, 1961 and an additional 5¢-an-hr. increase eff. Dec. 1, 1961; work wk. reduced from 38½ to 37½ hrs. per wk; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

DOMINION TEXTILE, MONTREAL, QUE.—UNITED TEXTILE WKR. (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—8¢-an-hr. retroactive pay for the period from July 9, 1958 to Feb. 9, 1960; an additional 2¢-an-hr. increase eff. Feb. 10, 1960, and a further 3¢-an-hr. increase eff. Feb. 1961.

DOMINION TEXTILE, MONTMORENCY, SHERBROOKE, DRUMMONDVILLE AND MAGOG, QUE.—TEXTILE FEDERATION (CCCL): 2-yr. agreement covering 5,000 empl.—8¢ an hr. retroactive to June 11, 1958 for all empl. except those laid off at Sherbrooke and those on strike in Magog, an additional 2¢ an hr. eff. Feb. 15, 1960; Magog empl. to receive 10¢ an hr. increase retroactive to June 11, 1958 exclusive of strike period Sept. 27, 1959 to Feb. 14, 1960; empl. laid off at Sherbrooke to get 10¢ an hr. increase retroactive to June 11, 1958 exclusive of layoff period Nov. 8, 1959 to Feb. 14, 1960. Empl. at all mills receive an additional 3¢ an hr. eff. Feb. 15, 1961; overtime rates become eff. after 8 hrs. per day and 40 hrs. per wk. (previously only after 40 hrs. per wk.); no loss in seniority for Magog empl.; improved grievance procedure.

MONTREAL COTTONS, VALLEYFIELD, QUE.—UNITED TEXTILE WKR. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—8¢ an hr. retroactive pay for all empl. for the period from July 9, 1958 to Feb. 9, 1960; an additional 2¢-an-hr. increase eff. Feb. 10, 1960 plus another 3¢ eff. Feb. 1961; seniority to be applied to all departments.

MONTREAL LOCOMOTIVE WORKS, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—hourly rated empl. to receive 5¢ an hr. retroactive to Oct. 28, 1959; there is to be no increase during the second yr. of the contract; in the third yr. all empl. will receive 5¢-an-hr. increase; vacation allowance provides for 2 wks. after 3 yrs. of service (previously 2 wks. after 4 yrs.); improved pension and hospital insurance plans; office empl. to receive \$9.09-a-mo. increase retroactive to Oct. 29, 1959; there is to be no increase during the second yr. of the agreement but in the third yr. all office empl. will receive an additional \$9 per month.

STANROCK URANIUM MINES, ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 900 empl.—2% increase retroactive to Nov. 1, 1959, 3% increase eff. Nov. 16, 1960 and 4% eff. Nov. 16, 1961.

NOTES OF CURRENT INTEREST

“Roads to Resources” Investment Stands at \$145 Million

At the present time the federal and provincial Governments are making, jointly, \$145 million investment in roads to resources, according to a statement prepared by Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources, for the Canadian Good Roads Association.

The total federal contribution to a province is limited to \$7.5 million. If some provinces spend more than \$7.5 million on the program, the federal share will not be increased.

Roads and resources is a co-operative program to which the federal and provincial Governments undertake to contribute jointly to the building of roads that will help develop a promising resource. Mining, forestry, fishing and recreation are the principal resources the roads will benefit.

When the program is completed, Mr. Hamilton said, “rather more than 4,000 miles of roads will be providing new, or better, access to now-hard-to-reach resources—or not far off the distance (if this were all one road) from St. John’s to Victoria.

The program is not designed to assist the provinces to meet their normal highway commitments, the Minister stated, but is an offer to assist them with roads that they would not otherwise have built—“not at this time, at least.” The maintenance of the roads, and the improvement of their standards, remain a provincial responsibility.

The provinces were informed of the plan in February 1958 and by midsummer that year the program was under way in eight provinces. By the end of the year it was active in nine. Quebec is studying the proposals.

Originally, the federal Government had intended the program to be a five-year one, but after details were worked out with the provinces it became clear that “so rigid a term” might become a financial and administrative straitjacket that, in some cases, would make it extremely difficult for a province to participate. It is now estimated that the program will last for an average of eight years, with some provinces taking a little less, others a little more time to complete the programs presently visualized.

The roads to resources program should not be identified, the Minister said, with the program of development roads that the

federal Government is undertaking in the Yukon and Northwest Territories. The first is a co-operative program; the second, wholly a federal responsibility.

“Roads in the north are likely to be concentrated in the main on the development of mining, oil, and gas, and on providing improved access between north and south and within the north itself. Roads to resources, on the other hand, have a more accessible area to serve, where the task of linking even a remote region with a larger centre of population is hardly comparable to doing the same thing in most parts of the Yukon and Northwest Territories.”

Mr. Hamilton stressed that the federal Government’s underlying purpose in the program is regional development, benefits that will accrue to the area as a whole.

Once Labour Gazette Editor, Dr. Robert H. Coats Dies

Dr. Robert Hamilton Coats, a former Editor of the Labour Gazette who went on to organize the Dominion Bureau of Statistics and become a first Dominion Statistician, died February 8 at the age of 85.

Dr. Coats entered government service in February 1902 as Assistant Editor of The Labour Gazette when the late Rt. Hon. W. L. Mackenzie King was Deputy Minister of Labour and Editor of the Labour Gazette. Dr. Coats later became Editor.

In 1912 Dr. Coats was named to an inter-departmental committee set up to study and solve duplication of statistical services in various government departments.

Outcome of the committee’s deliberations was the formation of the Census Branch, and Dr. Coats was placed in charge of the Branch with the title of Dominion Statistician on July 1, 1915 (L.G. 1915, p. 138).

In 1918, with enactment of the Bureau of Statistics Act, the Dominion Bureau of Statistics was founded with Dr. Coats as its chief. He retired from the position of Dominion Statistician in 1942 but continued to serve actively in the field of statistics.

He acted as a visiting professor of statistics in the University of Toronto Department of Political Economy until 1946; an

adviser on statistics to the Ontario Government until 1944 and in 1947-48 was a statistical consultant to the United Nations' Food and Agriculture Organization.

Author of numerous works on statistics, labour and human ecology, Dr. Coats continued to write technical publications after retirement.

During his career, Dr. Coats served as an adviser on several Royal Commissions and in 1913 was a member of the Commission that conducted an investigation into the Canadian cost of living.

Born in Clinton, Ont., in 1874, Dr. Coats was graduated from the University of Toronto in 1896. He held honorary degrees from his alma mater, McGill and Dalhousie Universities.

Prior to entering the service of the federal Government, Dr. Coats was, for a short time, on the staff of the Toronto *Globe*.

U.S. Survey Finds No Lessening Of Output with Increasing Age

A study of the relationship between job performance and age among clerical workers, recently completed by the United States Bureau of Labor Statistics, suggests that arbitrary barriers to the hiring of older workers based on the supposition that they produce less than younger workers is unwarranted.

A study made by the Canadian Department of Labour in two large department stores showed that the performance of the older sales employees was as good as if not better than that of younger workers (L.G., Oct. 1959, p. 1022).

Three main findings of the U.S. study, which was summarized in the January issue of the *Monthly Labor Review* of the U.S. Department of Labor, were: differences in output per man-hour of office workers in different age groups are insignificant; owing to individual variations within age groups, a large proportion of older workers exceed the average performance of workers in younger age groups; and workers in the older wage groups had a steadier rate of output than workers in the younger age groups.

It was found that besides being as fast as the younger workers the older employees were just as accurate.

The data used in the survey were collected during the winter of 1958-59 from office production records for 6,000 clerical workers whose employment was equally divided between five federal Government agencies and 21 companies in private industry. The companies included mail order houses, insurance firms, manufacturers, banks, public utilities, publishers, and retail stores. All were large employers.

The occupations covered included such work as typing, secretarial work, filing, and the operation of keypunch and business and duplicating machines. Since there are few men in these occupations, only 15 per cent of the workers included in the survey were males.

In the federal Government service, it was found that women employees aged 65 and over had the highest average output compared with the base group of women 35 to 44 years old. Index comparisons for women in government and in private employment were strikingly similar in the ages up to and including 54 years.

In considering the results of the survey certain qualifications and limitations should be noted, the article points out. Since the survey was necessarily confined to offices that kept individual production records for workers, the data covered only a small proportion of all the office workers in the selected establishments and do not represent a cross section of various office jobs. The work covered was mainly of a routine nature.

Another fact that may have had some bearing on the results was that a large proportion of the workers studied were on incentive work, while those on time work were aware that their work was being measured. What effect this had on the results is not known, however.

The article points out that incentive plans evidently reduce the proportion of workers of all ages who produce at low levels. The proportion of workers in the survey with nine months or more of experience and with output indexes of less than 70 was at least twice as large for time workers as it was for incentive workers.

Most Negotiated Pension Plans In U.S. Have Vesting Provisions

A majority of negotiated pension plans currently in effect in the United States contain vesting provisions and provide for voluntary retirement, a survey by the U.S. Department of Labor has found.

The survey shows that 70 per cent of single-employer pension plans now have vesting provisions. In 1952 only 29 per cent had them.

Approximately 40 per cent of all the plans make retirement wholly voluntary regardless of age while about 24 per cent make retirement voluntary at age 65 but involuntary at a later age, such as 68 or 70. About two-thirds of the plans surveyed provided for voluntary retirement at age 65.

Labour Bodies Submit Briefs to Provincial Governments

Alberta Federation of Labour

Amendment of the provincial Labour Act to give the Department of Labour power to enforce the decisions of arbitration boards was requested by the Alberta Federation of Labour in its annual submission to the provincial Cabinet.

The Federation complained that although the decisions of arbitration boards are supposed to be binding on both parties, the Act does not give the Department power to enforce them. Consequently, if an employer refuses to abide by a decision the union's only recourse is to the courts.

The brief also recommended amendment of the Act to provide more severe penalties for violation, and to provide for an increase in the number of Board inspectors in order that the Act might be more fully enforced.

The Federation described the section of the Act that forbids an employer to interfere with the formation of a trade union as "a big joke." It said that there were very few cases in which employers did not "interfere, coerce, intimidate and discriminate" in regard to employees who tried to form a union. Yet in no case has a penalty been enforced, the Federation said.

The brief reiterated a previous request that if a majority of union members voted in favour of a union shop, the Board of Industrial Relations should order a union-shop provision to be part of the collective agreement.

The Federation defended informative picketing and secondary boycotts, two practices that it contended management is trying to eliminate. It opposed the certification of "company-dominated employee organizations," which it said is taking place in spite of evidence that companies have contributed to their formation. It said a trade union should be defined in law as an "international, national or provincial organization of employees, or a local branch chartered by and in good standing with such an organization."

The brief described as "a backward step" a 1957 amendment to the Labour Act allowing children of 12 years of age to be employed. It asked repeal of the amendment, and that no juvenile should be allowed to be employed on construction projects, gardening or landscaping; and that no girl who was a juvenile should be allowed to work in a restaurant.

Other requests contained in the brief asked that the maximum work week should be of 40 hours, with overtime at time and a half; that a minimum wage of \$1.25 an hour for male and female workers should be enacted; and that two weeks annual vaca-

tion after one year's service and three weeks after five years service should be required by law.

The Federation also deplored the Government's persistent refusal, on the ground that there was no such discrimination, to enact legislation prohibiting discrimination because of race, colour or creed. It contended that, on the contrary, there had been several cases of discrimination during the past year.

New Brunswick Federation of Labour

A comprehensive program of public works to help to relieve unemployment in the province was urged by the New Brunswick Federation of Labour in a brief presented to the provincial Cabinet on February 3.

If private industry is unable to provide employment for all who are willing and able to work, then governments at all levels must accept the responsibility, and the provincial Government should take the lead, the Federation said.

A series of amendments to the Labour Relations Act, including one that would automatically bring municipal boards and commissions under the Act as employers, was recommended. The Federation objected to last year's amendment giving municipal councils and boards the right to vote themselves out of the scope of the Act as employers. It considered this "an entirely unacceptable condition."

Other recommendations were that decisions of the Labour Relations Board should be final, and that certification should not be subject to stay by a court order. A previous request that no injunctions be granted in labour disputes until both parties had been given a chance to present their cases was repeated.

The Federation recommended an amendment to the Labour Relations Act to allow the Labour Relations Board, rather than individual employees, to institute prosecutions against employers considered guilty of unfair labour practices. Included in a number of practices that it thought should be considered unfair, the labour body mentioned attempts by employers to discourage employees from joining unions.

The brief asked that provincial public works employees should be given more effective bargaining rights, and that full bargaining rights should be given to employees of the Liquor Control Board.

The brief requested amendment of the Workmen's Compensation Act to bring within its scope all who work for wages, and to provide increased compensation for

injured workers, increased allowances for widows, increased pensions for sufferers from silicosis, and a higher minimum weekly pension. A review of the whole matter of pensions paid to disabled or partly disabled workers, with a view to putting pensions on a "more realistic basis," was asked for.

An increase in the minimum wage for female workers to 75 cents an hour, and for male workers to \$1.25 an hour was recommended. The brief also asked for an act that would protect the wage standards and working conditions of both male and female workers.

The Federation said it was not entirely satisfied with the present hospital insurance plan but considered it a step in the right direction. It asked the Government to "give serious consideration to changing the way the plan is being financed," and it recommended that the plan be extended to cover optical and dental services.

Other things suggested included: abolition of wage garnishee as a means of collecting debts, and placing of a moratorium on debts or mortgages under government agencies; a compulsory system of automobile insurance, and investigation of present "unreasonably high" premium rates with a view to the taking over by the Government of the administration of all types of motor vehicle insurance on a non-profit basis; an occupational illness plan for all permanent firemen in the province; and uniform daylight saving time throughout the province.

The brief urged the Government to secure the united efforts of all the Atlantic provinces in pressing the federal Government to start construction of the Chignecto Canal as soon as possible.

The Federation expressed concern at the intention of the federal Department of Transport to keep several St. Lawrence ports free from ice this winter. It urged the provincial Government to consider making a strong protest to the Department of Transport.

The Government was commended for enacting legislation against racial discrimination.

CMA Urges No Tax Increases In Forthcoming Budget

Personal and corporate income tax rates are already too high and there should be no thought of further increases in such taxes in the coming budget, the Canadian Manufacturers' Association said in briefs presented to the Ministers of Finance, Trade and Commerce, and National Revenue on February 5. The delegation was headed by CMA President W. H. Evans.

The CMA contended that the federal Government should give Canadians a lead in holding down costs by avoiding any increases in public expenditures, at least until the budget allows personal and corporation income tax rates to be reduced to the level that prevailed before 1959.

The delegation expressed satisfaction at the announcement by the Prime Minister that a Royal Commission, similar to the Hoover Commission in the United States, will be established to study all government operations, with the object of reducing expenses through improved efficiency.

The Association said that too many imported goods, particularly from low-wage countries, are replacing Canadian-made goods of comparable or superior quality, thus slowing down industrial production and expansion in Canada and causing loss of employment. It recommended that the Government take steps effectively to control such imports.

The Association does not accept the philosophy that inflation is either inevitable or desirable, the delegation said, and it contends that there can be no compromise with any form of inflation, including its insidious creeping form.

Negotiators Must Put Public Above Own Interests—Reuther

The collective bargaining process must be revised because it has failed to solve completely the problems of labour-management relations, asserted Walter Reuther, President of the United Auto Workers and a Vice-President of the AFL-CIO, in an address at Assumption University, Windsor, Ont.

The failure has resulted because labour and management have put their own interests above the general good, he said, and free labour and free management cannot be free unless they learn to co-operate in solving problems of all the people.

"Each of us has a greater responsibility to the general public than we have to the groups we represent directly," Mr. Reuther said. He advocated year-round discussions between management and labour and that the public be given "all the facts" rather than "only propaganda."

He declared that collective bargaining must be based on economic facts, not economic power, but that only rarely are facts discussed at the bargaining table. Most bargaining sessions are dominated by personal considerations and internal politics.

Management and labour have a joint responsibility to the whole of society, not just to the shareholders and the workers, he said.

Department Issues Annual Review Of Workmen's Compensation Act

Seven of the provincial Workmen's Compensation Acts were amended in 1959. The changes are described in the latest edition of *Workmen's Compensation in Canada*, an annual comparison of compensation laws by the Legislation Branch of the Department of Labour.

The amendments in Manitoba and Nova Scotia implemented recommendations of Royal Commissions. The changes in Saskatchewan resulted from an inquiry into the Act by a Committee of Review, which that province appoints every four years.

The British Columbia Act was extensively revised; the Acts of Newfoundland, New Brunswick and Prince Edward Island were amended in several important aspects.

In British Columbia, the maximum annual earnings on which compensation is paid were increased from \$4,000 to \$5,000; the lump sum payment to a widow was raised from \$100 to \$250, and her monthly pension was raised from \$75 to \$90 (the highest amount payable under any of the provincial Acts).

In Manitoba the ceiling on annual earnings was increased from \$3,500 to \$4,500 and the minimum weekly payment for temporary total and permanent total disability was increased from \$15 to \$25, or earnings, if less; the lump sum payable to a widow was increased to \$300 from \$200 and her monthly pension from \$65 to \$75.

In Newfoundland the Act was revised to make it mandatory for the Lieutenant-Governor in Council to appoint a committee at least once in every five years to review and report on the Act and its administration.

In New Brunswick the minimum payment for temporary total disability was increased from \$15 to \$25 a week, or earnings, if less; travelling salesmen were brought within the scope of the Act.

In Nova Scotia the minimum weekly payment for temporary total disability was raised from \$15 to \$20, or earnings, if less; the lump sum payable to a widow was increased from \$100 to \$150, her monthly allowance from \$50 to \$60 and the monthly benefit to each dependent child under age 16 from \$20 to \$22.50; the maximum monthly allowance for a widow and children was increased from \$150 to \$172.50.

In Prince Edward Island the Act was amended to authorize the Workmen's compensation Board to bring any industry under the Act by regulation; another amendment raised the lump sum payment to a widow from \$100 to \$200.

In Saskatchewan the lump sum payable to a widow was increased from \$250 to \$300 and provision was made for a lump sum payment, not exceeding \$50, in the discretion of the Board, to each orphan child under 16 to meet the expenses arising from the death of the parent.

The publication, which is available from the Queen's Printer, Ottawa, at a price of 25 cents, comprises the main points of provincial workmen's compensation legislation. Tables set out the scale of benefits and the occupational diseases compensated.

A summary of the provisions of Conventions and Recommendations of the International Labour Organization on workmen's compensation permits comparison between ILO standards and the provincial statutes.

Says Shifts in U.S. Labour Force To Bring Changed Hiring Policies

A marked change in the United States labour force in the next 10 years that may require a major overhaul in the employment policies of many businesses was forecast by Secretary of Labor James P. Mitchell in releasing a new study by the U.S. Department of Labor entitled *Manpower: Challenge of the 1960's*.

"Employers who do not abandon policies against hiring workers because of their age, sex, religion, nationality or because they may be handicapped in some way, may have real trouble finding workers in the decade ahead," he said.

The study predicts that the labour force will increase by 20 per cent, and the country's population by 15 per cent in the next 10 years.

The study also predicts that the proportion of older workers will increase to a point where two of every five employees will be over the age of 45 years. By 1970 it is estimated that one of every three employees will be a woman.

Workers under 25 years of age will account for nearly half of the labour force during the 1960's, even though prospective workers will remain in school longer.

There will be a comparatively small increase among workers 25 to 34 years old, it was forecast, but there will be fewer workers aged 35 to 44. Many of those who will be in the latter group were born during the 1930 depression years, when birth rates were low.

The U.S. Department expects that employment will continue to grow faster in the service industries than in the production industries; that it will grow much faster in construction, finance, insurance and real estate; and that the fastest growth

will occur among professional and technical occupations, especially engineers, scientists and technicians.

Two Plans Operating in U.S. To Soften Blow of Technology

A Rochester, N.Y., firm is presently the scene of a union-management experiment in the retraining and relocation of workers whose jobs are threatened by technological advances. And on the United States west coast, distribution this spring of a \$1,500,000 fund set up to compensate longshoremen for work lost through the introduction of labour-saving devices awaits only the approval of union members.

Since December 21, 1959, Harold Xerox, Inc., manufacturers of photography equipment, has been sending 12 of its employees to the Rochester Institute of Technology to learn new skills. If the program proves successful, the company will put 60 more employees through the course this year.

During the training period Harold Xerox, will pay all costs, including tuition fees of \$400 for each worker, and an hourly wage of \$2.50 (the company average) for a 40-hour week. The firm estimates that it will pay out between \$1,750 and \$2,000 for each man enrolled.

Upon completing the course, the workers will be given new jobs at the plant and will continue to draw the \$2.50 an hour even if the new job does not ordinarily pay that much. They will also retain full company seniority throughout the retraining and relocation period.

The experiment was suggested by Abraham Chatman, Manager of the Rochester Joint Board of the Amalgamated Clothing Workers of America, an affiliate of which, the Amalgamated Photographic Supply Workers Union, represents the workers.

In last year's negotiations, the west coast longshoremen's union agreed to accept the installation of labour-saving devices and, in return, the employers agreed to share with the workers the money thus saved. Although no criteria for determining how to calculate the savings have been selected, the parties have agreed on an arbitrary amount of \$1,500,000 for distributions this year.

72 Per Cent of U.S. Agreements Provide 7 or More Paid Holidays

The percentage of collective agreements in the United States that granted seven or seven and a half paid holidays a year increased from 40 to 44, and the percentage that granted eight or eight and a half days increased from 11 to 20 between 1957 and

1960, according to a survey by the Bureau of National Affairs, Inc.

The agreements providing nine or more paid holidays increased from 6 to 8 per cent of the total while the percentage of agreements granting six or six and a half days dropped from 30 to 16. The proportion that provided for no paid holidays fell from 10 per cent to 9 per cent.

Premium pay for work done on paid holidays was specified in 94 per cent of the agreements.

The survey was based on a continuing analysis of 400 representative union contracts.

(For a report on the latest survey of selected working conditions in Canadian industry, see page 297 of this issue.)

Persons from Canada Can Obtain U.K. Welfare Benefits Sooner

Persons coming to the United Kingdom from Canada will qualify more quickly for family allowances, unemployment benefit and retirement pensions as a result of a British order-in-council—the Family Allowances and National Insurance (Canada) Order, 1959—issued on December 21, 1959.

Families coming from Canada will begin drawing family allowances immediately, if they become ordinarily resident in the United Kingdom. Persons age 70 years or over who claim retirement pensions after a prescribed period of residence in the United Kingdom will be allowed to count each week of residence in Canada as a National Insurance contribution paid in the United Kingdom.

Thus, as an extreme example, a man who left the United Kingdom at the age of 18 and stayed in Canada until the age of 69 can now, if he returns to the U.K., begin to draw a retirement pension after one year's residence.

Persons from the U.K. coming to Canada were already able to qualify for corresponding Canadian benefits as quickly as Canadians moving to Britain are now able to do.

Report "Right-To-Work" Laws Retard Area's Industrialization

Industrialization has been retarded in areas in the United States where "right-to-work" laws have been adopted, the National Council for Industrial Peace has reported.

The Council asserts that industries that help develop the economy of an area prefer to locate in high-wage states rather than in states with right-to-work laws, where lower wages prevail.

CLC Establishes National Council Of Affiliated Broadcast Unions

A national council of broadcast unions has been established by the Canadian Labour Congress. The new council will co-ordinate labour-management relations activities of affiliated unions in the radio, television and film production industries.

The unions included are the Canadian Council of Authors and Artists, the National Association of Broadcast Employees and Technicians, the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators, and the Canadian Wire Service Guild (American Newspaper Guild).

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

January 22—*Minister of Labour answers* several questions concerning protests about recent unemployment insurance regulations dealing with holiday pay and severance pay (p. 208).

Research into causeway to Prince Edward Island is continuing, the Minister of Public Works reports in answer to a question (p. 213).

That Canada accept more immigrants was urged by two speakers in the debate on the address in reply to the Speech from the Throne (Mr. Maloney, p. 218; Mr. Regier, p. 231).

January 25—*Agents to fill out claims* for the Unemployment Insurance Commission at the rate of \$1 per form are appointed on the basis of merit, the Minister of Labour says when answering a question (p. 260).

Organized labour will play a key role in the solution of Canada's domestic problems, says C. W. Carter, Newfoundland member, speaking during the debate on the address in reply to the Speech from the Throne (p. 266).

Chignecto canal should be given priority before any more money is spent on the St. Lawrence Seaway, says W. L. M. Creaghan (Westmorland) during the Throne Speech debate (p. 293).

Commission to study the relation of wages, prices and profits should be established, says Harold E. Winch (Vancouver East) in the debate (p. 300).

January 26—*Canadian gifts of wheat and flour* to Colombo Plan countries have totalled \$46,000,000 in two years, and long-term loans \$35,000,000, Hon. Gordon Churchill announces during the debate on the address in reply to the Speech from the Throne (p. 332).

Canada sixth in rank among the world's largest manufacturing nations. About one-quarter of the employed population in the country is in manufacturing, Hon. Gordon Churchill tells the House (p. 334).

Increased immigration urged by L. D. Crestohl (Cartier) (p. 338).

January 28—*Unemployment insurance* regulations relating to holiday pay will be referred to the Unemployment Insurance Advisory Committee for consideration, the Minister of Labour announces (p. 431).

Conditions in the textile industry in Canada are "seriously deteriorating," asserts Hon. Lionel Chevrier (Laurier). Hon. Donald Fleming, Minister of Finance, asserts that they are not (p. 425).

\$10,000,000 annual loss for Newfoundland will result from the closing down of Pepperrell air force base, J. R. Tucker (Trinity-Conception) says during debate on address in reply to the Throne Speech (p. 461).

New Civil Service Act should give civil servants "the right to a fair wage, otherwise the Prime Minister's Bill of Rights, that is supposed to give equal rights to all Canadians, will prove to be a farce and not worth the paper it is written on," Mr. Tucker also said (p. 462).

The problem of technological change, including automation, has been under study of the federal Department of Labour since the summer of 1956, the Minister of Labour says in reply to a question (p. 489).

January 29—*Explanation given* by the Prime Minister of his statement in reply to one contained in Canadian Labour Congress brief to the Government (p. 491). (See L.G., Feb., p. 150).

Municipal winter work incentive program this year has provided 34,000 jobs, a figure considerably higher than that at the same time last year, the Minister of Labour reports when speaking in the Throne Speech debate. In his speech he reviewed employment and unemployment trends since 1946 (p. 510).

February 1—*Marking of Imported Goods* Order requires legible and permanent marking of 44 different varieties of imported goods, including many textiles, the Minister of National Revenue replies to a question (p. 548).

Report on activities relating to vocational training programs for unemployed persons

given by the Minister of Labour in reply to a question (p. 609).

February 3—*Report on technological changes and skilled manpower* in the automotive industry is nearing completion, the Minister of Labour reports in answer to a question (p. 677). A report has already been completed entitled *Technological Changes and Skilled Manpower in the Electric and Electronics Industry and in the Heavy Machinery Industry*, as part of the research program on the training of skilled manpower.

Federal Government employees numbered 204,726 on July 31, 1959, the latest date for which figures are available (p. 679).

Increases in Japanese textile imports in 1959 were "far beyond any reasonable definition of orderly growth," the Minister of Finance says in reply to a question on the Government's actions towards ensuring that Japanese imports proceed on an orderly basis (p. 681).

Work on Dorval airport is going on satisfactorily and there is no need for an inquiry as requested in the brief of the Canadian and Catholic Confederation of Labour, the Minister of Transport replies when questioned (p. 693).

Progress reported on motion that the House go into committee to consider a measure for amending the Railway Act so that grants could be made from the railway grade crossing fund for a further period of three years beyond January 31, 1961 (p. 696).

Unemployment figures given for Nova Scotia and New Brunswick, as of January 7, by the Minister of Labour (p. 706).

Coal production in Nova Scotia declined in 1959 from 1958 and 1957, the Minister of Trade and Commerce said in reply to a question, during which he gave production statistics (p. 706).

February 4—*Estimates for fiscal 1960-61* tabled by the Minister of Finance (p. 709).

February 5—*Bill No. C-9, to amend the Industrial Relations and Disputes Investigation Act* to make its provisions applicable to federal civil servants, debated but the House adjourned without question put (p. 800).

February 9—*Canada Labour Relations Board rejected applications* of the Seafarers' International Union and the Canadian Brotherhood of Railway, Transport and General Workers, both of which sought to act as bargaining agent for seamen employed by the Kingcome Navigation Company, on the grounds that neither succeeded in obtaining the support of the majority of the employees involved (p. 864).

Possibilities of providing assistance for some 200 Tsable River Coal miners whose place of employment on Vancouver Island is ceasing operations on March 1 have been explored by the Government, the Minister of Mines and Technical Surveys tells a questioner (p. 869).

February 10—Government measures to assist unemployed miners on Bell Island, Nfld., are outlined by the Minister of Labour in answer to a question (p. 919).

Decision to amend the Industrial Relations and Disputes Investigation Act, "a very important Act," must receive "very serious consideration," the Minister of Labour tells a questioner (p. 927).

Study of the segregation of seasonal workers under the Unemployment Insurance Act, and of the inclusion of farm help under the same Act, has not yet been completed, the Minister of Labour replies to a question (p. 946).

February 12—*A very satisfactory agreement* was recently reached between the federal Department of Transport and the Great Lakes Pilots Association in respect to pay and hours of work, the Minister of Transport advises a questioner (p. 1002).

Item in the Estimates concerning the Municipal Winter Works Incentive Program debated for almost the entire sitting but was not passed (p. 1003).

February 15—*Request for copy of the Civil Service Commission report* concerning pay increases for civil servants was rejected by a vote of 117 to 32 (p. 1055).

Motion calling for the Government to consider the advisability of discussing with appropriate United States authorities the question of unemployment insurance benefits to Canadian woodsmen working in the state of Maine was debated (p. 1061).

February 16—*Members of standing committee* of the House are announced (p. 1097).

The Prime Minister promised that the Government would continue to give the fullest consideration to the unemployment situation at Elliot Lake (p. 1104).

Rates of pay for civilians at the United States Air Force base at Beausejour, Man., are set by the base authorities, guided by schedules put out by the Industrial Relations Branch, Department of Labour, the Minister of Labour replies to a question (p. 1106).

Employees beyond the retirement age of 65 will be granted extensions of employment by the Unemployment Insurance Commission if they request it, providing the employee is in good health and is giving satisfactory service, the Minister of Labour replies to question (p. 1146).

42nd Annual Meeting of the Canadian Construction Association

Delegates hear reports on labour relations, winter construction, housing and apprenticeship. Labour relations forum hears discussion of administration of labour legislation by Alberta Deputy Minister. Gordon Cushing among speakers

Labour relations, apprenticeship training, winter construction, and housing were some of the subjects discussed at the 42nd annual meeting of the Canadian Construction Association, held in Calgary January 24 to 27 inclusive. Some 700 delegates attended the sessions.

The meeting was preceded, on January 23, by a one-day labour relations forum, at which K. A. Pugh, Deputy Minister of Labour for Alberta, spoke on the administration of labour legislation.

Speakers at some of the sections into which the CCA annual meeting is divided included Gordon Cushing, Assistant Minister of Labour, Ottawa, who gave a review

of federal legislation on fair wages and hours of labour; R. H. MacCuish, federal Department of Labour, who spoke on the training of apprentices; and J. H. Kelly, Vice-President of Burns & Co., Calgary, who gave an address on labour-management relations.

At general sessions, delegates heard reports from the Association's standing committees, some of which are summarized here.

In the election of officers, J. M. Soules of Port Credit, Ont., was elected President for 1960 in succession to J. E. Harrington, Montreal. National Vice-Presidents elected were: A. G. Sullivan, Halifax, and H. R. Montgomery, Montreal.

Labour Relations Forum

A one-day labour relations forum was held by the Canadian Construction Association in connection with the annual meeting. On the Saturday before the meeting's first general session on Monday, a panel of eight speakers discussed at both morning and afternoon sessions the labour relations problems of the construction industry.

The luncheon speaker was K. A. Pugh, recently appointed Deputy Minister of Labour, Alberta, and Chairman of the Alberta Board of Industrial Relations.

K. A. Pugh

There is a wide gulf between labour and management in the construction industry and the only point of agreement is that the industry has problems connected with collective bargaining that are different from those in other industries, said Mr. Pugh.

"There must be more comprehensive study and review by employers and trade unions concerned in the construction industry of all the problems affecting collective bargaining in your industry before changes in practices or in legislation be made," he declared.

The speaker remarked at the outset that Alberta is the only province that, before it amends its Labour Act, holds hearings at which it consults representatives of management and labour regarding proposed amendments. This consultation, he thought, "has removed many of the problems in administration of the law."

Referring to the question of international or national agreements, Mr. Pugh pointed out that such agreements are not valid in Alberta unless ratified by the employer and the local union concerned.

Construction industry representatives have suggested that there should be no collective bargaining until a certain or major proportion of the workmen are employed on the project. But, he pointed out, this suggestion conflicted with the ordinary practices of the industry.

Another suggestion was that closed shops should be outlawed, yet "you yourselves enter into agreements with trade unions providing for closed shops to ensure that you will have sufficient supply to meet your needs." Albertans believe that the question of union security should remain a matter for collective bargaining, he said.

Turning to the difficulties connected with the certification of craft unions in the industry, Mr. Pugh pointed out that the practice of the Alberta Board in dealing with the question of the units of employees appropriate for certification was "largely based on your own practices in the field of collective bargaining."

Referring to suggestions that legislation similar to the Trades-union Act of British Columbia should be enacted in Alberta, the Deputy-Minister said that he thought too little attention had been paid to the legal remedies that already exist against unlawful actions by unions.

Where an organizational picket line is placed around the project and if it is honoured by the members of trade unions covered by existing collective agreements, then each and every employee refusing to cross the picket line is in breach of the terms of the collective agreement and could be made subject to suit to recover any damages caused by refusal to work.

Mr. Pugh then cited two cases in which union members and officers were sued, in one case as the result of the establishment of an organizational picket line and in the other because of participation in an illegal strike. In one of the cases, at least, the court action had a "salutary effect" on labour-management relations of the company and the unions.

Regarding the resort to injunctions against unlawful picketing, he advised against the making of frivolous applications with the object of trying to frustrate the rights of employees to engage in a lawful strike. On the other hand, he said that employers should not be deterred from applying for injunctions by fear of reprisals by the unions. Such fears, he said, were unfounded. "We should never allow threats or fear to interfere with sound judgment in making decisions affecting affairs of the employer and the rights of the employees," he asserted.

New remedies might be desirable only if their object were to provide a quicker way to gain protection against unlawful activities in order to guard investments and the welfare of the industry's employees, the speaker said.

Mr. Pugh described some of the advantages and disadvantages of industry-wide bargaining, which he said was advocated by a number of employers in the construction industry.

At one time labour legislation in British Columbia had the effect of encouraging industry-wide bargaining. But, he said, "Look what happened in British Columbia." On the other hand, reports from Ontario seemed to show that industry-wide bargaining had met with some success in the construction industry.

The speaker suggested that there should be a well thought out program of joint consultations between members of the CCA and the various building trades unions with the object of reviewing the problems confronting the industry and reaching an understanding as to the responsibilities of both parties to each other, and above all to the public. "This consultation between employers and the trade unions in the field of apprenticeship training has been most outstanding," he reminded the delegates.

The labour relations problems of the construction industry can be dealt with

legislatively in part, but "the greater part can be solved with clearer understanding of the responsibilities and obligations of all parties concerned, tolerance in dealings, and bargaining with the utmost good faith—with all cards on the table."

W. E. Williams

With few exceptions, the labour laws of the province of Quebec have been fair, and more progressive and helpful to the construction industry than the laws of the provinces in which some of its critics reside, said W. E. Williams, Chairman of the Building Trades Joint Committee of Montreal, in remarks at the labour relations forum. He was describing the functions of Joint Committees in Quebec.

"The new look that has come to Quebec's Government in the last few months has served to emphasize that Quebec is rapidly drawing away from its isolationism and is participating fully in the economic and political development of Canada," Mr. Williams said.

The speaker recommended the establishment of a joint committee in territories where none exist.

After contrasting a consultative joint committee with an administrative joint committee, Mr. Williams said that in his opinion "any joint committee which succeeds in bringing together senior representatives of both labour and management is a valuable asset in itself. If such a committee meets regularly and has clearly defined tasks to perform, one desirable by-product is that members get to know one another and get to understand the attitudes and motivations of each other."

W. A. Nisbet

"With relatively few exceptions, the labour relations statutes have not laid down rights for employers. The whole trend of thinking had been to prevent the undue exploitation of the wage earner by the employer, and this preoccupation with the need to protect workers resulted in little or no attention being given to the right of employers. The inference was that they already had all the rights and protection they needed, and some of the early abuses of labour tended to reinforce this inference," said W. A. Nisbet, Co-ordinator, Alberta Builders' Exchange Council, Edmonton, in addressing the labour relations forum on "The Promotion of Labour Legislation."

"The full effect of protective labour legislation could not become apparent until the workers had had time to take advantage of the more favourable environment in

which they found themselves to organize and grow into strong and articulate groups able to exploit fully the advantages they had been given," he continued.

This, he said, was the "general historical perspective" with which the first approach

to the task of promoting labour legislation should perhaps be made.

He then described to the forum the steps that employers' organizations ought to follow when seeking to obtain amendments to existing labour legislation.

Addresses of Labour Interest

Gordon G. Cushing

It is not the desire of anyone charged with the administration of the federal Fair Wages and Hours of Labour Act to create difficulties or hardships for the building and construction industry, Gordon G. Cushing, Assistant Deputy Minister of Labour, told the general contractors section of the CCA. He was reviewing the development and administration of the Act and Regulations.

You have a tremendous capital investment to care for. You are faced with the seriousness of seasons in Canada and you have the importance and desire to get jobs done. We who are charged with the administration of the fair wages legislation want to be as helpful as possible, keeping in mind the original concept of this legislation when it was approved by Parliament that it constituted a declaration of social policy with respect to the responsibility of government to maintain and make applicable to workers engaged on government contracts reasonably adequate standards of wages and working conditions.

Commenting on complaints that are sometimes made about revisions made in wage schedules between the beginning and completion of a contract, Mr. Cushing pointed out that changes were made as infrequently as possible and that the Department did not amend a wage rate until it was clearly indicated that the rate had changed through collective bargaining or some other procedure. "It is usually found that the contractor has already implemented the new rate before receiving a revised schedule," he said.

As for the limitation on hours of work and the requirement for overtime rates of pay, he remarked that relaxation of the limits on daily and weekly hours established by the legislation was permitted only where the Governor in Council may provide or the Minister of Labour may authorize in cases of emergency. But restriction of the granting of overtime permits was not too serious: in the last nine months of 1959, 246 overtime permits were granted for construction and 39 for dredging, Mr. Cushing reported.

R. H. MacCuish

The problem of finding enough opportunities for good on-the-job training for the required number of apprentices, which is always present, is entirely a problem for

the industry concerned, said R. H. MacCuish, Assistant Director of the Vocational Training Branch of the federal Department of Labour, who spoke on the subject, "The Manufacturers' Stake in Apprenticeship". He was addressing the manufacturers and suppliers section of the CCA.

"If contractors will not employ apprentices there will be no apprentices trained. Many skills—judgment, accuracy, speed—cannot be taught in a school, and the type of supervision and training given to the apprentice by the journeyman with whom he works and by the foreman or supervisor determines largely the final level of competence reached by the apprentice," Mr. MacCuish said.

Although there has been an increase in the number of registered apprentices during the past few years, he said it was generally agreed that the number still falls far short of meeting the future needs of the construction industry.

"Many contractors do not hire apprentices and therefore contribute nothing to the future of the industry. This is discouraging to those contractors who do a good job of training, only to lose many of their graduates to pirating employers who train none," the speaker remarked.

He said that if it was good business to spend time and money on research and development to produce better material and equipment it was good business to do the same for the development of tradesmen who will be able to get the most out of this equipment and material.

Among the ways in which members of the Canadian Construction Association could help to promote the training of apprentices, Mr. MacCuish mentioned the following:

—By providing training opportunities for apprentices if they employed tradesmen, and by encouraging contractors with whom they dealt to take on as many apprentices as they could properly train.

—By supporting the CCA in its efforts to promote the training of future tradesmen.

—By encouraging the proper type of young men to choose the construction industry as a career; and by helping to provide careers, not just jobs, in the industry.

"To be successful this program requires the support of everybody connected with

the industry. Unless standards are recognized and required they are meaningless. You can help establish these standards and see that they are adequate," he said.

J. H. Kelly

In dealing with labour problems, what is needed is an understanding of human relations rather than an attitude that regards labour relations as something entirely divorced from our everyday dealings with human beings, said J. Howard Kelly, Q.C., Vice-President of Burns & Co., Calgary, in an address entitled "Understanding Could Be a Cure," given before the road builders and heavy construction section of the Association.

"One question is posed for both management and labour: 'Are you obsessed with personal desires, or are you seeking the Truth?' The trouble is few people really think, they merely adjust their prejudices," the speaker said.

The success of our free enterprise system depends on management's ability to narrow the gap between workers and employers, he asserted. "What management should do is exercise its right to make facts available to its employees... Management should never be hoodwinked into thinking that any law prohibits an employer making facts known to his workers."

Mr. Kelly warned that "you cannot make collective bargaining work or settle any labour problem by dealing with it emotionally." If, as management sometimes complains, labour leaders do not understand business or its problems, "Then there is a sales job to be done," he commented.

Speaking of differences between labour and management, which he referred to as "a chronic problem in our economy, one of society's self-imposed problems enjoying political benediction," he admitted that "in the past many unfair advantages were taken of labour" but he contended that the pendulum has swung too far the other way, and "the problem is to level out the balance."

The speaker compared the ceaseless struggle between labour and management to a revolving door, in which "you never get very far." In the struggle between the two parties, with management on the one side unwilling to make further concessions, and on the other side the unions with their "apparently insatiable demands for more and still more," Mr. Kelly said, "it is regrettable that members have so little to say." They needed a "return of their identity and influence," he contended.

Taking one particular facet of the labour question, the speaker discussed the question

of increased productivity in relation to wages. In reply to the claim of some union advocates that the workers should have a principal share of increased output, he declared that the increase was really the result chiefly of technological improvement and "not increased effort or improved accomplishment by the worker."

In any case, increases in productivity have been reflected in real wages, when measured over a long period of time, he pointed out. He denied that in the short run there had been in the past any close relation between wage increases and productivity increases. "For example, from 1870 to 1950 output per man-hour increased 351 per cent, while average hourly earnings went up 723 per cent." Looking back over the past, Mr. Kelly declared that in no decade had output per man-hour and average hourly earnings risen proportionately together. "Only three five-year periods between 1899-1946 show any close relationships," he said.

The speaker also pointed out that there was a wide variation between different industries in the rate of growth of productivity. Between 1939 and 1950 in one industry it had increased 186 per cent, while in other industries it ranged from 46 per cent to as little as 1 per cent. He contended, however, that during the period in all but one industry studied wages rose faster than output per man-hour.

Mr. Kelly disputed the "commonly accepted yearly increment figure of 2 to 3 per cent," which, he said, overstated the actual rate of growth in national productivity.

Shifts in labour time from low-value to high-value products, or from industries with low production per man-hour to those with high output, cause productivity increases to be overstated by as much as $\frac{1}{2}$ of 1 per cent per year. Also, the term "labour time" does not include the hours spent by proprietors, independent contractors and others who are not paid on a wage or salary basis. Their inclusion would reduce the estimate considerably.

Wage levels are determined by a variety of factors, the speaker said, and he urged that "a national productivity formula would tend to exclude the use of other factors in wage determination. It thus would freeze the existing relationships, crystalize distortions, inject rigidity into and inhibit collective bargaining."

He also contended that "others beside labour should profit from increased productivity." Consumers should get part of the benefit in the form of lower prices or improved quality. Part of it should also be

applied to further capital investment and to help the nation "to absorb the tremendous costs of insuring national security." A uniform "productivity" wage increase policy would promote inflation, the speaker argued.

"Of the differences between management-labour, I am not going to say what is right

or wrong, but I do know, nothing is right that won't work, and any arrangement that will work will have to be reconciled on both sides. If the forces of management and labour are going to commit themselves to a struggle for power within the highly delicate mechanism of our economy neither can win and democracy will lose."

Committee Reports

Labour Relations

"Construction employers are particularly conscious of the great value of the trade union movement to our society, and there are many points of common agreement between both parties in the industry," the CCA labour relations committee said in its report. "Further progress can be obtained on matters of mutual interest through joint discussions and ready co-operation.

"In recent times, however, labour legislation has become seriously outmoded and negotiations frequently have become too one-sided in favour of the unions.

"There have been some encouraging developments which help to rectify this situation and place our relationships on a more equitable basis," the report continued. "Where progress was made it has been the result of concerted action." The report pointed to the effective structure of unions as the source of much of their strength and noted that there was as yet no counterpart on the employers' side of the industry.

The committee expressed the opinion that "continued attention must be given to the provincial and federal Governments to effect the desired corrective changes to labour legislation."

Wintertime Construction

A further gain in the volume of construction and employment during the present winter is expected, the national joint wintertime construction committee said. As one reason for continuing to promote wintertime construction, the report pointed out that about a third of those unemployed this winter are construction workers.

"The possibility of extending the incentive principle to encourage the construction of privately financed projects in the winter months continued to receive attention by the committee. Action was also again taken by the federal Government in extending direct loans for certain types of houses built during the winter months. The committee has also favoured the provision of some sort of tax concession which could be made to encourage wintertime construction of industrial and commercial projects," the report said.

The committee said that the federal Government's policy of restricting the hours of work on federal construction projects to eight a day and 44 a week during the winter months still leads to complaints that wintertime employment is thereby restricted rather than encouraged. The matter was taken up in an interview with the Minister of Labour, during which the committee expressed the view that weekly rather than daily maximum hours of labour would be preferable.

Apprenticeship Training

The registration of indentured apprentices in the construction trades in the eight provinces that have apprenticeship agreements with the federal Government increased by 9 per cent, reaching a total of 9,435, the apprenticeship training committee stated in its report. The increase was the largest since 1956.

The committee, however, expressed regret that training programs in force still failed to meet the need for skilled tradesmen both now and in the future. It remarked with satisfaction that steps are under way in several provinces to extend some form of organized training to operating engineers working with construction equipment.

The committee urged all general and trade contractors to accept their responsibilities by providing as many job training opportunities for apprentices as possible.

The report mentioned that new or enlarged facilities for training were being provided in Moose Jaw, Burnaby and Edmonton, and in other parts of Canada steps were being taken to meet the demand for new schools.

Housing

Although housing completions during 1959 reached a new record of more than 150,000, the number of starts fell below the 1958 record by 15 per cent, the report of the housing committee stated. The falling off in starts was particularly marked towards the end of 1959 and the outlook for the year ahead was more than usually uncertain, the committee said.

The volume of housing is strongly influenced, both directly and indirectly, by federal Government policy, said the report.

Satisfaction was expressed at a statement of the Minister of Public Works to the effect that "the Government recognizes the need to maintain the total housing program at a reasonable level."

The interest rate on National Housing Act loans had become the most controversial issue of the year in connection with housing, the report said. Regarding the

effect of the raising of the rate to 6½ from 6 per cent on December 17, the committee said that it was too early to tell whether it would lead to an increase in the amount of money offered by lending institutions.

Lack of serviced land and an increase in its price many times greater than the rise in building costs was an important factor in financing house building, the report said.

CCCL Memorandum to Cabinet

Setting up of economic council as first step towards economic planning strongly urged. Other major recommendation was for creation of price arbitration boards

(Translation)

The setting up of an economic council as the first step on the road to economic planning was strongly urged on the federal Government by the Canadian and Catholic Confederation of Labour.

This suggestion, and a suggestion for the creation of price arbitration boards, were the two main recommendations in the memorandum submitted by the CCCL to the Cabinet on February 1.

"Canadians will be chronically insecure," according to the memorandum, "as long as Canada does not resolutely engage in economic planning."

The CCCL delegation, some one hundred members strong, was led by Roger Mathieu, General President, who stressed the fact that his organization wants its recommendations to be "constructive" and in the interests of all citizens, not just the working classes.

Read in French by Jean Marchand, General Secretary of the CCCL, the brief also dealt with Dorval Airport and the need for an inquiry into delays there, assistance to municipalities, the utilization of our natural resources, radio and television, housing, and the anti-union atmosphere in Canada.

The delegates were welcomed by the Prime Minister, who called on the Solicitor General of Canada and Acting Secretary of State to reply.

Two other Quebec ministers, Hon. Paul Comtois, Minister of Mines and Technical Surveys, and Hon. Raymond O'Hurley, Minister of Defence Production, also spoke briefly, as well as the Minister of Labour, Hon. Michael Starr.

The CCCL Brief

The CCCL strongly urged the Canadian Government to engage in economic planning by setting up an economic council consisting of representatives of the federal and

provincial Governments, of employers' and labour organizations and of groups of consumers and farmers.

According to the memorandum, the main functions of this economic council would be:

(a) to inquire into the causes of economic unrest, into the economic structures of the country, into markets, etc.;

(b) to recommend to the various Governments (federal, provincial or municipal) the measures to be taken to obtain full employment and maximum prosperity.

To those who object that the institution of such a body would lead Canada towards state control, the CCCL replied that this council would have "no power of decision"; its main function would be to awaken people's consciences to economic problems.

In the meantime, in order to attain a policy of full employment, the CCCL suggested that the federal Government assure all citizens, directly or indirectly, of steady, remunerative employment.

"This aim may be attained," according to the brief, "either by stimulating private enterprise or by concluding agreement with the provincial and municipal Governments for the execution of public works."

Assistance to the Unemployed

The CCCL maintained that the federal Government should see to it that all unemployed persons are assured of an adequate income whether or not they come under the Unemployment Insurance Act.

The brief suggested making the law more generous by means of a federal Government contribution equal in percentage to that paid by employers and wage-earners.

The CCCL also stated that unemployed persons who cannot benefit by the Unemployment Insurance Act should receive benefits for the entire duration of their unemployment, either by virtue of a special law or directly from the Consolidated Fund.

Natural Resources

The CCCL would like to have the mineral wealth of the Canadian substratum processed in Canada as far as possible.

Having pointed out that this is wealth that does not reproduce, the memorandum continued:

The processing of our raw materials in Canada would contribute greatly to the stabilization of our national economy. Such a policy, because of the numerous investments it would entail, and also because of the permanent employment it would create, would be, in our opinion, an excellent way of getting around the unemployment problem which is constantly threatening our economy. Furthermore, it would allow a gradual transformation of our economic life.

The CCCL also called on the Government to play a greater part in the development of concerns in co-operation with Canadian capital, rather than encouraging the influx of foreign capital originating for the most part in one single country, which might constitute "a serious threat to the economic independence of Canada."

Price Arbitration

The CCCL renewed its request for the establishment of price arbitration boards so that the consumers may be kept continually informed "not only of the evolution of prices, but also of the reasons given by producers or distributors of goods and services to justify the increases which they demand."

The memorandum suggested that these arbitration boards might serve a twofold purpose:

(a) To judge the grounds on which primary producers or the country's basic industry or the distributors of essential products and services support their requests for price increases, and to place them before the public when they are not justified.

(b) To inquire into every sector of economic life in order to discover abuses in the field of the financial structure of concerns in so far as this structure may have an influence on prices.

The CCCL stressed the fact that such boards would not have power to impose upon any one their decisions or opinions, but that they would give information to the public, which would, in the long run, oblige private interests to give more consideration to the common good.

Anti-Unionism

Pointing out that free trade unionism constitutes the best guarantee against totalitarianism in all its forms and the exploitation of labour, the CCCL requested the

Government not to listen to "the employers' claims for more restrictive union legislation".

"It is by three-way co-operation, that is governmental, employer and labour," the brief stated, "that we will succeed in building up a prosperous and harmonious society."

The CCCL pointed out that Canadian unionism has not had to deplore the abuses brought to light by the investigating committee of the American Senate. "Generally speaking," the memorandum continued, "we may say that our labour movement is in good health and worthy of the workers of whom it is composed."

There is no justification, the memorandum concluded, for government intervention in the internal management of unions, which, on the whole, "have conducted their business properly, in the best interests of their members and of society in general."

Other Recommendations

The CCCL called on the Government to continue its efforts for the establishment of lasting peace. It stressed the fact that it favours disarmament and the permanent banning of nuclear tests.

It also stated that it was completely in favour of the memorandum presented to the Board for Broadcast Governors by the radio and television trade-unionists' "Vigilance Committee," and most strongly urged that the number of programs of Canadian origin on radio and television be increased to 75 per cent.

"The air-waves should not be submitted to the domination of businessmen and to the law of profit any more than our school system or our universities," the memorandum stated.

Once more the CCCL requested the nationalization of the Bell Telephone Company.

Maritime Situation

Through S. Ted Payne, Vice-President of the National Metal Trades Federation, the CCCL requested the Government to establish a maritime policy favourable to the industry and to its employees.

While opposing in principle a generalized policy of subsidies, Mr. Payne said that as far as the shipyards were concerned this would be a lesser evil than the one now affecting them.

Mr. Payne expressed the hope that the federal Government's intention to "repatriate" the Canadian constitution would facilitate amendment of Canada's maritime laws to the country's advantage.

He also suggested that the Government draw inspiration from certain aspects of American legislation in this respect.

Boot and Shoe Industry

Adalbert April, President of the National Federation of Leather and Shoe Workers, asked the Government to restrict imports of footwear.

According to Mr. April, Canada imported more than three and a half million pairs of shoes during the first nine months of 1959, mostly from Japan and the United Kingdom. The largest Canadian company, he said, produces only a little more than 400,000 pairs of shoes a year.

If the imported footwear were manufactured in Canada, Mr. April explained, 20,000 persons would have three hours' more work per week or work could be provided for 3,000 more persons.

Mr. April stated that he intended to submit a more elaborate memorandum to the Minister of Trade and Commerce.

Government's Reply

Hope that the Canadian Government may arrive at a basis of agreement, in relation to exports and imports, that will "assure expansion and multiplication of trade without at the same time causing to individual industries specific and specialized forms of adverse results" was expressed by the Right Hon. J. G. Diefenbaker in his reply to the CCCL brief.

The Prime Minister, pointing out that "trade is not a one-way street," noted that everybody is interested in expansion of trade "so long as imports covering the trade or industry represented by the individual speaking are kept to a minimum."

The Prime Minister did not comment on specific recommendations contained in the CCCL brief. He stated that the recommendations and suggestions that were made will be studied by the Departments concerned.

Mr. Diefenbaker praised Mr. Payne's recommendations regarding the shipbuilding industry, especially his interest "in the assurance that Canada, in every particular, shall assume its responsibilities in all fields of trade and in all parts of the world."

In commenting on Mr. April's representations, the Prime Minister stated that the Government must assure "that our exports shall be maintained and, at the same time, a degree of appreciation of the needs of Canada as a whole."

Hon. Michael Starr

The Minister of Labour, Hon. Michael Starr assured the delegation that the present government will continue to take vigorous action regarding unemployment, "so that the problem may be eventually alleviated."

The Minister stated that this problem has had an "ever-increasing priority" with this government, to the point where the trend of unemployment "has now been reversed to quite an extent."

Mr. Starr expressed his thanks to the CCCL delegation for its co-operation during the past year. He added that he was impressed "with the moderation and clarity of your presentation."

The Minister said that the Quebec government has been very co-operative in connection with the winter works program.

Mr. Starr echoed a statement contained in the CCCL brief, that the "labour movement is in good health and worthy of the workers composing it.

"I agree with that sentence entirely," said Mr. Starr. "Those are my sentiments in respect to labour generally in this country."

Hon. Léon Balcer

As dean of the Quebec ministers, Hon. Léon Balcer welcomed the CCCL delegation, in French, on behalf of the Prime Minister, assuring them that their recommendations would be given very careful consideration by the Cabinet.

"In the past," said Mr. Balcer, "even if our Government doesn't have a very long past, we have always given serious consideration in our legislation to the various problems of the working classes as expressed in your briefs and representations to the federal authorities."

In addition to the Prime Minister and the ministers already mentioned, Hon. Howard Green, Secretary of State for External Affairs, and Hon. William J. Brown, Minister without Portfolio, were also noticed among those present at the submission of the brief.

Employment in the United States decreased during January by 1.9 million to 64.0 million, and unemployment rose by 600,000 to 4,150,000. The increase in unemployment was about normal for the time of year.

Non-agricultural employment declined by 1.7 million to 59.4 million, 1.2 million more than a year earlier and the highest on record for the month.

Railway Brotherhoods' Annual Memorandum

National Legislative Committee voices concern over question of compensation for railway employees who lose their jobs or have to move their homes because of abandonment of branch lines, closing of stations, elimination of terminals

The question of compensation for railway employees who lose their jobs through abandonment of branch lines, closing of stations, and elimination of small divisional points and terminals was dealt with at length in the annual submission to the Cabinet on February 2 by the National Legislative Committee of the International Railway Brotherhoods.

Other matters on which recommendations were made included old age security, family allowances, unemployment insurance, immigration, education, housing, health insurance, income tax, and representation for labour on public bodies.

The brief was read by A. H. Balch, Chairman of the Committee. Other members of the delegation were: A. A. Hutchison, Vice-Chairman of the Committee; H. E. Campbell, Secretary; T. W. Read, Division No. 4, Railway Employees Department, AFL; A. R. Gibbons, Brotherhood of Locomotive Firemen and Enginemen; J. A. Huneault, Brotherhood of Maintenance of Way Employees; and H. A. Stockdale, Brotherhood of Railroad Signalmen.

The Prime Minister was accompanied by Hon. Michael Starr, Minister of Labour; Hon. George Hees, Minister of Transport; Hon. G. R. Pearkes, Minister of National Defence; and Hon. W. J. Browne, Minister Without Portfolio.

The Brotherhoods' Brief

The Railway Act

Owing to developments in railway operation methods, it has become possible for the railways to make many changes that involve the abandonment of branch lines, elimination of small divisional points and terminals, closing of station agencies, extension of maintenance of way sections, and so on, the Committee said. Until the abandonment by the New York Central Railroad Company of its operations between Cornwall and Ottawa, the Committee said it had believed that Section 182 of the Railway Act provided for the compensation of employees who suffered loss by reason of such changes.

In the New York Central case, however, the Committee's appeal to the Board of Transport Commissioners on behalf of the employees had been disallowed on a point of law. A subsequent appeal to the Supreme Court of Canada on the matter had resulted

in an adverse decision. The judges by a vote of six to one had held that, owing to its wording, the Railway Act did not provide for compensation to employees in the circumstances. However, they held that if a railway were diverted, and employees were obliged to change their place of residence, they would be entitled to compensation.

Earlier in its brief the Committee had referred to the Canadian National-Canadian Pacific Act, passed during the depression years in the early 1930's when the amalgamation of the two railways was being considered. This Act, the Committee said, provided for compensation for employees who remained in the employ of either of the companies and who, as a result of the curtailment of operations consequent upon the amalgamation, had to change their place of residence.

Both the abandonment of the New York Central line and the diversion of a Canadian National Railway line, the Committee pointed out, were due to the construction of the St. Lawrence Seaway. But one group of employees was entitled to compensation and the other group was not.

"We believe that Section 182 of the Railway Act was intended to provide the compensation which we ask for and we are requesting that the Act be so clarified that there can be no mistaking the intent," the Committee said.

It also asked that the Act be amended to require railway companies to provide reasonable shelter from the weather for employees on duty.

The brief reminded the Government of the representations the Committee had made in 1958 and 1959 regarding the provision of toilet facilities and drinking water for various kinds of employees while on duty. No legislation on the matter had so far been introduced in the House of Commons, the Committee said, and it asked that it should be done at the present session.

The Committee recommended the transfer to the Board of Transport Commissioners of the duty of regulating the transport of explosives and other dangerous goods by motor vehicle and private railway. The Board now regulates such transport by rail and express, the brief said, and other modes of transport should be bound by the same rigid regulations.

Social Security

The brief asked for the enactment of legislation to provide more economic security for the aged.

In order to make up for the decrease in the purchasing power of the dollar since the Family Allowances Act was passed, the Committee suggested that allowances should be raised to a range of from \$10 to \$13 for each child. It also urged that the age limit should be raised to 18 years for children who are attending school.

Unemployment Insurance

The brief suggested that the Unemployment Insurance Act should be amended to provide: maximum benefits of at least two thirds of earnings while employed, elimination of the waiting period, coverage of insured workers who are unemployed because of illness, and an increase in maximum earnings allowed to \$7,200. Union workers who decline to cross another union's picket line should not be disqualified for benefits, the Brotherhoods proposed.

The Committee also asked that consideration should be given to amending Subsection (2) (b) of Section 63 of the Act to correct "the inequitable application to railway workers who hold 'interlocking' seniority . . ."

Immigration

In view of the seriousness of unemployment, especially in the winter time, the brief said that "the immigration policy of Canada must be carefully considered in its relation to work opportunities in the country." The Committee suggested that "the flow of immigration should be placed under the Minister of Labour" and it repeated its belief that the Immigration Act should be revised.

"We commend the humanitarian action of the Government in permitting entry to 100 families each containing one victim of tuberculosis. If this experiment proves successful, as we hope it will, may we recommend an extension of the plan," the Committee said.

Housing

The Committee viewed with concern the recent raising of the interest rate for mortgages under the National Housing Act to "an all-time high." It urged that serious consideration be given to amending the Act to lower the down payment to 7 per cent on houses valued up to \$14,000, to setting a maximum income for the purchaser of such houses, to lowering the interest rate on mortgages on such houses "to the actual cost

of providing mortgage money," and to providing that the re-sale of houses under NHA should be supervised "to eliminate excess profits."

Health Insurance

The brief deplored the shortage of hospital space, and urged that everything possible be done to promote and encourage the construction of adequate hospitals.

"We further feel that no national health program will ever be an entire success until it includes for all the people of Canada complete health coverage including, besides hospitalization, complete diagnostic, medical, surgical, dental and other services looking to the complete health service," the Committee said.

Income Tax

The cost of meals and lodging incurred by railwaymen working away from home and not refunded to them under their agreements should be allowed as a deduction for income tax purposes, the Brotherhoods proposed.

The Committee also asked for the raising of exemptions to \$1,500 for single, and \$3,000 for married taxpayers, with \$500 for each dependent not eligible for family allowance, and for a comparable increase in the deduction allowed a married person whose spouse also has an income.

Other Matters

The brief expressed approval of the plan, announced by the Chief Commissioner of the Unemployment Insurance Commission towards the end of 1959, of retraining for other jobs unemployed persons who had been displaced by technological changes, while allowing them to draw unemployment benefit.

The Committee commended the Government's action in supplementing the Grade Crossing Fund to the extent of \$10,000,000 a year, and urged a continuation of this program for at least another three years.

The brief re-affirmed continued support for public ownership and government control of radio broadcasting and telecasting under the Canadian Broadcasting Corporation. It urged that sound broadcasting should not be neglected in favour of telecasting, since many people in isolated communities were out of reach of telecasts. The Committee urged adequate financing to make possible "a substantial amount" of Canadian television programming and a television link between all parts of the country.

It re-affirmed its opposition to inclusion of any provision for compulsory arbitration of disputes in the revised Industrial Relations and Disputes Investigation Act.

The brief suggested that "all governments should recognize the principle of appointing labour representatives to public bodies, boards and commissions," and it drew attention to the fact that labour has no "accredited representative" in the Senate.

The Brotherhoods urged establishment at the current session of a House of Commons committee to investigate the effects of technological changes and automation.

The Government's Reply

Prime Minister Diefenbaker made comments on the brief both during the reading and after the reading was finished.

Regarding the Committee's suggestion that the Government should appoint labour representatives on public bodies, boards and commissions, including the Senate, Mr. Diefenbaker said that he thought it was "a very proper and reasonable suggestion and request." The Government, he said, had tried to follow this principle. With regard to appointments to the Senate, he said that "your suggestion... has a considerable appeal to me to the end that the Senate of the country, the sober second thought, should be fully representative of the major sectors of the community".

In connection with the representations regarding railway employees who had been displaced by changes in railway organization, the Prime Minister asked whether the Committee had any record of the number of employees affected. He was told by several members of the delegation that during the last two years more than 150 station agencies had been closed, obliging the agents to move; and between 500 and 600 sections had been abolished in the course of the last three or four years, necessitating the moving of a number of maintenance of way employees. More comprehensive figures, he was told, could be supplied.

The Minister of Labour

Hon. Michael Starr, Minister of Labour, expressed his appreciation of the "good fellowship and co-operation" that had been shown by members of the Committee who had come to him on various occasions during the year.

Regarding the suggestions made concerning unemployment insurance, he said that

he had on a number of occasions brought up with the Unemployment Insurance Commission the matter of eliminating the waiting period for claimants for unemployment benefit, and he had been told "quite definitely and emphatically that this cannot be eliminated completely."

The Minister said that he had also consulted the UIC regarding the possibility of extending unemployment insurance to those who become ill while working. But "in view of the cost involved and what the actuary with whom it was discussed told us we decided to forego it for the present," he said. He added that the cost in contributions for this one amendment alone would amount "to at least 40 per cent."

As to raising the maximum limit of annual earnings for those covered by the Act from the present \$5,460 to \$7,200, as the Committee had suggested, Mr. Starr said that it was the intention of the Government that the maximum should be adjusted so those covered by the Act when it first came into force should continue to be covered.

Regarding the retraining of unemployed persons, Mr. Starr said there were more than 500 approved courses that those who had made sufficient contributions could take while continuing to draw unemployment insurance benefits, and it was hoped that more courses could be provided for those who had been displaced from their occupations and who had to find other means of livelihood.

The Minister of Transport

Referring to what had been said in the brief about the provision of toilet facilities and drinking water for railway employees, Mr. Hees said after the Committee had mentioned this matter in its submission the previous year he had taken it up with the presidents of the Canadian National and Canadian Pacific Railways. Both Mr. Gordon and Mr. Crump had expressed their readiness to do what was required, and they thought that legislation was not necessary. Mr. Hees said that he would discuss the question further with the Committee after the general meeting.

"With regard to what you have to say regarding railway crossings, I feel exactly the way you do, that what we are now using is a very good measure," the Minister remarked. "I am just as keen as you are to see that that measure is continued in future."

Occupational Histories of Married Women Working for Pay in Eight Canadian Cities

Most working married women consider work outside the home normal, it was found in analysis of information obtained through interviews. Report on analysis, second made from same information, has just been published by Women's Bureau

Perhaps the most noteworthy impression left by a study of the work histories of a sample of married women working for pay in eight Canadian cities is that, with few exceptions, they look on themselves as working women, and consider work outside the home as normal for them. Although some of them welcome a temporary period of layoff, they continue to hold themselves in readiness to return to work when the employer calls.

"The occasions on which a woman gave up her job for the unmixed reason that she wished to be a housewife were few and far between," it is stated in a bulletin, *Occupational Histories of Married Women Working for Pay in Eight Canadian Cities*, just published by the Women's Bureau of the Department.

This report is a further analysis of the information obtained by interviews conducted during the winter of 1955-56, a first report on which was previously published under the title *Married Women Working for Pay in Eight Canadian Cities* (L.G. 1958, p. 148).

The report points out that although only a small minority of married women in Canada work outside the home, more than half of the working women in the country are or have been married. This proportion is higher than ever before, and is ascribed to the easing of restrictions against the employment of married women consequent upon a high demand for labour in the period during and following the Second World War.

In commenting on the relative demand for male and female workers the report says, "Of course the over-all employment situation affects both men and women, but because men are generally the main bread-winners for their families, there is a tendency in periods of labour surplus to favour them over women. On the other hand, women have the advantage of being employed mainly in the kinds of work that are less affected than some others by both economic recessions and seasonal factors, and these occupations have grown substantially in recent decades. Opportunities for women generally grow when there is a dearth of male workers. This is particularly true in times of war . . ."

In the past decade marriages have been taking place at an earlier age, and it has become common for married women to give up work outside the home only for a short period before and after the birth of a child, the report says.

It appears that clerical work is particularly sought after by married, as well as by single, women. Those who start in this kind of work usually remain in it, and those doing other kinds of work, take advantage of opportunities to move into clerical work as they occur.

Older women who go to work after many years as housewives are likely to find themselves in service or factory jobs, although there are sometimes opportunities for them in clerical work, especially if they have had the necessary experience or training, even if it was a long time before.

A woman who takes a job after marriage for the first time usually does so because she feels the need for extra income, the report says. Unemployment of the husband, illness in the family, accumulated debts or the purchase of a house are some of the things that often lead to a married woman's taking employment for the first time.

The reason for first withdrawal from the labour force in the case of more than half of the women in the sample was marriage. Birth of the first child accounted for 22 per cent, other children 2 per cent. Roughly 80 per cent of the women withdrew for the first time for reasons associated with marriage. However, in recent years the birth of the first child has been a more frequent reason for withdrawal than marriage.

For the women in the sample, as in the general population, the most common age of marriage was between 20 and 24 years. Most of them went to work before they were married.

Of the women in the sample who had remained continuously in the labour force, 60 per cent had never had a child, and, of those who had never had a child, 70 per cent had worked continuously.

Service work offers the best opportunity for women who, because of age or length of separation from the labour force, cannot readily get other work. But they tend to move to other work at the first opportunity.

(Continued on page 301)

How Older Workers Rate

Replies to Minister's appeal and surveys on North American continent indicate that older workers have favourable turnover, absenteeism and accident rates

The vast majority of employers replying during the last few months to the enquiry regarding older workers sent out by the Minister of Labour (L.G., Nov. 1959, p. 1173) agreed that in matters such as turn-overs, learning ability, absenteeism and accidents, the older worker rates highly.

This opinion is substantiated by evidence from studies on this continent.

The following table showing annual turn-over rates by age and sex represents the findings of a 12-month survey in seven cities in the United States, covering establishments employing 3.9 million workers.

Separations per 100 Employed

	Total*	Quits	Dis- charges	Lay- offs
<i>Both Sexes (average)</i>	54	23	6	17
Under 45	62	30	7	18
45 and over	38	11	4	15
45-64	36	11	4	15
65 and over	57	14	4	16
<i>Men, total</i>	54	21	6	19
Under 45	61	26	7	19
45 and over	40	11	4	17
45-64	38	10	4	17
65 and over	58	13	4	18
<i>Women, total</i>	54	30	5	12
Under 45	64	37	6	13
45 and over	32	14	3	7
45-64	31	14	3	7
65 and over	54	18	3	9

* Includes miscellaneous separations and type not reported.

The annual separation rate for all groups was 54 for each 100 workers employed at the end of the period under study. The rate was 62 per 100 for persons under 45 years of age and 38 per 100 for those over 45.

It was thought that there might be some relation between a worker's length of service and his reluctance to leave a company. For this reason, the rates of separation were also computed separately for groups of workers classified according to their periods of service with the same employer.

It was found that after one year of service the separation rates for older workers declined much faster than for those under 45 years of age with the same amount of service. This indicated that the newly-hired older worker was fully able to adjust to a new job.

Contrary to common belief, the ability to learn does not materially decrease with age. In fact, mental ability shows marked improvement with the passing years and it is quite possible to learn new skills, even in the twilight of life.

This is borne out by a study in the United States which shows that mental ability can be greater at 50 than at 20. The U.S. Army's alpha intelligence test was administered to 127 male freshmen at Iowa State College during 1918-1919 and was re-administered to this group during 1949-1950—after an interval of 31 years.

In analysing the results, psychologists took into consideration the effects of social background, experience and other factors that might have a bearing on the better scores attained in the 1950 tests. The net result was that it was found that the group as a whole was intellectually more able at 50 than it was 30 years earlier.

As to the question, "How far beyond 50 does this growth in mental ability continue?" studies reported to the New York Joint Legislative Committee on Problems of the Aging revealed that the brain may not reach its peak capacity until somewhere about age 60, and that, in subsequent years, mental efficiency declines slowly to the age of 80.

The following table, produced by a survey made by the U.S. Bureau of Labour Statistics and published some years ago, indicates that older workers have low rates of absenteeism.

Age Groups	Absenteeism per 100 work days
All age groups	3.4
Under 20 years	5.5
20-24 years	4.9
25-29 "	4.3
30-34 "	3.6
35-39 "	3.4
40-44 "	3.5
45-49 "	3.4
50-54 "	3.3
55-59 "	2.8
60-64 "	2.9
65-69 "	3.3
70-74 "	3.2

Studies of accident rates also show that fewer accidents occur in the older age groups. The Ontario Workmen's Compensation Board in its 1958 annual report states that 3.8 per cent of the province's labour force in the age group 20-24 had accidents resulting in compensation in 1958. The percentages for the older groups were as follows:

Age	Per Cent
25-34 years	3.7
35-44 "	3.0
45-54 "	2.6
55-64 "	2.4
65 and over	1.8

Vocational Guidance for Girls

Excerpts from a recent ILO report on the problems of women non-manual workers*

"Quite clearly, a girl's choice of the work she intends to do, and particularly the decision taken when she completes her primary education, have a decisive influence on the likelihood of her obtaining employment and on her career opportunities throughout her working life. Not only for girls who do not remain at school after the school-leaving age, but also for those who take a secondary course of general or vocational education or who continue their education at university level, vocational guidance services can play a very useful role by providing guidance in the immediate choice of gainful employment or of a more or less extended course of study and by encouraging the girls to undertake and complete vocational training either before they enter employment or once they have a job.

"The essential features of vocational counselling are, of course, the same for both sexes. Vocational guidance rests on an acquaintance with the various occupations and the employment opportunities in them, and on assessment of individual abilities; it is based on a combination of all these factors. The vocational guidance of girls, however, raises special problems. The task of counsellors would, no doubt, be simpler if they could confine themselves to directing women, according to their abilities, into fields they can easily enter. Such a course, however, would perpetuate a distribution of women workers which is satisfactory from neither the human point of view nor the economic standpoint. That is why in a number of countries emphasis is placed on the important role that could be played by vocational guidance services in drawing the attention of girls and their parents to the growing number of occupations that are becoming accessible to women and to the overcrowding in such fields as service occupations and office work.

"The means used for assessing individual characteristics are not always the same for both sexes. In many vocational guidance services the tests used for boys and girls show slight differences. This is understandable if it is remembered that the standards have, in some cases, been fixed separately for boys and girls in various age groups.

The ultimate result, however, should not be to test certain aptitudes among boys and others among girls on the ground that, for example, it is unnecessary to test the mechanical aptitudes of girls because such abilities would have little impact on their choice of job. In fact, the whole education of girls and the environment in which they are brought up already gives them little encouragement to realize the importance of certain "masculine" aptitudes for their future work. The vocational counsellor, therefore, has a specially important part to play in discovering any such aptitudes.

"Not only must the vocational counsellor try to give girls and women full information with regard to the opportunities available for them and arrive at an objective assessment of their aptitudes for particular occupations; he must also take account of certain factors that make the vocational guidance of women a more delicate matter. For example, when a girl seems to have marked aptitudes for an unusual occupation, the counsellor must consider the hurdles she may have to overcome. The vocational training facilities available for such occupations are often inadequate for women. Account must also be taken of the attitude of employers who are not very keen on employing women for certain kinds of jobs, sometimes because of the opposition of the male personnel. In some cases, too, the counsellor may have to overcome a rather conformist attitude on the part of the girl and her parents as regards their occupational preferences. The counsellor must also determine whether a girl has the strength of character required to cope with difficulties. Even in the liberal professions, where some of these difficulties do not exist, it must be borne in mind that not only is a young woman liable to meet with opposition or lack of co-operation in her relations with her male colleagues but also she may have no clients. Another aspect which is not to be neglected when the occupation chosen calls for preliminary training, is that of the financial resources the girl has at her disposal. A family is often less prepared to make sacrifices for a girl's education than for a boy's, and the counsellor will have to ascertain whether a grant of a scholarship would overcome such objections, and will have to investigate the possibilities."

*International Labour Organization. *Problems of Women Non-Manual Workers*. Advisory Committee on Salaried Employees and Professional Workers, Fifth Session, Cologne, 1959.

50 Years Ago This Month

Nova Scotia Royal Commission that inquired into probable economic effects on province's industries of statutory limit on length of working day found that employers generally opposed to statutory eight-hour day but unions in favour

Early in 1910 the Government of Nova Scotia received the report of a Royal Commission that had been appointed to inquire into the probable economic effects of placing a statutory limit on the length of the working day in the various industries of the province.

The Commission, whose report was summarized in the *LABOUR GAZETTE* of March 1910, chose to make a general survey of the question by studying the writings of certain economists and social writers both for and against the eight-hour day. It had then studied the application of the eight-hour day to various industries and occupations in Nova Scotia by canvassing the views of employers and employees in the province.

The opinions and theories of the writers whom the Commission had consulted were various and conflicting. They all agreed, the report said, that a short day would be of immense benefit to the health, education, morals, family life, and citizenship of the working classes. All agreed that an eight-hour day could be effectively enforced only by law, and nearly all agreed that a universal law compulsory upon all industries would be fatal. On other points their views differed.

Of the writers in favour of the eight-hour day some argued that a man could not do as much work in eight hours as he could in nine or ten, and that therefore production would be reduced, and that this would lead to an increase in employment. Others said that he *could* do as much work in eight hours as in nine or ten, and that therefore production would not be affected.

Some of the writers thought that the shorter day would increase demand and consumption. Some argued that it would crush out sweated industries; others that it would crush out the industries that ministered to the rich. Some said that it would lower the rate but increase the total amount of profits.

Arguments used by writers who opposed the shorter day included the following: that it was doubtful whether the state could interfere, the workers now being on firm enough ground to be able to fight their own battles; that to jump from ten hours to eight hours was too risky, and that the

change should be made gradually; and that a uniform eight-hour law for all trades would be unjust to some of them owing to differences between the workers engaged and the conditions under which they worked.

The commissioners found that in Nova Scotia employers and capitalists were generally opposed to a statutory eight-hour day. Their main argument was that a provincial law would handicap them in competing with employers outside the province; and the commissioners considered this the most serious objection to such a law.

Union men, the Commission found, wanted a shorter day to be enforced by law; but they also found that the unionists were contemplating the effects of a general law applying to all competing firms in any one trade, and that few of them felt certain about the effects of a law that applied to Nova Scotia only.

Representatives of some of the unorganized workers were of the opinion that they could not, for any length of time, do as much work in eight hours as they could in ten, and they did not want a shorter day if it would have the effect of reducing their earnings.

The most popular argument with the workers, the Commission found, was that the eight-hour day would provide work for the unemployed. The Commission, however, decided that it would not lessen seasonal or temporary unemployment; as for permanent unemployment, the report said that it was insignificant in amount and what there was would not be cured by shortening hours.

The Commission's main conclusion was that "a general and compulsory provincial eight-hour law would be at present a fatal blow to the industrial prospects of Nova Scotia." However, it said that there was "an overwhelming case" for legislation to shorten hours in shops and stores, and that six days a week were enough for street car employees and barbers.

They also thought that the hours of work for nurses in hospitals were too long, and that there should be some relief. The hours of work for boys in hotels, they said, should be restricted to a maximum of 60 a week, 70 or 75 hours being too long.

TEAMWORK in INDUSTRY

The Canadian Red Cross "blood bank" is richer by 200 bottles of blood, thanks to the initiative and community spirit shown by the Mutual Interest Committee of the St. Lawrence Corporation's mill division, located at Red Rock, Ont.

Members of this labour-management group had thought for some time that people in the district should be given an opportunity to donate blood to the Red Cross. Hospitals in the area have depended for their supply on donors from Manitoba and the Lakehead cities of Fort William and Port Arthur ever since the service was extended in February 1951 from a central depot in Winnipeg to hospitals in the Lakehead and district.

Following discussion of the matter, the Mutual Interest Committee was instrumental in having technicians come from the blood transfusion service in Winnipeg to set up a donor clinic in Red Rock's recreation centre.

The committee's desire to lend assistance to the humanitarian work of the Red Cross indirectly created an interest that spread beyond the town limits. Its voluntary offer prompted the blood transfusion service in Winnipeg to contact organizations in Nipigon, Schreiber and Terrace Bay in advance of the field trip to Red Rock, with the result that the service was able to set up three other temporary blood donor clinics on the one trip. It now looks as though this four-town clinic will become an annual event.

Employee members of the committee belong, variously, to Local 528, Pulp, Sulphite and Paper Mill Workers; Local 255, Paper Makers; Local 1565, IBEW; Local 865, Operating Engineers; and Local 267, Office Employees.

* * *

A labour-management plan that had its beginning in Moncton, N.B., and has spread throughout Canada, the United States and overseas, is now in its 35th year.

Regarded by employers and employees alike as one of the greatest advancements in its field, the plan introduced and developed by Canadian National Railways has worked exceedingly well and continues to play an important role in industry and commerce.

Founded on the fundamental principles of democracy and human rights, the co-operative labour-management plan has been responsible for uninterrupted progress in the collective endeavour of big and small business. Moncton and the CNR may justly be proud of their contribution to this partnership between management and the railway unions, for it is providing an invaluable instrument for solving innumerable problems in practically every field of operation and human relations.

One of the most dynamic motive forces behind the progress made by the Canadian National Railways through the years has been the operation of two committees whose work, for the most part, receives little public attention.

The committees and their branches, which extend through districts and divisions, make up part of what is known as the Union-Management Co-operative Movement. One deals with motive power and car equipment and the other with maintenance of way. From the basic divisional units set up, each committee is composed of equal numbers of representatives from labour and management, the employees' representatives being elected by their respective crafts. Today, close to 50,000 employees are affected by the two plans.

The committees provide a forum in which representatives of both employees and management can meet on common ground, where each side can hear what the other fellow has to say, and where suggestions from both sides can be given every possible degree of expert analysis before judgment is finally passed on its practicability.

In so far as Canadian National is concerned, the formal recognition by both sides of the advantages of employer-employee co-operation is an established fact, and the movement is solidly grounded and growing.

CNR President Donald Gordon declared at the last annual meeting of the Union-Management Co-operative Movement, maintenance of way branch: "The efficient operation of this railway is as much your concern as it is the management's. We of the management do not consider ourselves miracle-men, and we will always welcome suggestions on ways and means to improve our service to the public."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued four certificates designating bargaining agents, ordered four representation votes, rejected one application for certification, and granted an application for the provision for the final settlement of differences concerning the meaning or violation of a collective agreement. During the month the Board received six applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Westward Shipping Ltd., Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Feb., p. 168).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Laurentides Inc., St. Jerome, Que., employed at Radio Station CKJL (L.G., Jan., p. 54).

3. Hull-Ottawa Printing Industry Syndicate, Section CKCH, on behalf of a unit of employees of The CKCH Broadcasting Company Limited, Hull, Que. (L.G., Jan., p. 55).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of office, clerical and maintenance employees of The St. Lawrence Seaway Authority, employed at its operating headquarters in Cornwall, Ont. (L.G., Feb., p. 170).

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Canadian National Steamships Company Limited, respondent, and Seafarers' International Union of North America, Canadian District, intervener (S.S. *Prince George*,

Vancouver) (L.G., Feb., p. 170). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officers D. S. Tysoe and G. H. Purvis).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Company Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Feb., p. 170). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officers: D. S. Tysoe and G. H. Purvis) (See also applications received, below).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, McKenzie Barge & Marine Ways Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Feb., p. 170) (see also applications received, below). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officers: D. S. Tysoe and G. H. Purvis).

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Stone Brothers Limited, Port Alberni and Vancouver, B.C., respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Feb., p. 170) (see also applications received, below). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officers: D. S. Tysoe and G. H. Purvis).

Application for Certification Rejected

Barnhill's Employees' Labour Union, applicant, and Barnhill's Transfer Limited, Lower Truro, N.S., respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that the applicant had not

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

satisfied the Board that it had a majority of the employees affected as members in good standing on the date of the application.

Application under Section 19 of Act Granted

The Board granted an application for provision for the final settlement of differences concerning the meaning or violation of a collective agreement affecting the Commercial Telegraphers' Union, Canadian National System Division No. 43, applicant, and Canadian National Telegraph Company, respondent (L.G., Jan., p 55). The Board's decision was made under Section 19 of the Industrial Relations and Disputes Investigation Act, which provides that every collective agreement shall contain a provision for the final settlement without stoppage of work of all differences between the parties to the agreement concerning its meaning or violation and that, where an agreement does not contain the required provision, the

Board shall, upon application by either party to the agreement, prescribe such a provision.

Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard towboats operated by the Kingcome Navigation Company Limited, Vancouver (Investigating Officer: G. H. Purvis) (see "Representation Votes Ordered" above).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by McKenzie Barge & Marine Ways Limited, Vancouver (Investigating Officer: G. H. Purvis) (see "Representation Votes Ordered" above).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

aboard tugs operated by Stone Brothers Limited, Port Alberni and Vancouver (Investigating Officer: G. R. Currie) (see "Representation Votes Ordered" above).

4. International Union of Operating Engineers, Local Union No. 115, on behalf of a unit of construction equipment operators employed on a joint venture in the Yukon Territory by McNamara-Hislop, Dawson Creek, B.C. (Investigating Officer: D. A. MacKenzie).

5. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Soo-Security Motorways Ltd., operating

in and out of its terminal at North Burnaby, B.C. (Investigating Officer: G. R. Currie).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed aboard vessels of The British Yukon Navigation Company Limited operating on the west coast (Investigating Officer: G. H. Purvis).

Application for Certification Withdrawn

National Association of Broadcast Employees and Technicians, applicant, Radio Richmond Hill Limited, Richmond Hill, Ont., respondent, and Fred Hearne, intervener (Radio Station CJRH) (L.G., Jan., p. 55).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officer Appointed

During January, the Minister of Labour appointed a conciliation officer to deal with the following dispute:

Canadian National Railways *M.V. Blue-nose* and Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: H. R. Pettigrove).

Board Report Received of Settlement

Northspan Uranium Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5816 (office and technical

employees) (L.G., Nov. 1959, p. 1179). The text of the report is reproduced below.

Settlement Reached before Board Constituted

Consolidated Denison Mines Limited, Spragge, Ont., and United Steelworkers of America, Local 5815 (office and technical employees) (L.G., Oct. 1959, p. 1055).

Dispute Lapsed

Westward Shipping Limited, Vancouver (unlicensed personnel) and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 55). Union decertified as bargaining agent by Canada Labour Relations Board.

Two More Fair Employment Practices Acts in U.S.

Fair employment practices acts were passed in 1959 in California and Ohio. The number of states in the American union with laws prohibiting discrimination in employment on account of race, creed, colour, national origin, or ancestry is now 16. Under these laws the enforcing agency is empowered to issue orders to cease discrimination, which can be enforced in the courts, if efforts at voluntary settlement fail.

Connecticut, Oregon, and Wisconsin amended their fair employment practices acts to prohibit discrimination on account of age. Similar provisions were already included in the fair employment practices acts of Massachusetts, New York, and Pennsylvania; Rhode Island has a separate act that prohibits such discrimination.

In Hawaii, an act passed last year prohibiting wage discrimination on account of sex also prohibits wage discrimination on account of race or religion.

Report of Board in Dispute between

Northspan Uranium Mines Limited

and

United Steelworkers of America

This conciliation board met with the parties at Toronto, Ont., on October 3, October 10, November 7 and November 28, 1959 to deal with the following matters:

1. Seniority
2. Hours of Work and Overtime
3. Bulletin Boards
4. Definition of Bargaining Unit
5. Statutory Holidays
6. Severance Pay.

Substantial progress was made in negotiations but further direct bargaining between the parties was required to finalize certain matters and the Board adjourned for this purpose.

Finally all the matters in issue between the parties were resolved and on December 17, 1959 they entered into a collective agreement effective December 2, 1959 to and including April 15, 1961.

Upon behalf of the Board the Chairman wishes to thank the parties for their active co-operation which was so essential to the result.

For himself the Chairman expresses his indebtedness to his colleagues whose sound

common sense and practical approach to the matters in issue was of invaluable assistance.

Dated at Haileybury this 4th day of January, 1960.

(Sgd.) J. B. ROBINSON,
Chairman.

(Sgd.) D. B. ARCHER,
Member.

(Sgd.) D. W. MUNDELL,
Member.

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the United Steelworkers of America, Local 5816 (office and technical employees) and Northspan Uranium Mines Limited, Elliot Lake, Ont.

The Board was under the chairmanship of His Honour Judge John B. Robinson, Haileybury, Ont., who was appointed by the Minister on the joint recommendation of the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto, nominees of the company and union respectively.

The text of the report is reproduced here.

Half U.S. Wage Increases in 1959 Less Than 9 Cents

About 55 per cent of the 7,018,000 United States workers known to have received wage increases through collective bargaining last year had an average raise of less than 9 cents an hour, according to preliminary data compiled by the U.S. Bureau of Labor Statistics. The data relate to contracts covering 1,000 or more workers, excluding agreements in construction, service trades, finance and government.

In 1959, some 850,000 workers, mostly in basic steel and steel fabricating, received only a 1-cent cost-of-living adjustment. About 965,000, chiefly in the railroad industry, obtained a 3-cent cost-of-living adjustment.

Of the nearly three million workers affected by agreements concluded during 1959, about 97 per cent won increases effective during the first year of the agreement. The most common increase was between 7 and 9 cents.

Deferred wage increases will be paid to more than three million U.S. workers in 1960, the Bureau reported. This figure includes the half million workers affected by the recent steel industry settlement. The increases are provided in agreements signed in previous years.

About four million will receive wage increases because of cost-of-living escalator clauses in their agreements.

LABOUR LAW

Report of the Committee on the Organization of Government in Ontario

Stresses four general principles that it considered basic to sound democratic government, and three objectives of sound democratic government administration. Repeal of clauses preventing court review of decisions of boards is recommended

The report of the Committee on the Organization of Government in Ontario was tabled in the Ontario Legislature on January 27.

The report stressed four general principles that it considered basic to sound democratic government—ministerial responsibility, financial accountability, grouping of related functions and provision for appeals.

The first of its kind in Canada, the Committee consisted of W. L. Gordon, Chairman; Dr. W. A. Mackintosh, Principal and Vice-Chancellor of Queen's University; and C. R. Magone, Q.C., former Deputy Attorney-General.

The suggestions for a review of the organization of government in Ontario originated in the report of the Provincial Auditor for the year 1956-57. A Standing Committee of the Legislature considered the matters raised by the Provincial Auditor in the winter of 1958, and the Committee was established under an order-in-council of June 12, 1958.

Briefly, the Committee's terms of reference were "to examine into the administrative and executive problems of the Government of Ontario in all divisions of the Provincial Service and to examine into the relationship of boards and commissions to the Government and the Legislature . . ."

The Committee received briefs or submissions from 23 organizations. Representatives of 15 of these organizations, together with the chairman and members of 11 boards and commissions, appeared before the Committee at public hearings in November 1958 and in January and February 1959.

Its findings were submitted to the Government on September 28, 1959 in a 467-page document that included the report proper

(84 pages), together with two lengthy appendices outlining the structure and functions of the various departments and several of the larger boards and commissions.

In its Report the Committee reviewed briefly the social and economic changes responsible for the present organizational structure of government, listing three objectives of sound democratic government administration together with four broad standards for achieving these goals; laid down the safeguards it considered necessary to reduce the risks attendant upon delegation; examined departmental operations, giving particular attention to municipal administration; and made some specific recommendations with regard to a number of agencies.

General Review and Comments

In its general review, the Committee emphasized that it was not set up to give its opinions on broad questions of policy but rather to make recommendations concerning the administrative and procedural arrangements best suited to the conduct of government.

In its view, the three objectives of sound democratic government were: adequate supervision and control, safeguards against abuses of power and authority, and efficiency in operation.

If these objectives were to be achieved, there were four general principles to which the structure and operation of government policy should conform: ministerial responsibility, financial accountability, the grouping of related functions, and provision for appeals.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Guiding Principles

Briefly, the principle of ministerial responsibility meant that a minister of the Crown should be expected to assume full responsibility for the policies and operations of each department and the policies and performance of each of the various boards and commissions. This did not mean that a minister should be responsible for the day-to-day operations of a subordinate agency but that he should be expected to be generally familiar with its work.

The second principle, financial accountability, meant that, with certain exceptions, the Legislature should vote the funds available to finance the operations of government and, in turn, should obtain an accounting of the funds so voted.

Discussing the third general principle, the Committee stressed the desirability of grouping related functions within a single organization. This would limit the number of separate or distinct entities, the Report said, and would also promote uniformity and reduce duplication of effort.

With respect to the fourth principle, the right of appeal, the Report stated that, except in very special circumstances, appeals from the decisions of subordinate authorities should invariably be available, either to the courts, to a responsible minister or to the Lieutenant-Governor in Council.

Supervision and Control of Delegated Powers

The Committee believed that the increasing size and scope of government activities made the delegation of responsibility and authority a necessity. The powers granted should be kept to the essential minimum, however, and should be spelled out as specifically and comprehensively as possible. The pertinent question, it said, was whether a particular power was needed in order to execute the designated function or responsibility. Too often, in an attempt not to hamper a board's activities, the Government was too generous, the Committee said. For example, the Liquor Control Board of Ontario has the power to expropriate land, a superfluous power which the Board has never used.

The Committee, also stressing the importance of good legal draftmanship, recommended that there be no exception to the practice of having the regulations reviewed by the law officers of the Crown.

Parliamentary Review

At the operational level, one of the most important safeguards was parliamentary review. In this connection, the Committee again emphasized the importance of ministerial responsibility. If a minister is respon-

sible for the affairs of a subordinate agency, the Report said, he can inform the Legislature about its operations and be questioned about them.

Remarking that the filing of annual reports facilitated parliamentary review, the Committee recommended that all boards and commissions, with the exception of advisory boards and departmental agencies, should be required to prepare annual reports on their activities and that such reports be tabled in the Legislature. This would mean that boards such as the Ontario Labour Relations Board, the Fuel Board and the Ontario Municipal Board, which do not file reports at present, would in future be required to do so. Reports on the activities of advisory boards and committees should be included in the reports of the departments with which they are associated, the Report added.

It seemed to the Committee that standing committees were particularly useful for exercising supervision over subordinate agencies. They would be more effective, however, if reduced in size and provided with staff secretaries.

Admitting that parliamentary review was not always appropriate and in some cases might defeat the very purpose of the legislature, the Committee stated that other forms of safeguards had to be provided. These it called judicial and procedural safeguards.

Judicial Safeguards

The judicial safeguards were of two types. One involved supervision over decisions of a judicial, regulatory or minor legislative nature, that is, appeals on jurisdiction or law. The second concerned the actual review of the decisions *per se*, that is, appeals on fact.

In regard to judicial supervision, the Committee stated that the primary safeguard is provided by the doctrine of *ultra vires*, whereby courts may determine whether a subordinate agency has acted within the limits of its authority. It added that the ability of the courts to supply this safeguard depended largely on the form in which the delegated powers were set forth and for this reason great care should be taken in the framing of the enabling authority.

The Committee pointed out that six provincial statutes, including the Labour Relations Act and the Workmen's Compensation Act, contained privative clauses which attempt to prevent the courts from reviewing the decisions or actions of subordinate agencies established under these Acts. The Committee thought these clauses should be rescinded, stating that, notwithstanding such

clauses, the courts had insisted upon their right of review whenever a question of jurisdiction was involved. It also noted that in recent years, in constituting boards and commissions with judicial or legislative functions, the Legislature had not thought it necessary to include privative clauses in the governing legislation.

Appeals on questions of jurisdiction or law should not be impeded, the Committee declared, and for this reason it recommended the abolition of the privative clauses.

In this connection the Committee made particular reference to the Labour Relations Board and the Workmen's Compensation Board, stating:

It has been urged upon us that nothing be done which would result in the cases handled by either the Workmen's Compensation Board or the Labour Relations Board being opened up for review. Great harm could be done by prolonging the proceedings in such cases. Our recommendation on the removal of the privative clauses is made on the assumption and in the belief that this will not affect the work of these two bodies within their respective fields.

Discussing the question of the right of appeal on findings of fact, the Committee said that the availability and the appropriate channel for review would depend partly on the act or decision in question and partly upon the circumstances which led to the setting up of the subordinate body.

While acts generally fell into one of six categories—legislative, executive, administrative, judicial, quasi-judicial or ministerial—it was not always possible to classify a particular act. No accurate tests for distinguishing the various functions had been found, a fact which was borne out by the conflicting court opinions and the abundance of literature on the subject.

Not all functions were difficult to distinguish, however. Compensation awards for expropriations of land can be judicially determined and should be classed as judicial acts and a right of appeal to the courts provided. The act of appropriation, on the other hand, was an executive act, the Committee said, and if there was an appeal at all it should only be within the administrative hierarchy. The courts, for example, should not be left to determine the routes that highways should follow.

A distinction could also be drawn between an act of granting a licence or franchise and an act of cancellation, suspension, or failure to renew. The former, where the licensing policy was restrictive, might involve the exercise of discretion and it should not be possible by means of appeal to have the court substitute its discretion or view of policy for that of a board. The cancellation of a licence or franchise, however, involved

the destruction of an existing right and should be appealable to the courts, traditionally the guardians of individual rights.

Procedural Safeguards

In addition to such external controls as parliamentary review and provision for appeals, the Committee said that there were two internal forms of procedural safeguards that could be applied from inside the agencies themselves—codes of procedure and the practice of giving reasoned decisions.

While the Committee did not recommend a statutory code of procedure applicable to all government agencies, it did state that, wherever appropriate, subordinate bodies should establish rules of practice and procedure. These codes should set out such fundamentals as: adequate notice to interested parties; full particulars of the case that had to be met; the right to inspect, before the hearing, reports or other documents that were to be received as evidence; and the right to be represented by counsel. In order to make them as uniform and as complete as possible, these codes should be reviewed by law officers of the Crown before approval by the Lieutenant-Governor in Council.

The Committee did not mean to suggest that administrative agencies should adopt formal court procedures even when performing judicial functions. Sometimes, the Report contended, a speedy, inexpensive remedy and a certain amount of flexibility and informality were desirable. However, where full rights of appeal were available, court procedures should be followed closely with respect to such things as the rules of evidence, evidence under oath and stenographic reporting.

While admitting that the giving of reasoned decisions might sometimes be a strain on an agency's resources and might even be harassing, the Committee was, in general, in favour of giving reasons. They need not be lengthy, but should adequately set out the basis on which the decision rests.

Financial Safeguards

Perhaps the most direct and effective measures of supervision exercised by the Legislature were through the financial safeguards, the Committee said, and made several suggestions for strengthening the control procedures.

One was an amendment to the Ontario Financial Administration Act which would require the amounts appropriated by special warrant to be included in the next ensuing budget, thereby subjecting them to parliamentary review. Because the Legislature could exercise only a general and overriding supervision over government activities, it

was suggested that the Public Accounts Committee could perform a useful function by reviewing the details of revenues and expenditures, if it were active and its membership kept small. Because its duties were increasingly onerous, Treasury Board should be strengthened by the addition of a full-time secretariat, replacing the Budget Committee, which, however, should be retained with purely advisory duties.

Departmental Organization

The Committee recognized that the present organization structure with its 20 departments was advantageous from a practical political standpoint in that it permitted the Cabinet to be a broadly representative group. Nevertheless the Committee believed that the Government would function more smoothly and easily with fewer departments. If, as was likely, new functions were undertaken, every consideration should be given to the possibilities of merging two or three of the then existing departments and thus avoiding an increase in the total number.

Boards and Commissions

In its discussion of the operations of subordinate agencies, the Committee made it clear that it approved the setting up of boards and commissions. "We wish to state categorically that we believe the creation of such agencies has been a useful device," it declared.

At the same time, the Committee pointed out that, because of their very nature, the relationships of these agencies to the Government frequently could not be the same as the traditional relationships of government departments.

For example, a board might be set up where the function was of a judicial nature and where some special expertise was involved or the avoidance of delays and expense were in themselves important elements in the dispensing of justice. "Such agencies must have a high degree of independence and be free from political considerations or pressures," the Report stated, adding that the Ontario Labour Relations Board, the Workmen's Compensation Board and the Ontario Securities Commission belonged in this category.

The Committee also observed that while the same basic standards must be applied in subordinate agencies as in the departments, their application must of necessity differ in some degree, depending on the relationship between the particular agency and the central machinery of government.

However, both in its general remarks on boards and commissions and in its comments on particular agencies, the Committee

stressed that, if the principle of ministerial responsibility were accepted, Ministers should not sit as members on boards and commissions.

The decisions taken by a board are collective decisions. Sitting as a member the minister could be outvoted on a matter of policy by the other members of the board, despite the fact that it must be the minister who accepts ultimate responsibility for the policies of the boards assigned to him.

Workmen's Compensation Board

In the opinion of the Committee, the functions of the Workmen's Compensation Board were primarily administrative, though not inherently so. The Board had been set up to avoid delay and expense to injured workmen in compensation matters and for this reason appeals to the courts should not be permitted.

Some review was necessary, however, especially since questions concerning the extent and nature of a workman's injury sometimes arose long after the basic claim had been established. Internal procedures should be arranged so that disputed cases could be brought before the Board easily and quickly and at any time, the Committee said, adding that such a policy was already in effect.

It also noted that the Act provides that the Board may, on the application of the workman or the employer, refer cases to a medical referee where there have been differences of findings between medical examiners. Section 22 (2) states:

The medical referees to whom reference is made... shall certify to the Board as to the condition of the workman and his fitness for employment, specifying where necessary the kind of employment and if unfit the cause of such unfitness and his certificate *unless the Board otherwise directs* shall be conclusive as to the matters certified.

In view of the fact that, in practice, the decision of the medical referee is taken as binding on all parties, the Committee recommended that the italicized words in Section 22 should be deleted.

The Committee did not feel called upon to comment on the Board's investment procedures except to suggest the setting up of an advisory committee on investments, which would include one or more representatives of the Provincial Treasurer's Department. The formation of such a committee would make available to the Board in a formal way the advice and assistance of Treasury officials who are constantly dealing with the securities transactions of the Province.

Although believing that the Board should be given a high degree of autonomy in the administration of its affairs, the Committee nevertheless insisted that some measure of

accountability should be retained. It suggested that, instead of filing its annual report with the Provincial Secretary, the Board should submit it to the designated Minister (at present the Minister of Labour), who would act as spokesman for the Board in the Legislature. The Report further suggested that the Minister review the operations of the Board periodically so that he might become generally familiar with its work and be prepared to accept responsibility for its policies.

Civil Service Commission

The Committee did not think that, at this time, the Ontario Civil Service Commission should be given the same degree of independence as the federal Civil Service Commission. "The position of this Commission is still evolving," the Report said, "and more time will be required to work out what ultimately the scope of its duties is to be."

It nevertheless anticipated that the Civil Service Commission in Ontario would move towards increasing independence along the lines of the procedures now followed in Ottawa. Because much of the Commission's work, including job classification and pay schedules, had important implications for

government expenditures, the Committee recommended that the Commission be transferred from the Provincial Secretary to the Provincial Treasurer.

Ontario Fuel Board

In the opinion of the Committee, the supervisory, inspection and licensing functions of the Ontario Fuel Board should be transferred to the Department of Energy and Resources. The Board should continue to perform such quasi-judicial functions as rate-making and issuance of certificates of public convenience and necessity to natural gas companies seeking municipal franchises.

Other Boards and Commissions

The Report also contained a number of recommendations pertaining to certain other boards and commissions. Among others, it suggested that the functions of the Farm Products Marketing Board be limited to the screening of and initial recommendations for the establishment of farm product marketing plans.

That responsibility for inspection and for the setting of standards in the electrical field be transferred from the Hydro-Electric Power Commission to the Department of Energy and Resources was another recommendation.

Legal Decisions Affecting Labour

Supreme Court of Canada holds a union to be legal entity. British Columbia court sets aside contempt of court conviction against union and its officers. Ontario court confirms certification order issued by Labour Relations Board

The Supreme Court of Canada has upheld the decision of the British Columbia courts granting damages to an independent truck owner and operator who lost his business connections as the result of union pressure to make him join the union. The Court held a local of the Teamsters union to be a legal entity and liable for damages.

In British Columbia, the Court of Appeal set aside a conviction for contempt of court and held that, though a union and its officers were obliged to comply in good faith with the injunction order, nevertheless they were not obliged to do so gracefully, and a reluctant compliance was in itself no contempt of court.

In Ontario, the Supreme Court found that the operations of a company consisting of the establishment and servicing of sites for the drilling of gas under water and transporting goods and persons in connection with these operations were of local character and within provincial jurisdiction. Con-

sequently, the Court confirmed a certification order issued by the Ontario Labour Relations Board.

The Supreme Court of Canada . . .

...rules union to be legal entity, dismisses its appeal from judgment granting damages against it

In a unanimous decision of five judges, the Supreme Court of Canada, in dismissing an appeal by a union local from a judgment of the Court of Appeal of British Columbia, on January 26, 1960, held that the union was a legal entity that may be held liable in its name for damages, either for a breach of a provision of the Labour Relations Act or under the common law.

The Court dismissed the appeal of Local 213 of the International Brotherhood of Teamsters from a judgment of the British Columbia appeal court (L.G., Apr. 1959, p. 398), which had dismissed the union's appeal from a judgment of Mr. Justice Clyne (L.G., 1958, p. 507).

The City Construction Co. Ltd., a company carrying on its business in British Columbia, had a collective agreement with Teamsters Local No. 213. Clause 10 of the agreement provided for a union shop; clause 16 dealt with grievance procedure and provided that, if during the term of the agreement any dispute should arise as to the carrying out of its terms or its interpretation, each party should appoint three persons to be members of a committee to examine the difficulty in an endeavour to find a solution. If this failed, the clause provided that an arbitration board should be constituted and its decision should be final.

Therien was the owner and operator of a contracting and trucking business. He had for years supplied, for an agreed payment, trucks to the City Construction Company, together with drivers employed by the hour, and a truck which he himself operated, these vehicles being used by the company in connection with their operations. In this arrangement, the position of Therien was that of an independent contractor and the truck drivers employed by him acted as his servants and were paid by him. During the summer of 1956 a business agent of Local 213 called at the premises of the City Construction Company to make certain that the truck drivers employed belonged to the union. He told Therien that he must join the union as well as the other drivers of his trucks. Therien, presumably having in mind the provisions of the Labour Relations Act, refused to join the union but agreed that he would employ union drivers for his other trucks and he did so.

The business agent of the union knew that Therien was himself an employer of labour; nevertheless, he told Therien that if he did not join the union they would "placard" the company and have his truck put off the job. Afterwards the union representatives told the company that if the company continued to use Therien's truck the union would "placard" the various places where the company was doing work.

In consequence of these threats the company informed Therien that they would no longer be able to hire the truck driven by himself and eventually dispensed with Therien's services.

Therien sued the union as a legal entity, was awarded damages against the union and the court granted an injunction restraining the union from further interfering with Therien's business.

The union's appeal was dismissed by the British Columbia Court of Appeal. Then the union appealed to the Supreme Court of Canada.

The union based its appeal on two contentions. First, the union is not a legal entity which may be found liable in tort; second, the evidence did not disclose a cause of action, either at common law or under the Labour Relations Act. The Court rejected both contentions and held that Local No. 213 is a legal entity which can be sued for damages and that the union committed an actionable wrong.

Mr. Justice Locke noted that the *Orchard v. Tunney* case (L.G. 1957, p. 1214) did not determine whether or not a union is a legal entity which may be found liable in tort. In that case there was a representative action in which the individual defendants were sued on their own behalf and on behalf of all other members of the union except the plaintiff. As the action was not brought against the union, the question as to whether the union was in law an entity which might be made liable in tort was not considered. A case is only authority for what it actually decides. In that case there was no issue in the Supreme Court of Canada as to the legal status of the labour union.

Also, the question whether a trade union certified as a bargaining agent by a statute in the terms of the Labour Relations Act of British Columbia may be made liable in an action, either in tort or contract, was not considered by the Supreme Court.

The B.C. Trade-unions Act (originally enacted in 1902 and replaced in 1959 by a new Act) by its reference to trade unions as such, as well as to the servants and agents of such unions restricting their liability in tort to the extent defined in that Act, recognized the fact that a trade union was an entity which might be enjoined or become liable in damages for tort.

By the B.C. Labour Relations Act, Section 2, a trade union as defined includes a local branch of an international union. Extensive rights are given to such trade unions and certain prohibitions declared which affect them. The Act, Mr. Justice Locke added, treats a trade union as an entity; as such it is prohibited, *inter alia*, from attempting at the employer's place of employment during working hours to persuade an employee to join or not to join a trade union, from encouraging or engaging in any activity designed to restrict or limit production or services, from using coercion or intimidation of any kind that could reasonably have the effect of compelling any person to become or refrain from becoming a member of a trade union, and from declaring or authorizing a strike until certain defined steps have been taken. By Section 7, if there is a complaint to the

Labour Relations Board that a union is doing or has done any act prohibited by Sections 4, 5 or 6 (unfair labour practices, including coercion and intimidation), the Board may order that the default be remedied and, if it continues, the union may be prosecuted for a breach of the Act. By Section 9, all employers are required to honour a written assignment of wages by their employees to a trade union.

A union claiming to have as members in good standing a majority of employees in a unit appropriate for collective bargaining is entitled to apply to the Labour Relations Board for certification as the bargaining agent of such employees and, when certified, to require the employers to bargain with it and, if agreement is reached, to enter into a written agreement which is signed by the union in its own name as such bargaining agent. Throughout the Act such organizations are referred to as trade unions and thus treated as legal entities.

In *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union, Local No. 1* (L.G. 1947, p. 1500) the B.C. Court of Appeal, in proceedings under the Industrial Conciliation and Arbitration Act (which Act was replaced by the Labour Relations Act but its provisions relevant to the case under review are indistinguishable from the latter Act), considered the question as to whether a trade union is an entity which might be proceeded against by name.

Two of the judges expressed the view that such a union was, by virtue of the Trade-unions Act and the Industrial Conciliation and Arbitration Act of the province of British Columbia, an entity (*persona juridica*) distinct from its members.

In a later case, *Vancouver Machinery Depot v. United Steel Workers of America*, [1948] 2 W.W.R. 325, the same court held that an international union which had not been actually appointed a bargaining agent under the Industrial Conciliation and Arbitration Act was nonetheless a legal entity against which an action for damages might be maintained.

Mr. Justice Locke agreed with the opinions expressed in those cases by the judges of the B.C. Court of Appeal, and held that the granting of such rights, powers and immunities to unincorporated associations or bodies is quite inconsistent with the idea that it was not intended that they should be constituted legal entities exercising these powers and enjoying these immunities as such. Further, he added that it is necessary for the exercise of the powers given that such unions should have officers or other agents to act in their names and on their behalf. The legislature, by giving the right to act

as agent for others and to contract on their behalf, has given them two of the essential qualities of a corporation in respect of liability for tort, since a corporation can only act by its agents.

The rule of construction which applies in the case at bar was expressed in *Mersey Docks v. Gibbs* (1864) L.R. 1 H.L., namely, in the absence of anything to show a contrary intention (and there is nothing here), the legislature must be taken to have intended that the creature of the statute shall have the same duties and that its funds shall be subject to the same liabilities as the general law would impose on a private individual doing the same thing.

Mr. Justice Locke concluded that the union in the case under review is a legal entity which may be made liable in name for damages, either for breach of a provision of the Labour Relations Act or under the common law.

Next, Mr. Justice Locke dealt with the question as to whether the evidence disclosed a cause of action.

The union claimed that what was done by its servants was nothing more than to insist that the company should comply with the union shop clause of the collective agreement.

There was coercion exercised by the union's agent against Therien to force him to join the union, and it is clear that for Therien (an owner and operator of a trucking business) to join the union was legally impossible. However, in Mr. Justice Locke's opinion, it was not this wrongful act which was the cause of the injury complained of; the cause of action was elsewhere.

In addition to Sections 4 and 6 (unfair labour practices, coercion and intimidation) of the Labour Relations Act, Sections 21 and 22 have to be considered. Section 21 reads: "Every person who is bound by a collective agreement . . . shall do everything he is required to do, and shall refrain from doing anything that he is required to refrain from doing, by the provisions of the collective agreement, and failure to do so or refrain from so doing shall be an offence against this Act."

Section 22, so far as relevant, reads: "(1) Every collective agreement . . . shall contain a provision for final and conclusive settlement without stoppage of work, by arbitration or otherwise, of all differences between the persons bound by the agreement concerning its interpretation, application, operation, or any alleged violation thereof."

Clause 16 of the collective agreement provided for the settlement of disputes as to the interpretation of the agreement.

The company wished to continue its arrangement with Therien in his capacity as an independent contractor and he rightly refused to join the union, presumably because the Act forbade him to do so.

As clause 3 of the collective agreement provided that its terms should apply to all subcontractors or subcontracts let by the company it might perhaps be contended that this applied to an independent contractor, like Therien, supplying trucks and services.

The trial judge held that the union shop clause of the agreement did not apply to an independent contractor who drove his own truck. The company was apparently of the same opinion and the matter was one which should have been dealt with accordingly under the grievance procedure clause of the collective agreement. The union, however, without resorting to grievance procedure, threatened to picket the company's jobs, which would have the effect of obstructing the operations of the company and making the company appear to the public and other unions as breaking its contract with the union or indulging in unfair labour practices. This conduct of the union was a breach both of the terms of the collective agreement and of Section 21 of the Labour Relations Act, and constituted a cause of action.

As was stated in *Sorrell v. Smith* (1925) A.C. 700, even though the dominating motive in a certain course of action may be the furtherance of one's own business or one's own interests, one is not entitled to interfere by illegal means with another man's method of gaining his living.

The Supreme Court dismissed the union's appeal and upheld the judgment granting damages against the union and restraining the union from interfering with Therien's business by endeavouring to coerce him to join the union. *International Brotherhood of Teamsters et al. Local No. 213 v. Henry Therien*, the Supreme Court of Canada, January 26, 1960, unreported.

British Columbia Court of Appeal. . .

... finds union and its officers not guilty of contempt of court, allows appeal from conviction

On November 3, 1959, the B.C. Court of Appeal allowed an appeal from the judgment of Mr. Justice Manson finding Local 97 of the International Association of Bridge, Structural and Ornamental Ironworkers and its officers guilty of contempt of Court and imposing substantial fines by way of punishment (L.G., Nov. 1959, p. 1184).

The union and its three officers were convicted on July 30, 1959 of criminal contempt in disobeying an injunction order dated June 26, 1959, requiring that the union "do forthwith order its members employed upon the said southern portion of the said Second Narrows Bridge to return to their employment on the said bridge until such time as the said southern portion thereof has been completed to the permanent support known as Pier 16."

The Court of Appeal, in reversing the judgment of the court below, held that the employees were not obliged by law or the rules of their union to obey a union back-to-work order. The order of the Court did not state how the union should order the men to go back to work. The fact that the officers of the union instructed by telephone each of the men concerned to go back to work was, in the circumstances, a sufficient compliance with the order, unless it could be shown that the men were led, directly or indirectly, to believe that it was not intended that they should comply with the union's instructions.

Mr. Justice Manson gave a number of reasons for concluding that the union did not comply in good faith with the court order. With many of them, the Court of Appeal disagreed.

The Court agreed that the press release by the union, which was published after the granting of an *ex parte* injunction restraining the strike in respect of the south span of the bridge, and which suggested that the bridge was unsafe for workmen, was inflammatory and contemptuous in respect of that injunction. But it was not a contempt of the later mandatory order of June 26, and there was no obligation on the union under the second injunction to do anything to remove the false imputation that the bridge was unsafe for workmen beyond the normal hazards of such work.

Also, there is no evidence of contempt in the fact that before any injunction had been issued the business agent of the union refused to co-operate with the company in finishing the span. The union at that stage was entitled to any advantage from the insecurity of the span that it could get in support of the strike.

Also, in the opinion of the Court of Appeal, the union and its officers are not open to criticism for telling the men that they were being ordered back to work because the Court had ordered the union to do so, and that the union's counsel had advised that the injunction had been wrongly granted and was being appealed, but in the meantime had to be obeyed.

Further the Court added that the members were entitled to know why their union was ordering them back to work, so that, among other things, each might decide for himself whether he would comply, not with the order of the Court, which in that respect was not directed to them, but with the order of the union, which they were entitled to ignore. The union and its officers were obliged to comply in good faith with the mandatory order, but they were not obliged to do so gracefully, and a reluctant compliance was in itself no contempt.

The Court of Appeal allowed the appeal and set aside the convictions for contempt. *Dominion Bridge Co. Ltd., v. International Association of Bridge, Structural and Ornamental Ironworkers, Local 97, and Attorney-General of British Columbia*, (1959) 20 D.L.R. (2d), Parts 8 and 9, p. 621.

Ontario Supreme Court . . .

. . . dismisses company's application for order to quash Labour Relations Board certification order

On November 26, 1959, Mr. Justice Smily of the Ontario Supreme Court, in *certiorari* proceedings, dismissed an application of the Underwater Gas Developers Limited for a court order quashing an order of the Ontario Labour Relations Board certifying the International Chemical Workers' Union as bargaining agent for the company's employees.

The Underwater Gas Developers Limited is a company whose operations consist of the establishment and servicing of sites for the drilling of gas under water. This involves the drilling of wells and the laying of a pipe line from the well to a meter house on the shore. In its operations the company uses a barge, a tug, a crane unit, a diving boat, a pile driving unit and some boats that serve the drilling towers by taking out supplies and the drillers and by picking up samples from the wells. Larger boats are being used by the company to take out the heavier material. The company maintains working facilities on shore such as a boat hoist, a despatcher house for radio contact, a warehouse and an office, a stock yard for pipes and a workshop for the welders. The operations of the company may extend from between one and one-half to fourteen miles from the shoreline. The barge and the tug have living quarters and the men can receive all their meals there and can, and sometimes have to, live on board. The company employs a total of 39 men, including three despatchers, two stock men, two welders, two drillers, 14 on the tug or work boat and barge, six

men and one diver on one vessel, six men on the supply vessel, and three men manning three other boats.

Insofar as the company's operations are concerned, its boats are subject to the Canada Shipping Act and are licensed by the federal Department of Transport. The skippers of the larger boats obtain certificates from the Department of Transport. The same Department inspects the boats and supervises their operation and carriage of high explosives. The Department of Transport also regulates the equipment on the boats and the safety requirements, as well as the lights and foghorns on the towers. The exploring company obtains approval from the federal Department of Public Works pursuant to the provisions of the Navigable Waters Protection Act to enter a site on the lake. It also obtains a licence of occupation from the provincial Department of Mines. The drilling subcontractors hold licences from the Department of Mines and from the Ontario Fuel Board.

On August 6, 1959, the Ontario Labour Relations Board certified the International Chemical Workers' Union (AFL-CIO/CLC) as a bargaining agent of all employees of the company employed in its Lake Erie operations, except foremen, persons above the rank of foremen, office and sales staff and persons regularly employed for not more than 24 hours per week.

The company challenged the Board's decision by way of *certiorari* proceedings, submitting that the Ontario Labour Relations Board had no jurisdiction to entertain the application for certification because the federal Industrial Relations and Disputes Investigation Act applied to the company's operations and its employees; that there was no evidence before the Board that on August 6, 1959, the day the certification order was issued, more than 55 per cent were members of the union in question; and, if the Board had jurisdiction to entertain the application, it lost it by reason of the Board's having been illegally constituted.

Regarding the first submission, the company contended that its operations come within Section 91, ss. 10 of the British North America Act, "Navigation and Shipping" and as such are under federal jurisdiction; further, that these operations are subject to the federal Navigable Waters Protection Act; consequently, the company's employees come within Section 53, clause (a) and clause (h) of the federal Industrial Relations and Disputes Investigation Act. Section 53 provides that Part I of the I.R.D.I. Act applies in respect of employees who are employed upon or in connection with the

operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including,

- (a) works, undertakings or business operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transportation by ship anywhere in Canada;
- (h) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province.

In dealing with these submissions, Mr. Justice Smily noted that the Navigable Waters Protection Act provides for the supervision of and regulations with respect to works or structures which may affect the safety of navigation. This would include structures and work relating to the drilling of gas wells in navigable waters and the conveying of gas from such wells to the shoreline. Also, the boats operated by the company would be subject to the Canada Shipping Act with respect to licences and the equipment on the boats respecting the safety of those on the boats during their operations. However, the pertinent question was whether the work and operations of the company come within the classification of "Navigation and Shipping" (Section 91, ss. 10 of the B.N.A. Act), thus being within federal jurisdiction. Or, whether the company's work and operations are so local and intraprovincial as to come within "local works and undertakings" (Section 92, ss. 10, 16), thus being subject to provincial jurisdiction.

Considering the over-all picture of the work and operations of the company, Mr. Justice Smily was of the opinion that these operations could not be described as being within the classification of navigation and shipping as contemplated by Section 91 (10) of the B.N.A. Act, or, an operation, work, undertaking or business in connection with navigation or shipping within the provisions of Section 53 of the I.R.D.I. Act. Rather, it might be said that boats have been used by the company in connection with its work and operations. Being subject to the Canada Shipping Act and the Department of Transport and to the Navigable Waters Protection Act with respect to some of its operations and activities is not inconsistent with those operations and activities being engaged in a purely local work and not in navigation and shipping as contemplated by Section 91 (10) of the B.N.A. Act. Transporting goods or persons over water of a purely local or a limited character within the province would not be classed as "navigation and shipping." In Mr. Justice Smily's opinion, the transporting of goods or persons over water of such a local and

limited character as engaged in by the company comes within provincial jurisdiction.

In conclusion, Mr. Justice Smily held that the Ontario Labour Relations Board had jurisdiction under the provisions of the Ontario Labour Relations Act to entertain the application for certification in the case under review.

The company's second submission, that there was no evidence before the Board that at the time of issuing the certification order (August 6, 1959) more than 55 per cent of the employees were members of the union, implied that the conditions at the actual time of issuing the certificate, apart from the conditions at the time of the application to the Board, and at the time of subsequent hearings or hearing, should be the basis for the determination of the number of union members in the bargaining unit. Unless a certificate is issued immediately, the Board should make a further examination in this respect. The court rejected this submission. In its opinion, if it were thought desirable to require, because of the lapse of time, a second or further examination, and if there were no other remedy provided by the Act, it was a matter to be decided by the legislature and not the court.

If the company considered it desirable that the Board should make a re-examination to determine the number of union members in the bargaining unit, it should apply to the Board for a reconsideration of its decision in this respect under the provisions of Section 68 (1) of the Labour Relations Act, which provides that the Board may at any time, if it considers it advisable to do so, reconsider, vary or revoke any decision, order, direction or ruling. The same section provides that the decision of the Board on any question arising in any proceeding as to whether a group of employees constitutes a bargaining unit shall be final, and the court cannot entertain anything in the nature of an appeal from such a decision of the Board.

The company's further allegation, that if the Board had jurisdiction to entertain the union's application to be certified, it lost such jurisdiction by reason of being illegally constituted, was based on the ground that on the second hearing on October 20, 1958, two members of the Board were present who were not present at the first hearing on October 16, 1957, although the three members who were present at the first hearing were also present at the second hearing. There was no evidence that the two additional members took any part in the proceedings at the second hearing or in the

decision of the Board granting certification. The record indicates that only the three members who were present throughout took part in the decision of the Board.

In the opinion of the Court, it would have been better if the two additional members had not been present at the second hearing in 1958. However, Mr. Justice Smily did not find any evidence that in these proceedings before the Board there was a denial of

natural justice so as to warrant the court's interfering with the findings and decision of the Board or that the certificate in question should be quashed on that ground.

The Court ruled that the company's application to quash the certification order should be dismissed. *Underwater Gas Developers Limited v. Ontario Labour Relations Board et al.*, (1960) 21 D.L.R. (2d), Part 4, p. 345.

Recent Regulations, Federal and Provincial

Sask. raises minimum wage rates, Alta. and B.C. issue new safety requirements

Minimum wage orders have been revised in Saskatchewan.

For full-time employees in the cities and larger towns, the \$32-a-week minimum established by the new general order represents an increase of \$2 in the minimum wage; for employees elsewhere in the province it means an increase of \$3. The same is true of the \$30 weekly minimum now provided for full-time employees under 18 years. The new general part-time rates—85 cents an hour for employees over 18 and 80 cents for those under 18 years—mean an increase of 5 or 15 cents in the minimum wage, depending on the location. Similar increases were provided for special categories.

Regulations adopting the seventh edition of the Canadian Electrical Code, Part I, and a 1958 supplement and the C.S.A. Code of Practice for Window Cleaning (Z91-1959) have been issued in Alberta.

In British Columbia, the Workmen's Compensation Board laid down new first aid service requirements for employers and issued new regulations to protect workmen against hazards from energized electrical transmission systems. Safety provisions were also included in new regulations issued under the Pipe-Lines Act.

Other regulations deal with the coverage of the Nova Scotia Workmen's Compensation Act, certification of employees in the beauty culture trade in Alberta and the medical board of reference under the Manitoba Workmen's Compensation Act.

FEDERAL

Financial Administration Act

Consolidations of the regulations for prevailing rate employees, unlicensed crew members and officers on ships owned or chartered by the federal Government were gazetted on January 13. The new regulations were approved by T.B. 558256, T.B.

558258 and T.B. 558257; these replace T.B. 524300 of November 15, 1957, and T.B. 526000 and T.B. 526001 of December 20, 1957.

New definitions were added and others clarified and the provisions generally made more workable.

The only major change was in the overtime provision for ships' crews, the regulations now providing that ships' crews are entitled to be paid at the rate of one and one-quarter times their hourly rate for each completed half hour of overtime. Previously, the rate was one one hundred and seventy-sixth of the monthly rate. Compensatory time off may again be given with the approval of the deputy head.

PROVINCIAL

Alberta Electrical Protection Act

New regulations under the Electrical Protection Act governing the manufacture, installation and inspection of electrical equipment were approved by Alta. Reg. 414/59 gazetted December 31. The new regulations came into force on January 1, 1960, rescinding those previously in effect.

Another order, Alta. Reg. 415/59, declares that, also effective January 1, the Canadian Electrical Code, Part I (Seventh Edition) C.22.1-1958 and Supplement "R" C.22.1-1958, are in force as rules and regulations, except in so far as their provisions conflict with other rules adopted in regulations. Certain modifications to the rules in the code were approved by Alta. Reg. 416/59.

Alberta Factories Act

The C.S.A. Code of Practice for Window Cleaning, Z91-1959, has been adopted as regulations under the Factories Act by Alta. Reg. 422/59, gazetted December 31. This revised edition of the Code, first issued in 1949, is reviewed on p. 288.

Alberta Tradesmen's Qualification Act

The regulations under the Alberta Tradesmen's Qualification Act for the beauty culture trade were re-issued with some changes in the provisions dealing with examinations and apprentices. The new regulations were gazetted on January 15 as Alta. Reg. 447/59.

The regulations have the same coverage as formerly, applying to all persons who perform the various operations usually associated with beauty treatments for women.

As before, no person may engage in the beauty culture trade without a certificate. The same three classes of certificates are provided for: certificates of proficiency, temporary certificates of proficiency and apprentice certificates.

To qualify for a certificate of proficiency, an applicant, as formerly, must first submit testimonials establishing that he has had either one year's practical experience in the trade or at least 1400 hours of instruction in an approved beauty culture trade school. If the Department of Labour approves his application, he must then pass a theoretical and practical examination, obtaining the pass mark prescribed by the Department and the Board of Examiners. Under the previous regulations candidates had to obtain at least 75 per cent of the allotted marks in order to qualify.

A certificate of proficiency will, as before, remain in effect unless suspended or revoked for cause. However, a certificate of proficiency may be granted at the discretion of the Minister for a limited time or specified date.

Following previous practice, the regulations again provide that an unsuccessful candidate may have the examination reviewed by a Board of Appeal upon payment of the prescribed fee. After considering the Board's report, the Department may then take such action as it deems proper under the circumstances. If the candidate is granted a certificate, his fee will be refunded; if not, the fee will be forfeited and the applicant will not be eligible for re-examination for another six months.

The Department is again given discretionary power to issue a temporary certificate of qualification to an unsuccessful candidate, except that he must now obtain four-fifths of the required pass mark instead of 60 per cent of the allotted marks as formerly.

A temporary certificate will now expire at the pleasure of the Department and the holder must be prepared for re-examination at any time. Previously, a temporary certificate might be valid for a year.

A minimum age requirement of 16 years is now set for apprentices and, as before, an

applicant must be able to prove that he will be working under the direct supervision of a person holding a valid certificate of proficiency.

An apprentice certificate will be valid for one year unless the applicant has had previous experience or training in the trade, in which case the period may be reduced by such amount as the Department deems proper.

As soon as his apprentice certificate expires, the apprentice must apply for examination for a certificate of proficiency. If he fails to qualify for either a certificate of proficiency or a temporary certificate, his apprentice certificate will not be renewed. Previously, an unsuccessful candidate might have his apprentice certificate renewed for another six months, after which time he was re-examined.

Every establishment must have one qualified operator for every apprentice hired, except that a beauty parlour operator who is the holder of a certificate or employs at least one qualified person may engage one apprentice. Under the previous regulations no quota was imposed.

British Columbia Pipe-Lines Act

Regulations under the Pipe-Lines Act (B.C. Reg. 457/59) were gazetted December 24, replacing regulations then in effect. Sections relating to safety in connection with pipeline operation are dealt with below.

The regulations provide that the Minister of Commercial Transport may not permit a company to open a pipeline for the transportation of oil or gas unless it has requested leave to do so and he has received a report from a departmental inspector stating, among other things, that the line has been tested and is safe for operation.

The regulations require that, before the commencement of construction, extension, alteration or repair of a pipeline or related pressure component, the company must submit to the Chief Inspecting Engineer specifications and other relevant information. Also, the company must, within 30 days after completion of the work, certify that the work done and material used are in accordance with the data and specifications submitted.

All unfired pressure vessels used in connection with the operation of a pipeline must be constructed, stamped, installed and equipped in accordance with A.S.M.E. Code Section VIII, 1956 edition, for unfired pressure vessels. Their design, identification number and working-pressure must be registered with the Department, and an annual inspection performed by an Inspecting Engineer.

Except where the regulations provide otherwise, Code A.S.A. B31.1.8, 1955, is applicable to the design, fabrication, installation, testing and inspection of gas pipelines, piping, fittings and related appurtenances, to welding of gas and oil pipelines, flow lines and gathering lines, and to gas compressor stations. Welders must be certified under the British Columbia Boiler and Pressure Vessel Act.

Except where the regulations provide otherwise, the Minister is authorized to approve a code governing the design, fabrication, installation, testing and inspection of oil pipelines, piping, fittings and appurtenances, and oil pumping stations.

Gas and oil installations on or adjacent to railway property must be in accordance with Part XII of the regulations under the Railway Act of British Columbia.

Oil storage tanks must conform to A.P. 1 Standards or, if new, to the current editions of A.P. 1 Standard 12A, 12B, 12C, or 12E, depending on the type of construction.

Inspection Engineers must inspect all pipelines during construction, may condemn anything not in conformity with requirements, and may order an unsafe section of line out of service until repaired.

Contractors and supervisors are obliged to inform the Inspecting Engineer of defects that might endanger safety.

The company must submit to the Inspecting Engineer for approval all pipeline test procedures. He must be notified when tests are to be made, and the company is required to make results of the tests available to him on request.

The Inspecting Engineer must make a general inspection of a pipeline before it is opened and submit a report to the Minister. Subsequent inspections must be made when necessary for public protection.

Unless otherwise approved by the Minister, operating and maintenance procedures on gas pipelines are governed by Code A.S.A. B31.1.8, 1955, Chapter V, and on oil pipelines, by a code approved by the Minister.

If serious injury or death is caused by an accident resulting from failure or misuse of a pressure vessel, the company owning or operating the pipeline must immediately notify the Deputy Minister by telegraph or telephone, stating the nature of the accident, where it occurred, and where the equipment can be inspected. Immediate confirmation by mail is also necessary, giving a list of persons killed or injured.

The Chief Inspecting Engineer may investigate any accident caused by failure of any pressure vessel or component used in the operation of a pipeline.

British Columbia Workmen's Compensation Act

In accordance with the provisions of the Regulations Act, a number of regulations issued by the Workmen's Compensation Board were gazetted December 24, 1959. Among these are the General Accident Prevention Regulations, which now have the number B.C. Reg. 394/59. These regulations, and also B.C. Reg. 418/59, Ship Construction Accident Prevention, were filed as regulations without change. The first-aid requirements have been revised, and new regulations were issued with respect to electrical hazards.

Electrical Contacts

Regulation 415/59, entitled "Protection Against Electric Contacts," effective January 1, 1960, relates to any project where workmen, material or equipment may contact energized electrical transmission systems.

It provides that no material may be piled, stored, or handled, or equipment operated, within 10 feet of any energized electrical transmission or electrical distribution system, unless a clearance in writing is obtained, or other precautions described below are taken.

If a clearance in writing is obtained, it must be signed before the work begins by the person or persons controlling the electrical systems. It must state that for the duration of the work the electrical conductors will be deenergized, effectively guarded against contact, displaced from the work area, or rerouted from the work area. This clearance must be continuously available for inspection at the work project.

If a written clearance is unobtainable before the work is to begin, the following precautions must be taken. The area within which equipment or material is to be moved must be barricaded and supervised to exclude persons not working on the project. A workman must be designated as a watchman; his sole task for the duration of the work must be to order the movement of equipment or material stopped if contact with the electrical conductors appears probable, or if conditions prevent him from performing his duty. No person other than equipment operators may touch the equipment or material when it is in motion. No person may move a load or a rigging line from its position of natural suspension when it is near energized electrical conductors.

First Aid

Regulation 393/59 concerning First Aid Service Requirements for Employers became effective January 1, 1960. It replaces requirements previously issued by the Workmen's Compensation Board.

Employers must provide, at their own expense, first aid equipment and services in accordance with standards set out in the regulation. The Board, however, may vary these requirements. If an employer fails to furnish the required equipment and services, the Board may do so and charge the cost to him. The employer must, upon request, submit to the Board a report on his first aid equipment and services.

Where there is no principal contractor at a place of employment, a new provision states that all workmen employed there are considered to be employees of the owner for the purpose of determining first aid requirements.

The regulation divides industries into Class "A," Class "B," and Class "C" hazards, listing specific industries in each class. It provides for each class two basic standards for first aid equipment and service, one when the place of employment is less than five miles from, and another when the place of employment is more than five miles from, the office of a doctor or hospital. Additional equipment is necessary if crews are more than ten minutes travelling time from the first aid equipment and service. The contents of the first aid kit to be maintained in each class of industry in each of these circumstances, and according to the number of people employed, is specified in a schedule.

When workmen are engaged in ship-lining, ship repairing or stevedoring on board ship without access to a dock first aid room, a waterfront first aid kit must be provided for crews of 10 or fewer (a new provision) and, for crews of 11 to 24, a first aid attendant also; for crews of 25 or more, a waterfront first aid kit and a first aid attendant must be provided whether there is a dock first aid room or not.

First aid requirements are set out for mobile equipment operating where first aid or medical aid is not readily available.

Employers are required to provide proper care for injured workmen and must have suitable transportation and a first aid attendant available to take them to a doctor or hospital.

Municipal fire departments employing 20 or more firemen must include a first aid attendant for each 20 men, and he is required to accompany them to fires.

Suggested plans are shown for first aid rooms. They must be convenient to operations, be properly painted, ventilated, heated and lighted, be provided with hot and cold water and, if available, telephone communication with working areas and other central points (unless the Board directs

otherwise). When first aid rooms are more than two hours travelling time by land or water from a hospital they must have special emergency equipment and accommodation.

When a first aid attendant is required, his services must be readily available. He is in charge of all first aid treatment. The employer must obtain the attendant's Certificate of Competency before he commences his duties, retain it while he is employed, produce it on request of the Board, and deliver it to the attendant on termination of his employment.

When the work location is more than two hours travelling time from a doctor or hospital, where there is no immediate means of communication, or where transportation is impossible, the first aid attendant must have at least a Grade "B" Industrial First Aid Certificate, unless the Board approves otherwise.

The first aid attendant is required to record certain information in respect of all accidents.

A new provision specifies that the Board may cancel or suspend the certificate of a first aid attendant who is not performing his duties satisfactorily.

Any person who fraudulently obtains an Industrial First Aid Certificate, or who does not have a valid First Aid Certificate and acts as a first aid attendant, is now guilty of an offence.

Manitoba Workmen's Compensation Act

Regulations under the Manitoba Workmen's Compensation Act establishing a Medical Board of Reference to which an injured workman may appeal a medical decision were gazetted on January 9 as Man. Reg. 95/59.

This new board will replace the Medical Board, an advisory body of qualified medical practitioners voluntarily created by the Board some 20 years ago.

Under the new regulations, an injured workman who feels aggrieved by a decision of a medical officer of the Workmen's Compensation Board or a doctor consulted by it has a right of appeal to a Medical Board of Reference. Also, in the case of a difference of opinion between one of its medical officers and the employee's doctor, the Board may of its own accord refer the matter to the Medical Board of Reference. In such cases the appeal board will consist of a Chairman and Deputy Chairman appointed by the Manitoba Medical Association, one doctor named by the injured workman, one by the employer and one by the Workmen's Compensation Board from a panel of specialists furnished by the Medical Association.

The regulations further provide that the Board may refer medical questions to a Medical Board of Reference even when there is no difference of opinion. In such cases, the Board will consist of two doctors named by the Medical Association and one or more nominated by the Board from a panel of specialists furnished by the Medical Association.

The Medical Board may determine its own procedure and at a time and place designated by the chairman must examine the injured workmen, taking whatever additional steps are deemed necessary. The Medical Board of Reference must then report its findings to the Workmen's Compensation Board.

Nova Scotia Workmen's Compensation Act

Hospitals were brought within the scope of the collective liability section of the Nova Scotia Workmen's Compensation Act by an order gazetted on January 13.

Saskatchewan Minimum Wage Act

In a revision of its minimum wage orders, the Saskatchewan Minimum Wage Board replaced its two general orders by a new order (No. 1, 1960) which provides for a minimum wage of \$32 a week for employees 18 years and over and of \$30 for employees under 18, effective April 4. Previously, the minimum for adult workers was \$30 a week in the cities and 15 larger towns and \$29 elsewhere in the province; for employees under 18 years, \$28 and \$27, respectively.

The new general order also increased part-time rates to 85 cents an hour for employees over 18 and to 80 cents for employees under 18.

Similarly, in place of the four special orders for hotels, restaurants, educational institutions, hospitals and nursing homes, the Board issued two new orders with province-wide coverage that provide for the same minima as the general order.

In addition, the Board revised the five special orders for oil well drilling rigs, logging and lumbering operations, amusement places, janitors and caretakers in residential buildings, and truck drivers, increasing rates by an average of 5 cents an hour. It also amended the special order respecting earnings statements (No. 12) to require employers to furnish employees with an itemized earnings statement on termination of employment, as well as on each regular pay day.

Coverage

The eight orders that will be in effect after April 4 are as follows: No. 1, all employees not covered by other orders or

specifically excluded; No. 2, hotels and restaurants; No. 3, educational institutions, hospitals and nursing homes; No. 7, janitors or caretakers in residential buildings; No. 8, truck drivers (commercial or public service vehicles over 2,000 lbs. net weight); No. 9, logging and lumbering; No. 10, amusement places; No. 11, oil well drilling rigs.

Except for the dropping of the differential between cities and larger towns and smaller centres, the total coverage of the orders is unchanged. Together the general order and the seven special orders cover all workers in the province except the following: domestic servants in private homes; agricultural workers; employees in boarding or rooming houses; persons employed solely in a managerial capacity; firemen (who are covered by the Fire Departments Platoon Act); employees engaged in rural road maintenance or highway construction work; cooks and cookees employed by boarding car contractors and in cook cars operated by highway construction contractors; registered nurses, student nurses or nursing assistants, and student laboratory or x-ray technicians whose wages and working conditions are fixed by regulations under the Hospital Standards Act; employees employed on core drilling rigs, in oil well servicing and in the geophysical or seismographic survey industry.

Minimum Rates

The revised orders have continued the practice of setting weekly rates for full-time employees and hourly rates for part-time workers, with lower minima for employees under 18. Under the general order and the orders governing employees in hotels, restaurants, educational institutions, hospitals and nursing homes (Orders 2 and 3), the full-time or weekly rates apply to persons who work 36 or more hours a week and the part-time or hourly rates to employees whose normal work week is less than 36 hours. Also following previous practices, these orders impose a quota on part-time employees, limiting the number of such workers to 25 per cent of the total number of full-time workers employed.

The order for amusement places (No. 10) defines "full-time" employees in the same manner as the orders referred to above but classifies as "part-time" persons who work between 16 and 36 hours a week and as "casual" employees who normally work less than 16 hours a week. It does not, however, limit the number of part-time or casual employees.

Under Order No. 7, the order for janitors and caretakers in residential buildings, the

weekly rate applies to employees who work 48 or more hours a week and the hourly rate applies to employees who work less than 48 hours a week.

Weekly rates of \$32 for employees 18 years of age and over and \$30 for employees under 18 are fixed for full-time employees by the general order (No. 1), and also by No. 2 (hotels and restaurants), No. 3 (educational institutions, hospitals and nursing homes) and No. 10 (amusement places). For part-time employees (and "casual employees" under Order No. 10) these same orders set rates of 85 cents an hour for employees 18 and over and 80 cents for employees under 18. Other rates set by the eight orders are as follows:

Order No. 1

Operators of motor vehicles under 2,000 lbs. net weight, and taxi drivers—\$35 a week

Full-time messengers—\$22 a week

Delivery boys (other than students)—65¢ an hour

Order No. 7

Janitors or caretakers in residential buildings—\$42 a week; part-time 90¢ an hour

Order No. 8

Truck drivers (public service or commercial vehicles of 2,000 lbs. net weight or over)—90¢ an hour or 3¢ per mile, whichever is greater

Swampers and helpers—90¢ an hour

Order No. 9

Employees in logging and lumbering—90¢ an hour

Cooks, cookees, bull cooks, watchmen—\$150 a month

Order No. 11

Employees on oil-well drilling rigs—85¢ an hour.

Public Holidays

Holiday provisions are again included in all orders except those governing janitors and caretakers and the logging and lumbering industry. This means that all employees subject to these orders except casual workers in amusement places are entitled to eight holidays a year with wages at their regular daily rate (exclusive of overtime). The same eight days are specified: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

As before, there is some variation in the orders as regards payment for time worked on any of the specified holidays. Persons subject to the general order who work on

a holiday are entitled to their regular wage, plus one and one-half times their regular rate for all time worked. Employees in hotels, restaurants, educational institutions, hospitals and nursing homes are to receive, in addition to their regular daily wages, wages at their regular rate or equivalent time off with pay within four weeks. If required to work on a holiday, employees engaged in the operation of an oil well drilling rig are to be paid their usual daily wage plus their regular rate of pay for every hour worked. Although casual employees in amusement places are not entitled to holidays with pay, they must be paid at the rate of one and one-half times their regular rate if they work on a holiday.

If the wages of an employee, exclusive of overtime, vary from week to week, payment, as before, is to be made on the basis of the average weekly wage for the four weeks immediately preceding the week in which the holiday occurs. Also, the orders again provide that when Christmas Day and New Year's Day fall on Sunday, the following day is to be observed as a holiday and paid for according to the requirements laid down in the orders. Similarly, when the Monday following Remembrance Day is proclaimed a holiday, the holiday provisions will apply to the Monday and not to November 11.

Three-hour Minimum

All part-time or casual workers except messengers, janitors, caretakers and students working after school hours must again receive a minimum of three hours' pay at the minimum rate for each occasion on which they are asked to report for duty, whether or not they work three hours. Previously, casual or part-time workers in amusement places were entitled to the three-hour minimum in the cities and within a five-mile radius but not elsewhere in the province.

Working Shifts

As formerly, the hours of employees in hotels, restaurants, educational institutions, hospitals and nursing homes must be confined within a 12-hour interval and no person may be required to report for duty more than three times within such period.

The prohibition against the employment of women between the hours of 12:30 a.m. and 6 a.m. has been dropped, however, together with the proviso permitting female employees to work up to 1:30 a.m. provided they were furnished with free transportation by their employer. Instead, the new orders applicable to such workplaces provide that every female employee who is required or permitted to finish work between the hours

of 12:30 a.m. and 7 a.m. must be transported to her residence at her employer's expense.

Minimum Age for Employment

In keeping with former practices, a minimum age for employment is fixed for certain types of employment which would be outside the minimum age requirement in the Factories Act. In hotels, restaurants, educational institutions, hospitals and nursing homes the minimum age for employment remains 16 years. This is also the requirement in amusement places except that, as before, the Chairman of the Minimum Wage Board is authorized to grant exemptions.

Deductions from Wages

The orders governing hotels, restaurants, educational institutions, hospitals and nursing homes contain the same rules with respect to deductions as formerly. Employers who require their employees to wear special uniforms must provide them without cost to the employees and may not charge for repairs or laundering. Deductions for board and lodging are again permitted, however, provided the employees agree to accept these facilities. In hotels and restaurants,

the maximum allowable deduction remains 25 cents for a night's lodging and 30 cents for a single meal. The same maxima apply in educational institutions, hospitals and nursing homes except that, as before, they are limited to persons receiving \$35 a week or less.

In all five types of workplaces, the minimum meal period is one-half hour, exclusive of regular working hours, for meals consumed on the premises and one hour for meals eaten elsewhere.

Under the new order for logging and lumbering operations the maximum deduction for board and lodging has been raised from \$1.60 to \$2 a day.

Earnings Statements

Order 12, which, as before, deals with earnings statements, now provides that every employer must furnish each of his employees with an earnings statement on termination of employment, as well as on each regular pay day. The same information must be included, namely, the name of the employee, the beginning and ending dates of the pay period, the number of hours worked, wage rate and job classification, gross wages, deductions and net earnings.

Safety Code for Window Cleaners

A revised edition of *Z91-1949, Code of Practice for Window Cleaning* was approved recently by the Canadian Standards Association.

This second edition of the code incorporates some new requirements made necessary by the changes that have occurred in building and window construction since the 1949 edition was issued. It applies to window cleaning operations performed on the outside of all public or industrial buildings more than one story high, or in which the sills of windows are located more than 8 feet (10 feet in the 1949 edition) above grade or above adjoining flat roof.

The code is recommended for adoption by federal, provincial and municipal authorities and provincial safety associations. It is also recommended for use by architects, engineers, building contractors engaged in building commercial, industrial, multi-use residential and public buildings, and firms engaged in window-cleaning operations.

The revised edition, like the earlier one (L.G. 1949, p. 677), sets forth detailed specifications for the design and safe use of such equipment as swinging scaffolds, boatswains' chairs, ladders, safety belts and fittings and safety-strap terminals, and for the installation of anchors in buildings of

various types of construction. A new section covering picture frame windows and curtain wall types has been added.

To meet the requirements of the revised code, window cleaners assigned to work on scaffolds must be provided with safety belts in addition to life lines, and no person may be assigned to work on a scaffold or boatswain's chair who has not been instructed to handle such equipment and who is not competent to do so. An approved snubbing device attached to the boatswain's chair to be operated by the workman himself is another new requirement.

Some responsibility is now placed on the cleaner for his own safety. Belts and life lines must be inspected by the cleaner himself before use, as well as by a competent person once a month as specified in the earlier edition.

The revised code also emphasizes that lag screws or screwed-in fittings in wood window frames should be condemned and replaced by approved anchors.

Z91-1959, Code of Practice for Window Cleaning may be obtained from the General Manager, Canadian Standards Association, 235 Montreal Road, Ottawa 2. The price is \$1.25 a copy.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Totals of claimants for benefit at end of December, of claimants for seasonal benefit, and of initial and renewal claims during month all higher than month earlier but lower than year before, statistics* show. Month's revenue higher

Claimants† for unemployment insurance on December 31, 1959 numbered 685,700, of whom 116,500 were seasonal benefit claimants. This number was 64 per cent higher than the total of 417,500 (5,300 seasonal benefit) on November 30, 1959 but 4 per cent lower than the total of 715,000 (126,900 seasonal benefit) on December 31, 1958.

Fishermen included in the seasonal benefit claimants on December 31, 1959 numbered 17,800; on November 30 they totalled 350, and on December 31, 1958 they numbered 16,900.

On December 31, 1959, males comprised 78 per cent of the claimants, on November 30 they had made up 74 per cent, and on December 31, 1958, they had comprised 79 per cent of the total. During December 1959 the number of male claimants increased 74 per cent while the number of female claimants rose by only 38 per cent.

Males comprised 99.4 per cent of the fishermen who were claiming seasonal benefit on December 31, 1959.

Initial and renewal claims for benefit during December numbered 441,600, which was 60 per cent more than the 278,600 in the previous month but about 7 per cent less than the 475,200 of December 1958.

The average weekly number of beneficiaries was estimated at 361,500 for December and 209,600 for November 1959, compared with 371,100 for December 1958.

The average weekly benefit payment was \$21.51 in December and \$20.85 in November 1959, compared with \$21.53 in December of the previous year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December 1959 show that insurance books

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

or contribution cards had been issued to 4,834,084 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At December 31, 1959, employers registered numbered 325,706, an increase of 939 since November 30.

Enforcement Statistics

During December 5,170 investigations were conducted by enforcement officers across Canada. Of these, 3,096 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 124 were miscellaneous investigations. The remaining 1,950 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 121 cases, 28 against employers and 93 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,030.*

Unemployment Insurance Fund

Revenue in December 1959 totalled \$28,576,933.39 compared with \$27,823,610.54 in November and \$17,013,284.32 in December 1958. Benefits paid in December 1959 totalled \$32,661,332.95 compared with \$17,479,376.35 in November and \$33,530,160.00 in December 1958. The balance in the fund on December 31, 1959, was \$471,094,255.96; on November 30 it was \$475,178,655.52 and on December 31, 1958, \$625,363,366.21.

*These do not necessarily relate to the investigations conducted during this period.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1710, January 11, 1960

Summary of the Main Facts: The claimant, married, 21 years of age, filed an initial application for benefit and was registered for employment as a general office clerk. She had worked as a bookkeeping machine operator for a firm in Calgary from December 17, 1957 to June 26, 1959, when she voluntarily left to move with her husband to Innisfail, Alta., where he had permanent employment. Her rate of pay, at the time of leaving her job, was \$42 a week.

The insurance officer disqualified the claimant from receipt of benefit as of June 28, 1959, the effective date of her claim, on the ground that she was not available for work in that she was residing in a place where there were no reasonable opportunities of employment for her (Section 54 (2) (a) of the Act).

The claimant appealed to a board of referees, contending that she was available for employment and would accept office work any time it was possible to obtain. She stated that she had applied for employment at the bank in Innisfail as well as at other employers in that town but there were no vacancies.

In response to a request from the local office for information as to whether she would accept work outside her present place of residence, the claimant stated "I do not want employment anywhere else but Innisfail."

The placement officer of the Unemployment Insurance Commission's office in Red Deer, Alta., commented:

Innisfail is a small town that has a population of less than 2000 people. The business offices there are few and of course on a small scale—very few general office clerks would be in demand there, especially without typing as our claimant is. It is felt it would be difficult to place her if her place of employment is to be restricted to Innisfail.

The board of referees, at a session held in Edmonton on August 21, 1959, by a unanimous decision dismissed the claimant's appeal and in so doing took cognizance of the Umpire's decisions CUB-1416 and 1489, to which it had been referred by the insurance officer.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire on September 11, 1959, stating that she had already secured employment in Innisfail despite the view expressed by the Commission's local office that the

chances of obtaining work there were virtually non-existent. She contended, therefore, that she was entitled to benefit for the period she was unemployed.

In a letter dated October 30, 1959, for the attention of the Umpire, the claimant, apart from giving reasons why it was not feasible for her to accept employment outside of Innisfail, stated that the position as secretary at the Innisfail Veterinary Clinic became vacant on August 6, 1959, and that she commenced in the employment the following day. She added that "although typing was required, they have given me the opportunity of learning this while on the job."

Considerations and Conclusions: There is no specific information in the record regarding the conditions of the labour market in Innisfail nor is there any evidence that an effort was made by the local office to follow what I believe to be the usual practice, namely to ascertain whether the claimant would take employment in other than her registered occupation.

In view of the foregoing, I am not prepared to endorse the view that, only two days after the claimant had become unemployed, she was not available for work merely because it was considered "difficult" to place her in general office work in Innisfail as she had no experience in typing, and even less so in view of the fact that she found work there within a reasonable period of time after she had become unemployed.

In my opinion, the claimant has proved that she was available for work during the period in question, and I so decide.

The claimant's appeal is, therefore, allowed.

The two decisions of the Umpire to which the board of referees was referred by the insurance officer did not afford proper guidance, as they pertain to facts which have very little similarity, if any, to those of the present appeal. Decision CUB-1416 deals with the case of a married woman who had temporarily, i.e., for six months, gone to reside in a sparsely populated area (situated more than 350 miles from Seven Islands, Que.), and decision CUB-1489 with the case of a lumberjack who had refused an offer of employment because his wife was ill and he could not leave his home before a month and a half. In both cases, the records show that the claimants resided

in a remote area where there were no reasonable opportunities of employment for them.

Decision CUB-1712, January 19, 1960

Summary of the Main Facts: The claimant, married, 23 years of age, applied for benefit and was registered for employment as a bookkeeper. She had worked as a stenographer-bookkeeper for the Stony Plain Motor Company Limited, Stony Plain, Alta., from May 1, 1956 to May 31, 1959, when she voluntarily left for the following reason: "We have moved to Hythe where my husband is employed. At the present time anyway there are no openings for my type of work here." Her rate of pay at the time of leaving was \$220.00 a month.

The insurance officer disqualified the claimant from receipt of benefit as of June 7, 1959, the effective date of claim, on the ground that she was not available for work in that she was residing in a village where there were no reasonable opportunities of employment for her (section 54 (2) (a) of the Act).

According to the submissions, the population of Hythe is 472 and the nearest place of employment is Stony Plain (population 1083).

The claimant appealed to a board of referees on July 13, 1959, and stated, among other things, that "there is not any available work in my line at Hythe."

The claimant was not present nor was she represented at the hearing of her case by a board of referees in Edmonton on August 7, 1959. The board, by a unanimous decision, dismissed the appeal on the ground that the claimant had "so restricted her availability for employment that it must be held that she has failed to prove that she is available for work as required by the Unemployment Insurance Act." The board was referred to CUBs 574 and 1103.

Subsequently, there was quite an exchange of correspondence between the claimant and the insurance supervisor of the local office, the claimant giving reasons why, in her opinion, she should be entitled to benefit and the insurance supervisor explaining why she was deemed not to be available for work.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire. In effect, she contended that, contrary to the opinion that had been expressed, Hythe was not situated in a remote area and that persons were employed there in her line of work as a stenographer-bookkeeper with general office experience, notwithstanding that she had been unable

to find such employment. She also mentioned that the bank in Hythe employed six or seven persons and that three automobile dealers there used much the same bookkeeping systems as she was familiar with.

In response to a written request from the Regional Claims Officer, dated October 2, 1959, for information as to the possibility of the claimant's obtaining employment in Hythe, the manager of the Commission's office in Dawson Creek, B.C., stated, in part, as follows:

Hythe, Alberta has a population of approx. 500 and is situated 43 miles south east of Dawson Creek, 8 miles west of Beaverlodge, Alta. and about 43 miles west of Grande Prairie, Alta. Business establishments total about 18, out of which only the following employ female help:

Swanston, Insurance and Real Estate—office clerk, 1 girl; Oakford's Ltd., Gen. Store—sales clerks, 2 to 3; Village of Hythe, Municipality—office clerk, 1; McLeod & Inkster, merchant—sales clerk, 1; Hythe Hotel Ltd.—chambermaids, 2; Madge Snack Bar—waitresses, 2; Hythe Mercantile—sales clerks, 2; Pearson's Cafe Shop—waitresses, 2; Post Office Dept.—clerk, 1; Hythe Cafe—waitresses, 2; Alta. Treasury Branch—bank clerks, 2; Can. Bank of Commerce—bank clerks, 1 to 2.

Claimant's chances of obtaining employment in her registered occupation in Hythe are limited. To the best of our knowledge the 3 motor car dealerships are not using female help as they are only small agencies.

Considerations and Conclusions: Availability for work is a question of fact to be considered in the light of the particular circumstances of each case.

In the present case, the record shows that the claimant quit her employment and moved from a very small town or village, where she had paid unemployment insurance contributions for the past three years, to one of a lesser population where her husband was employed. It shows also that she was willing to work but only in Hythe and solely as a stenographer-bookkeeper or as a general office clerk, and that her chances of obtaining such employment there were "limited".

I must say that, as a general rule and as stated in the Umpire's decisions CUBs 514 and 1103 to which the board of referees was referred by the insurance officer, it is not the intent of the Unemployment Insurance Act to provide benefit to insured persons who voluntarily leave their employment in large centres to move to small communities where there are no reasonable opportunities of employment. That, however, as can be seen from the foregoing, is not the case in the present appeal, and I am not at all prepared to endorse the view

(Continued on page 296)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during January Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 151 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 147 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	6	\$2,834,650.00
Defence Production	81	281,936.00
Post Office	12	84,197.85
R.C.M.P.	2	11,403.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during January

During January the sum of \$9,164.94 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 264 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Whitehorse Y T: Ben Leveille, construction of two barns, Experimental Farm, Mile 1019, Alaska Highway.

Central Mortgage and Housing Corporation

Aylmer Ont: Roscoe Alcorn, *general maintenance, Project 1/48. *Belleville Ont:* K S Reid, *plumbing & heating, Projects 2/48 & 3/49; W Danford, *general maintenance, Projects 2/48 & 3/49. *Cornwall Ont:* Tellier & Groleau Inc, construction of 105 row housing units & 20 apartment units (FP 3/57). *Ottawa Ont:* MacFarlane & Leblanc, *electrical repairs, Strathcona Heights & Merivale Road. *Pembroke Ont:* R Harvey, *plumbing & heating, Project 1/48 & Atomic Energy Houses; G A Bechamp, *carpentry & general maintenance, Project 1/48 & Atomic Energy Houses. *Petawawa Ont:* Bedard & Girard Ltd, construction of electrical distribution system (DND 13/58, phase 11). *Comox B C:* J H McRae Co Ltd, construction of electrical distribution system (DND 6/58).

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Central Electric, electrical re-wiring, Shubenacadie IRS. *Manitowlin Island Indian Agency Ont:* Palmer & McDairmid, alterations & additions to existing RCMP Quarters. *The Pas Indian Agency Man:* Hudson Bay Plumbing Co Ltd, installation of ventilation fans, Guy IRS, Clear Water Lake. *Edmonton Indian Agency Alta:* Thomas Koziak, alterations & repairs to Indian houses, Stony Plain Indian Reserve.

Defence Construction (1951) Limited

Summerside P E I: General Motors Diesel Ltd, *testing & inspection of voltage regulator system of standby diesel generator & related work, RCAF Station. *Halifax N S:* A J Auton & Sons, interior painting of TAS School, HMCS *Stadacona*; Standard Construction Co Ltd, alterations to school & modifications to lighting & power system, HMCS *Stadacona*. *Angus Ont:* E S Fox Plumbing & Heating Ltd, installation of heating system in five bldgs, RCAF Station. *Moosonee Ont:* Les Owens, stockpiling of sand & gravel for use in future construction, RCAF Station; Two Bay Enterprises, *unloading, transporting & storing of two carloads of Butler bldg parts & reels of cable. *Shirley Bay Ont:* Canadian Comstock Co Ltd, extension of piping & electrical services in laboratories, DRB. *Uplands Ont:* Bogue Electric of Canada Ltd, *supply, installation & testing of Group 1 Electrical

controls for High Speed Wind Tunnel, NAE; Canadian Vickers Ltd, *manufacture & installation of transonic section & model access platform for High Speed Wind Tunnel, NAE. *Cold Lake Alta*: Sunley Electric Ltd, power provisions & modifications to Operations Bldg, RCAF Station.

Building and Maintenance

Barriefield Ont: McBride & Marrison, supply & installation of stairways to attics, Fort Henry Heights. *Clinton Ont*: Walter Mould Metalcraft Ltd, installation of ventilation in classrooms, Bldg 21, RCAF Station. *Kingston Ont*: Walker Painting & Decorating Co Ltd, interior painting of nine bldgs, Military Headquarters, Eastern Ontario Area. *Petawawa Ont*: Boldt Electric Co Ltd, rewiring & relighting bldgs L1 & L54. *Fort Churchill Man*: Alf Grodde Ltd, interior repainting & fire retardent painting of four bldgs. *Winnipeg Man*: Durall Ltd, alterations to heating system in bldg P6, Fort Osborne Barracks.

Department of Defence Production

Dartmouth N S: James F Lahey Ltd, application of fire retardent paint on Hangar "A", RCN Air Station *Shearwater*. *Greenwood N S*: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S*: Banfield & Miles, application of fire retardent paint on underwater repair shop, Bldg No 53, HMC Dockyard. *Shearwater N S*: Walker & Hall Ltd, shingling roof of Infirmary Bldg No 49, RCN Air Station. *Camp Gagetown N B*: Weyman Construction Co Ltd, supply & installation of monorail, including footings, relocation of doors, concrete block walls, metal doors and necessary hardware, Bldg B 19. *Chatham N B*: Byron H MacDonald, application of fire retardent paint on interior of Hangars Nos 2 & 3, RCAF Station. *St Margaret's N B*: Byron H MacDonald, interior painting of Bldg No 14, Combined Quarters, RCAF Station. *Senneterre Que*: Valere Bolduc, painting, RCAF Station. *Val d'Or Que*: Valere Bolduc, painting, RCAF Detachment. *Mount Hope Ont*: John Kenyon Ltd, interior painting of hangar No 2A with fire retardent paint, RCAF Station. *Picton Ont*: John Ter Haar, repainting interior of 40 PMQs, Picton Heights. *Toronto Ont*: Intrusion-Prepakt Ltd, repairs to concrete slab floors, HMCS *York*. *Trenton Ont*: Walter F MacCormack, interior painting of Barrack Block No 3, RCAF Station; Walter F MacCormack, interior painting of Barrack Block No 4, RCAF Station. *Woodstock Ont*: Cardinal Painting & Decorating Co Ltd, painting & general repairs to Armoury. *Esquimalt B C*: Capital City Roofing Co, repairs to floors, Bldg No 44, HMCS *Naden*. *Richmond B C*: Quartermaine & Sons, *interior painting of Barrack Block No 29, RCAF Station, Sea Island. *Vancouver B C*: Lee Bilt Construction Co, application of asbestos shingles on bldgs, RCAF Station. *Vedder Crossing B C*: P H Boldt & Sons, painting at No 11 Works Coy, RCE, Chilliwack Detachment.

National Harbours Board

Montreal Que: Leonard J Weber Construction Co, construction of double-vehicular ramp for sheds Nos 7 & 9; Hiland Ltd, construction of permanent offices in shed No 10. *Vancouver B C*: R L Welsh Ltd, improvements to flax cleaning plant, No 3 Elevator; Tide Bay Dredging Co Ltd, development of Mosquito Creek Fishermen's Basin.

National Research Council

Ottawa Ont: Andrews Bros Construction (Ottawa) Ltd, construction of small addition to Bldg M-20, Montreal Road Laboratories. *Uplands Ont*: Assaly Construction Ltd, construction of Augmentation Laboratory, NAE.

Department of Northern Affairs and National Resources

Churchill Man: Hudson Bay Plumbing Co Ltd, installation of heating & plumbing system in residence, Camp 20. *Banff National Park Alta*: Poole Construction Co Ltd, construction of mechanical equipment service garage. *Elk Island National Park Alta*: Ray Poissant Construction Ltd, construction of administration bldg. *Yoho National Park B C*: I W Campbell Construction Ltd, construction of gateway & underground electrical distribution system, Western Entrance.

Department of Public Works

Budden's Tickle (Sops Arm) Nfld: Gid Sacrey, construction of wharf. *St John's Nfld:* McNamara Construction of Newfoundland Ltd, harbour improvements, main terminal; The Foundation Company of Canada Ltd, removal of part of sunken vessel SS *Desola*. *Pinette P E I:* L E Wellner, Jr, extension to landing pier. *Dartmouth N S:* Trynor Construction Co Ltd, grading of access road & property line & installation of water main, Oceanographic & Hydrographic Research Station. *Little Tancook N S:* T C Gorman (Nova Scotia) Ltd, breakwater reconstruction. *St Andrews N B:* Modern Construction Ltd, construction of new water system, Biological Station. *Sydney N S:* Maritime Construction Ltd, installation of new passenger elevator & alterations to second floor, new federal bldg. *Fredericton N B:* Diamond Construction (1955) Ltd, extension to drainage, ditching, paving, etc., Science Service Laboratory, UNB Campus. *Actonvale Que:* Eugene Marcoux Inc, extension & alterations, federal bldg. *Ayer's Cliff Que:* Couillard Construction Ltd, construction of post office. *Aylmer Que:* W D Laflamme Ltee, demolition of wharf. *Le Bic Que:* Paul Malenfant, erection of post office bldg. *Levis Que:* Lajeunesse & Freres Inc, interior re-painting, Dominion Public Bldg. *Montreal Que:* Cote & Laviguer Cie Ltee, alterations & installation of new lock boxes, Postal Station "B". *Price Que:* Edouard Perron & Arthur Morin, erection of post office bldg. *Ste Felicie Que:* Les Entreprises St Germain Ltee, erection of post office bldg. *Sawyerville Que:* Albert Morin, construction of post office. *Bayfield Ont:* Ontario Marine & Dredging Ltd, construction of retaining wall & dredging. *Casselman Ont:* M J Sulpher & Sons Ltd, construction of post office. *Guelph Ont:* Dunker Construction Ltd, construction of garage & insecticide bldg. *Kapuskasing Ont:* Denis & Robert Charbonneau, construction of headerhouse, Experimental Farm. *Leamington Ont:* H W Link Construction Co Ltd, alterations to old federal bldg. *Moose Factory Ont:* Pulsifer Construction Ltd, construction of three double houses for Dept of National Health & Welfare. *Ottawa Ont:* J H Lock & Sons Ltd, supply & installation of remote cooled air conditioning system with related work in conference room 3415, "A" Bldg, Cartier Square; Theodore Lapensee, redecoration of certain rooms, Justice Bldg, Wellington St; M J Lafortune Construction Ltd, installation of office partitions, etc, Transportation Bldg; Ron Construction Co Ltd, construction of Electronic Data Processing Centre, Dominion Bureau of Statistics, Tunney's Pasture. *Toronto Ont:* Tippet-Richardson Ltd, moving from various locations to new Mackenzie Bldg; Otis Elevator Co Ltd, improvements to elevator control system, Postal Station "Q". *Virgil Ont:* Stork Construction Co Ltd, construction of post office. *Dauphin Agency Man:* Benjamin F Klassen, construction of triplex, Sandy Bay. *Winnipeg Man:* Bird Construction Co Ltd, addition to Science Service Laboratory for Dept of Agriculture; G W Sadler Co Ltd, installation of mail handling equipment, conveyor No 43, General Post Office. *Meadow Lake Sask:* C M Miners Construction Co Ltd, alterations in basement of federal bldg for Dept of Fisheries. *Touchwood Agency Sask:* Skow Construction Ltd, construction of 3-bedroom staff residence & residential school warehouse at Gordon & 4-bedroom staff residence at Muscowequan. *Neilburg Sask:* C M Miners Construction Co Ltd, construction of post office. *Perdue Sask:* C M Miners Construction Co Ltd, construction of post office. *St Philips Sask:* Gall's Lumber Yard, construction of triplex bldg, Pelly Agency. *Vanguard Sask:* Swift Construction Co Ltd, construction of post office. *Lake Claire Alta:* Dow & Scott Ltd, construction of abattoir water distribution including pumphouse. *Mannville Alta:* New West Construction Co Ltd, construction of post office. *Harrison River B C:* Fraser River Dredging Co Ltd, construction of log boom at highway bridge. *Horton Bay B C:* Pacific Piledriving Co Ltd, construction of small boat landing. *Kamloops B C:* Marpole Construction Co Ltd, construction of RCMP Administration Bldg & garage. *Minstrel Island B C:* DCD Piledriving, float renewal. *Okeover Arm B C:* F O White Contracting Co Ltd, construction of approach, gangway & float. *Saanichton B C:* H E Fowler & Sons Ltd, construction of post office. *Vancouver B C:* Allan & Viner Construction Ltd, installation of fire escapes, Immigration Bldg; B C Conveying Machinery Ltd, modification to mail handling equipment, General Post Office; Maitland Construction Co Ltd, construction of therapeutic pool & exercise room & extension to out-patient Department, Shaughnessy Hospital; Quadra Construction Co Ltd, construction of departmental wharf & floats. *Victoria B C:* G H Wheaton Ltd, drainage, blacktop areas, Prosthetic Services Bldg, DVA Hospital. *Hay River N W T:* St Laurent Construction Ltd, construction of two-apartment teacherage. *Inuvik N W T:* Creamery Industry Supply Ltd, supply & installation of freezing equipment for two refrigerated bldgs.

Contracts Containing the General Fair Wages Clause

Halifax N S: Guildfords Ltd, installation of crew accommodation, Dredge No 21. *Lunenburg N S:* Atlantic Bridge Co Ltd, construction of two hopper scows for dredge PWD No 16 replacement. *Hampton N B:* Vincent Construction Co Ltd, general alterations, post office. *Saint John N B:* Saint John Dry Dock Co Ltd, construction & delivery of survey boat & trailer. *Disraeli Que:* Sylvio Fortin, interior painting, public bldg. *Hull Que:* The Powers Regulator Co of Canada Ltd, repairs to machinery, National Printing Bureau. *Huntingdon Que:* Walter Harkness, interior painting, federal bldg. *Lachute Que:* Denis Monette, interior painting, federal bldg. *Lennoxville Que:* Lucien Cote, repairs to heating system, federal bldg. *Montmorency Que:* P E Gagne, interior painting, public bldg. *Montreal Que:* Montmorency Automatic Venetian Blind Co, laundering of venetian blinds, federal bldg. *Bells Corners Ont:* E O Switzer, installation of postal counter, screenline & lock boxes, post office. *Collins Bay Ont:* T L Smith Bldg Services, installation of postal counter, screenline & lock boxes, post office. *Mallorytown Ont:* A L Srigley, installation of postal counters, screenline & lock boxes, post office. *Ottawa Ont:* Westeel Products Ltd, alterations to partitions, Veterans Memorial Bldg; Ruitter Electrical Ltd, repairs to electrical system, RCMP Headquarters; McFarlane & Leblanc, repairs to electrical system, Transportation Bldg; A C McDonald & Sons, repairs to electrical system, "A" Bldg, Cartier Square. *Vancouver B C:* Park Royal Contractor, interior repairs, Customs House.

Department of Transport

Halifax N S: The Ellis-Don Ltd, construction of limestone contact bed & associated piping, International Airport. *Maniwaki Que:* Theophile Houle, construction of extension to hydrogen generator bldg. *Port Harrison Que:* Docherty Construction Co Ltd & Whelpton Electric Ltd, construction of single dwelling, two storehouses & hydrogen generator bldg with heating plant. *Quebec Que:* Bergerville Estates Ltd, construction of heating plant & power house & related work, Airport. *Red Lake (Cochénour) Ont:* Bergman & Nelson, construction of staff dwelling. *Smiths Falls Ont:* W D Laflamme Ltd, construction of new fixed bridge over Rideau River on Carthage St. *Fort Churchill Man:* Bird Construction Co Ltd, addition to apartments & construction of two-car garage. *Donavon Sask:* W C Wells Construction Co Ltd, construction of VOR & NDB Bldgs. *Alert Bay B C:* McGinnis Bros, renovation of duplex dwelling. *Fort Nelson B C:* M R S Construction Ltd, construction of balloon inflation hydrogen generator bldg & related work, Airport. *Sandspit B C:* Greenall Bros, construction of double dwelling. *Terrace B C:* Caledonia Electric Ltd, installation of low intensity approach lighting on runway 32, Airport. *Williams Lake B C:* J W Bedford Ltd, installation of water supply & sewage disposal facilities, Airport. *Frobisher Bay N W T:* The Carter Construction Co Ltd, construction of two food warehouses.

Decisions of the Umpire

(Continued from page 291)

that just because a wife moves from a small community, where she has a good record of regular employment, to another small community she should be automatically and immediately disqualified, particularly when, as in this case, the claimant's opportunities for work in the latter community are not reported to be non-existent but simply "limited."

Accordingly, I am of the opinion that the claimant should have been given a reasonable period of time to thoroughly

explore the employment situation in Hythe. I consider that, in view of her record of three years of employment, six weeks, based on two weeks for each year of employment, would constitute such a period in the particular circumstances of her case.

I, therefore, decide to remove the disqualification for the six weeks commencing as from the effective date of her claim for benefit.

But for the latter mentioned modification, the claimant's appeal is dismissed.

WAGES, HOURS, WORKING CONDITIONS

Working Conditions in Manufacturing

Most marked change in year ending April 1, 1959 was in proportion of employees in firms that provided four-week paid vacation after 25 years service, which doubled to 24 per cent for plant workers, rose to 26 per cent for office staff

The percentage of employees in Canadian manufacturing firms that provide four weeks vacation with pay after 25 years service rose markedly in the year ending April 1, 1959, it was found in the most recent survey of working conditions conducted by the Department's Economic and Research Branch. There were only minor changes in the percentages having provisions for two- and three-week paid vacations.

The proportion of employees on a five-day week rose slightly for both plant and office employees, and the percentages of plant workers on a 40-hour week and of office employees on a 37½-hour week increased by a small amount.

There was a further slight increase in the percentage of employees receiving eight or more paid statutory holidays.

The survey also provided information on the proportion of employees in establishments with plans that provide pensions, group life insurance and insurance to compensate for wage loss due to illness.

The percentages given in the accompanying tables, one relating to plant employees

and the other to office employees, denote the proportions that the employees of establishments reporting specific items bear to the total of employees in all establishments replying to the survey questionnaire. They are not necessarily the proportions of employees actually covered by the various items.

In each of the tables, two columns of percentages, headed A and B, are provided for the year 1959. Prior to the carrying out of the 1959 Working Conditions Survey, the mailing list upon which previous annual surveys had been based was reviewed in detail, with a view to adding as many as possible of the establishments having 15 or more employees that had not previously been included in the list. For the year 1959 all working conditions statistics are being compiled both on the basis of the expanded mailing list (column A) and on the basis of the previous list (column B). Column B thus provides data for those wishing to compare the most recent survey findings with those in previous years.

SURVEY IN COVERAGE IN CANADIAN MANUFACTURING

	1959		1958	1957	1956	1955
	A	B				
Plant Employees						
Number of reporting establishments.....	7,902	5,882	6,240	6,105	6,166	6,393
Number of employees.....	819,401	739,120	758,943	804,953	799,365	765,551
Office Employees						
Number of reporting establishments.....	7,658	5,748	6,240	6,105	6,166	6,393
Number of employees.....	229,233	213,275	226,973	224,941	204,881	196,194

In each year prior to 1959, the numbers of establishments shown as having plant employees and office employees are identical. But in 1959, because separate counts were obtained of establishments having plant workers and of establishments having office

employees, the numbers of establishments shown as having plant employees differ in both Column A and Column B from those shown as having office employees. In the earlier years counts of establishments were obtained without distinguishing between

establishments that had both plant and office employees and those which had only one or the other.

Year-to-year differences in the coverages given result from differences in rates of

response or from the fact that all the establishments covered by the pre-expanded mailing list did not necessarily operate in all the years for which data have been prepared.

Working Conditions of Plant Employees

The proportion of plant employees in firms having provisions for a four-week paid vacation after 25 years service doubled between 1958 and 1959 from 12 to 24 per cent. Calculated on the basis of the 1959 expanded mailing list, this proportion was 22 per cent.

The proportion of plant workers who can become eligible for a paid vacation of three weeks has increased greatly, from 60 per cent in 1955 to 76 per cent in 1959 on the comparable mailing list basis. In addition to the increase between 1955 and 1959 in the proportion who could become eligible for three-week paid vacations, there was a definite trend towards shorter service requirements for such vacations. In 1955 only 47 per cent of the plant employees covered by the survey were granted a paid vacation

of three weeks after 15 years service but in 1959, this proportion rose to 69 per cent on the basis of a comparable mailing list.

A work week of 40 hours or less was the standard for more than 70 per cent of plant workers in 1959; in 1955, less than 60 per cent of plant workers had a scheduled work week of 40 hours or under.

The proportion of plant workers who are granted eight or more statutory or public holidays has risen from 56 per cent in 1955 to 72 per cent in 1959.

Although pension and insurance plans were provided for a large proportion of plant employees at the beginning of the five-year period covered by the table, there have been appreciable increases in the proportions of workers covered by such plans.

TABLE 1—SUMMARY OF SELECTED WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees					
	1959 ⁽¹⁾		1958	1957	1956	1955
	A	B				
	%	%	%	%	%	%
Standard Weekly Hours—						
40 and under.....	70	72	70	66	62	58
Over 40 and under 44.....	9	9	9	11	11	11
44.....	5	4	4	5	6	7
45.....	8	7	8	9	9	11
Over 45 and under 48.....	1	1	2	2	2	2
48.....	4	4	4	4	6	7
Over 48.....	3	3	3	3	4	4
Employees on a 5-day week.....	89	90	88	88	86	84
Vacation with Pay—						
Two Weeks with pay.....	94	96	95	95	92	92
After: 1 year or less.....	23	23	23	18	15	15
2 years.....	14	14	14	13	11	11
3 years.....	28	29	28	30	28	27
5 years.....	26	27	28	31	34	35
Other periods.....	3	3	2	3	4	4
Three Weeks with pay.....	71	76	73	68	63	60
After: Less than 10 years.....	5	5	4	1	1	1
10 years.....	8	9	8	5	3	2
11-14 years.....	4	5	4	2	1	1
15 years.....	47	50	50	51	47	43
20 years.....	3	3	4	5	6	6
Other periods.....	4	4	3	4	5	7
Four Weeks with pay.....	26	28	16	12	10	7
After: 25 years.....	22	24	12	10	7	6
Other periods.....	4	4	4	2	3	1
Paid Statutory Holiday.....	95	97	97	97	94	94
1-5.....	10	9	10	11	12	14
6.....	7	7	6	7	8	13
7.....	9	9	11	11	12	11
8.....	52	54	52	54	52	47
9.....	14	15	15	11	8	7
More than 9.....	3	3	3	3	2	2
Pension and Insurance Plans—						
Pension plans.....	67	72	69	69	65	61
Group life insurance.....	88	91	90	89	87	86
Wage loss insurance.....	75	78	82	79	77	75

(1) See paragraph 6, of text, page 297.

Working Conditions of Office Employees

The proportion of office employees in firms having provisions for a four-week paid vacation after 25 years service rose from 14 to 26 per cent between 1958 and 1959. Calculated on the 1959 expanded mailing list this percentage was 25 per cent.

In 1955, eight or more statutory holidays were granted to 81 per cent of office workers in manufacturing; in 1956 this proportion rose to 85 per cent and has shown only very minor changes since.

In the five-year period 1955-59, a standard work-week of 37½ hours has been most frequent for office employees in manufac-

turing; 38 per cent of those covered by the 1955 survey were in this category and another 22 per cent had a standard work-week of less than 37½ hours. In 1959 the comparable percentages were 43 and 27 respectively.

Pension plans are provided in establishments employing 85 per cent of the office employees covered by the 1959 pre-expanded mailing list; the comparable proportion in 1955 was 74 per cent. On the same basis, the provision of group life insurance plans has increased from 90 per cent to 95 per cent.

TABLE 2—SUMMARY OF SELECTED WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees					
	1959 ⁽¹⁾		1958	1957	1956	1955
	A	B				
	%	%	%	%	%	%
Standard Weekly Hours—						
Under 37½.....	27	27	26	23	22	22
37½.....	42	43	41	41	41	38
Over 37½ and under 40.....	9	10	10	9	10	12
40.....	18	17	19	22	21	20
Over 40.....	4	3	4	5	6	8
Employees on a 5-day week.....	95	95	93	92	91	89
Vacation With Pay—						
Two Weeks with pay.....	98	99	99	99	99	99
After: 1 year or less.....	89	91	89	91	90	90
2 years.....	6	5	6	5	5	5
3 years.....	2	2	1	1	1	1
5 years.....	1	1	2	1	2	1
Other periods.....	—	—	1	1	1	2
Three Weeks with pay.....	82	85	82	76	72	69
After: Less than 10 years.....	6	6	4	3	2	2
10 years.....	17	18	16	12	8	3
11-14 years.....	6	6	4	2	1	—
15 years.....	49	51	51	52	51	51
20 years.....	2	2	3	4	6	7
Other periods.....	2	2	2	3	4	6
Four Weeks with pay.....	32	34	20	16	13	8
After: 25 years.....	25	26	14	12	9	6
Other periods.....	7	8	6	4	4	2
Paid Statutory Holidays—	99	99	98	100	99	99
1 to 6.....	5	4	4	4	4	7
7.....	8	8	9	10	10	11
8.....	58	59	58	61	61	61
9.....	23	23	22	20	17	15
More than 9.....	5	5	5	5	7	5
Pension and Insurance Plans—						
Pension plans.....	82	85	83	81	78	74
Group life insurance.....	93	95	94	94	91	90
Wage loss insurance.....	54	53	63	63	58	59

(¹) See paragraph 6, of text, page 297.

During 1959 approximately 357,000 workers in the United Kingdom had their normal working hours reduced by an average of some one and a half hours a week. It was the highest number to benefit from a reduction in hours since the immediate postwar years.

Weekly wages increased during the year by 1 per cent, compared with 3½ per cent in 1958. Nearly 4,750,000 were estimated to have received wage increases amounting to about £1,250,000 a week. An estimated 23,700 had an aggregate decrease of about £1,100 per week.

PRICES AND THE COST OF LIVING

Consumer Price Index, February 1960

Canada's consumer price index (1949=100) declined 0.2 per cent from 127.5 to 127.2 between the beginning of January and February this year. A year ago the index stood at 125.7.*

The decrease, the third in succession, resulted almost entirely from a decline of 0.7 per cent in the food index, combined with a drop of 0.4 per cent in the clothing index and 0.1 per cent in the household operation index. The shelter and other commodities and services indexes were both up a fractional 0.1 per cent.

The food index moved from 121.6 to 120.8, as lower prices were reported for a wide range of meats; price declines in beef ranged up to 5 cents per pound. Other price declines were limited largely to orange juice, grapefruit and most fats. Egg prices, after dropping some 20 cents a dozen between November 1959 and January 1960, edged slightly lower in February to stand at 41 cents per dozen. Most fresh and canned fruits and vegetables were higher. Potato prices continued to rise, reaching their highest February levels since 1952.

The shelter index rose slightly, from 142.8 to 142.9, as the home-ownership component increased slightly. The rent component, unchanged for the fourth successive month, continued its levelling trend apparent over the past year.

A drop of 0.4 per cent in the clothing index from 110.2 to 109.8 reflected a further impact of winter sales. Men's, women's and girls' winter overcoats, boys' parkas and girls' snowsuits were mainly affected.

In the household operation index, a fractional decline from 123.3 to 123.2 resulted mainly from sale prices in furniture and floor coverings, which more than balanced scattered price increases for some household supplies and utensils, and increases in textile prices from January sale levels.

Price changes in other commodities and services were of a minor nature. Somewhat higher prices for pharmaceuticals, personal care items and taxi rates were partly offset by price declines for gasoline. As a result, the index increased from 136.9 to 137.0.

Group indexes at the beginning of February 1959 were: food 121.2, shelter 140.2, clothing 108.8, household operation 122.0, and other commodities and services 133.4.

*See Table F-1 at back of book.

City Consumer Price Indexes, January 1960

Eight of the ten regional city consumer price indexes (1949=100) were lower between December 1959 and January 1960.* Decreases ranged from 0.2 per cent in Halifax, Ottawa, Saskatoon-Regina and Vancouver to 0.7 per cent in Montreal. The Saint John index was unchanged and the St. John's index increased a fractional 0.1 per cent.

Food indexes were lower in all cities except St. John's, which was unchanged. Shelter indexes showed mixed results: four increased, three decreased and three remained unchanged. Clothing indexes, reflecting traditional January sales, were lower in seven cities, unchanged in two and up fractionally in St. John's. Household operation indexes were down in five cities and up in the other five. Other commodities and services indexes were higher in two cities but declined in seven cities, remaining unchanged in St. John's.

Regional consumer price index point changes between December and January were as follows: Montreal -0.7 to 127.8; Winnipeg -0.7 to 124.7; Edmonton-Calgary -0.5 to 123.6; Toronto -0.4 to 129.7; Vancouver -0.3 to 129.3; Halifax -0.2 to 127.1; Ottawa -0.2 to 128.1; Saskatoon-Regina -0.2 to 123.8; St. John's +0.1 to 114.7†. Saint John remained unchanged at 129.1.

Wholesale Price Index, January 1960

Canada's general wholesale price index (1935-39=100) was fractionally higher in January, rising to 230.5 from 229.8 in the preceding month and 229.7 in the corresponding month last year. Increases occurred in six of the major groups; the remaining two were lower.

The upward movement recorded by the vegetable products group in the last three months of 1959 continued as the index rose 1.0 per cent from 200.2 in December to 202.2. Higher prices for potatoes, fresh fruits, livestock and poultry feeds, and rubber tires and tubes were mainly responsible. The textile products group advanced 0.4 per cent from 228.2 to 229.2 on the strength of higher prices for woollen blankets, domestic raw wool, miscellaneous fibres and worsted yarns. Price increases

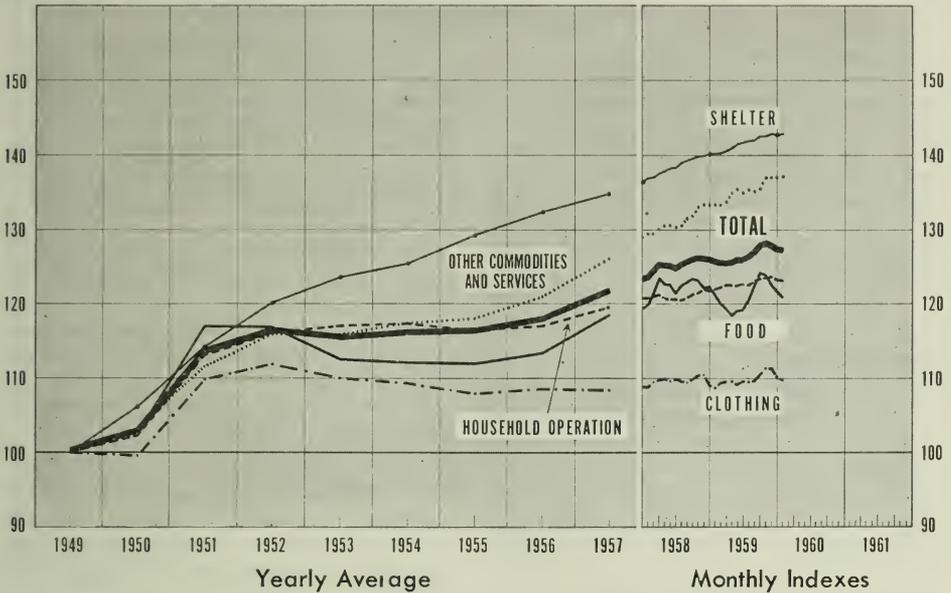
*See Table F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



for prime western zinc, and tin contributed most to a 0.4-per-cent rise in the non-ferrous metals group from 175.8 to 176.5. Minor advances occurred in three groups: wood products, iron products, and non-metallic minerals.

Lower prices for eggs, leather, cured meats, and oils and fats offset higher prices for poultry and hides and skins, resulting in a 0.4-per-cent decline in the animal products group from 247.4 to 246.4. The chemical products group eased slightly from 188.1 to 187.8.

The index of Canadian farm product prices (1935-39=100) at terminal markets was almost unchanged at 212.5 at February 19; it was 213.3 for the week ending January 29.

U.S. Consumer Price Index, January 1960

The United States consumer price index (1947-49=100) dropped between mid-

December and mid-January to its lowest point since last September. It was the second successive decline.

The decline, as in the preceding month, was 0.1 per cent. The index at mid-January was 125.4; at mid-December, 125.5; and at mid-November, 125.6, a record high. The January index was 1.3 per cent higher than the January 1959 index, 123.8.

Lower prices for clothing, eggs, meat and new cars contributed to the drop.

U.K. Index of Retail Prices, December 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose 0.2 per cent between mid-November and mid-December 1959, from 110.0 to 110.2, the same as the index for December 1958. Highest point reached by the index was 110.4 in January 1959.

Occupational Histories of Married Women

(Continued from page 263)

However, service work sometimes has the advantage that hours of work can be arranged so as not to interfere with home responsibilities.

A high proportion of the immigrant women who were allowed to enter Canada as domestic workers had changed jobs when the first year was up, but a considerable proportion of those who came in under a

contract to work in a service job for one year remained in that kind of work.

The booklet contains an Introduction, and chapters on: The First Job, The Working Life, The Older Woman, The Service Worker, The Immigrant, Profiles of Selected Individual Work Histories, and Summary and Conclusions. Forty-one tables are interspersed with the text.

The bulletin is available from the Queen's Printer, Ottawa, for 25 cents a copy.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.
List No. 137

Accident Prevention

1. INTERNATIONAL LABOUR OFFICE. *Manual of Industrial Radiation Protection. Pt. 2. Model Code of Safety Regulations (Ionizing Radiations)*. Geneva, 1959. Pp. 54.

2. INTERNATIONAL LABOUR OFFICE. *Prevention of Accidents due to Electricity Underground in Coal Mines*. Geneva, 1959. Pp. 54.

One of the ILO Codes of Practice.

3. INTERNATIONAL LABOUR OFFICE. *Prevention of Accidents due to Fires Underground in Coal Mines*. Geneva, 1959. Pp. 48.

One of the ILO Codes of Practice.

4. U.S. BUREAU OF LABOR STANDARDS. *Safety in Industry; controlling Noise Hazards*. Washington, GPO, 1959. Pp. 6.

Business

5. SMITH, CHARLES WHITELEY. *Making Your Sales Figures talk*. 2d ed. Washington, GPO, 1959. Pp. 36.

Suggests "...a number of practical steps that a small manufacturer can take to find opportunities to increase sales or reduce marketing costs through the analysis of his own sales figures." (Emphasis is author's).

6. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers; Annual No. 5*. Edited by Edward L. Anthony. Washington, GPO, 1959. Pp. 81.

Contents: Key Factors in starting a New Plant. Choosing the Legal Structure for Your Firm. Reducing the Risks in Product Development. Executive Incentives in Small Business. Effective Control for Better Management. Analyzing Your Cost of Marketing. Protecting Your Records against Disaster. Surveying and controlling Executive Time. More for Your Storeroom Dollar. Utilizing Older Workers in Small Industry. How the Post Office helps Small Business.

Economic Conditions

7. CANADIAN TAX FOUNDATION. *National Finances, an Analysis of the Revenues and Expenditures of the Government of Canada, 1959-60*. Toronto, 1959. Pp. 64.

8. REUTHER, WALTER PHILIP. *Policies for Economic Growth. Testimony presented on Behalf of the American Federation of Labor and Congress of Industrial Organizations to the Joint Economic Committee of Congress*. Washington, American Federation of Labor and Congress of Industrial Organizations, 1959. Pp. 56.

Testimony presented on February 9th, 1959 at the hearings of the January 1959 Economic report of the President (Pp. 538-565 of the hearings.)

9. WOLFE, J. N. *Taxation and Development in the Maritimes; a Study of Possible Routes to Economic Development for the Maritime Provinces*. Toronto, Canadian Tax Foundation, 1959. Pp. 47.

Education, Vocational

10. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Canadian Vocational Correspondence Courses*. 1959 ed. Ottawa, Queen's Printer, 1959. Pp. 40.

Provides information about vocational correspondence courses available from provincial government agencies.

11. GREAT BRITAIN. NATIONAL JOINT ADVISORY COUNCIL. *Training for Skill: Recruitment and Training of Young Workers in Industry; Report by a Sub-committee of the National Joint Advisory Council*. London, H.M.S.O., 1958 [i.e. 1959] Pp. 36

The Subcommittee of the National Joint Advisory Council was primarily concerned with the forthcoming increase in the number of young people leaving school and in the existing arrangements for training them such as the apprenticeship schemes.

Efficiency, Industrial

12. EUROPEAN PRODUCTIVITY AGENCY. *Simplification, Standardization, Specialization; Case Studies on Variety Reduction. Volume 2*. Project No. 184. Paris, OEEC, 1959. Pp. 97.

Contents of Volume 2: (1) Case Study on the Influence of the Assortment on the Customer-Sales Staff Relationship in a Department Store. (2) A Case Study of Variety Reduction carried out in an Italian Firm manufacturing Compressors. (3) Variety Reduction in the Paper Trade. (4) Case Study of Variety Reduction carried out by a Stove Factory. (5) Analysis of Purchasing and Selling Costs of a Dutch Wholesale Company.

13. EUROPEAN PRODUCTIVITY AGENCY. *Steel Workers and Technical Progress, a Comparative Report on Six National Studies*. EPA. Project No. 164. Paris, OEEC, 1959. Pp. 65.

Describes the results of a study on the attitudes of workers in the steel industry to technological change, carried out by six research

institutes in Belgium, France, Germany, Great Britain, Italy and the Netherlands.

14. HILRONYMUS, GEORGE HOMER. *Job Design; meeting the Manpower Challenge*. Washington, Society for Personnel Administration, c1958. Pp. 42.

Points out reasons for designing or re-designing jobs so as to utilize skills, knowledge and ability most efficiently, and describes the means, methods, and practices to be applied in such job designing.

15. PAIGE, DEBORAH. *A Comparison of National Output and Productivity of the United Kingdom and the United States*, by Deborah Paige and Gottfried Bombach. Joint Study by the Organization for European Economic Co-operation and the Department of Applied Economics, University of Cambridge. Paris, OEEC, 1959. Pp. 245.

"The object of this study is to provide statistical comparisons of the national products and productivity per worker of the United Kingdom and the United States, not only for the two economies in the aggregate, but for the various industries that contribute to total output."

Industrial Relations

16. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Interrelationship of Public and Private Programs in Labor Relations; Proceedings of the Spring Meeting, Boston, Massachusetts, May 1-2, 1959*. [Madison, Wisc.?] 1959. Pp. 451-505.

The Meeting discussed the following topics: the settlement of disputes between unions, public and private health and medical care programs, the administration of collective bargaining agreements, and, the regulation of union affairs.

17. SCHNEIDER, BETTY V. H. *Industrial Relations in the West Coast Maritime Industry*. Berkeley, Institute of Industrial Relations, University of California, 1958. Pp. 83.

An examination of industrial relations among merchant seamen and longshoremen on the Pacific Coast. The author discusses the strikes, inter-union friction, working conditions, and other matters during the last twenty-five years.

18. YODER, DALE. *The Outlook in Industrial Relations*. Minneapolis, Industrial Relations Center, University of Minnesota, 1959. Pp. 14.

The author forecasts that in industrial relations in the future there will be "much sharper, professionally competent and professionally conscious and conscientious management, paralleled by larger unions with a much broader occupational base and in which career leaders have dominant influences."

Labour Laws and Legislation

19. INTERNATIONAL LABOUR OFFICE. *International Labour Standards*. [Geneva, 1959?] Pp. 40.

A brief survey of I.L.O. International Labour Conventions and Recommendations which seek to bring about international minimum standards for labour and social protection.

20. U.S. BUREAU OF LABOR STANDARDS. *State "Right-to-Work" Laws*. Washington, 1959. Pp. 8.

Summarizes State "right to work" laws and gives a short history of this legislation.

Labour Organization

21. FOULKES, THOMAS A. *Woods Labour in Newfoundland; a Survey of Newfoundland's Labour and the Labour Movement*. [Fredericton? The Author, 1959] Pp. 141.

Prepared for the Faculty of Forestry. University of New Brunswick.

22. INTERNATIONAL LADIES' GARMENT WORKERS' UNION. EDUCATION DEPARTMENT. *Structure and Functioning of the ILGWU*. New York, c1958. Pp. 32.

A brief look at the set-up and activities of the local union and the international union of the International Ladies' Garment Workers' Union which represents over 450,000 men and women in 528 locals in United States and Canada.

23. UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA. QUEBEC PROVINCIAL COUNCIL. *Proceedings of 50th Annual Convention held at Hull, Quebec, July 6, 7, 8, 9, 1959*. Montreal, 1959. Pp. 98.

Labouring Classes

24. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNION. *Report on Hours of Work and Sunday-Work in the Pulp and Paper Industry*. Amsterdam, 1959. 1 Volume (various pagings).

At head of title: Section Conference for the Papermaking Industry, Vienna, March 18, 1959.

25. MORGAN, JOHN S. *Our Unemployment Insurance System. Does it meet the Needs of Today?* Toronto, Ontario Woodsworth Memorial Foundation, 1959. Pp. 24.

A critical appraisal of the work of the Unemployment Insurance Commission and the National Employment Service.

26. U.S. BUREAU OF EMPLOYMENT SECURITY. *Employing Older Workers, a Record of Employers' Experience*. Washington, GPO, 1959. Pp. 56.

A booklet giving examples, drawn from actual experience, of successful employer policies and practices in the employment of older workers.

27. U.S. BUREAU OF LABOR STANDARDS. *Agricultural Workers and Workmen's Compensation*. June 1959. Washington, GPO, 1959. Pp. 11.

Gives information about the present status of the State workmen's compensation laws in the U.S. as they apply to farm workers.

28. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Plans under Collective Bargaining; Accident and Sickness Benefits, Fall 1958*. Washington, GPO, 1959. Pp. 23.

An analysis of 300 plans covering almost five million workers.

29. U.S. BUREAU OF LABOR STATISTICS. *How American Buying Habits change.* Washington, GPO, 1959. Pp. 253.

A history of the improvement of working and living conditions of the American worker from the 1890s to date.

Prices

30. CANADA. ROYAL COMMISSION ON PRICE SPREADS OF FOOD PRODUCTS. *Report.* Ottawa, Queen's Printer, 1959. 2 Volumes.

The Royal Commission was appointed to: (a) inquire into the extent and the causes of the spread between the prices received by producers of food products of agricultural and fisheries origin and the prices paid by consumers therefor; (b) determine whether or not such price spreads in general or in particular cases are fair and reasonable, or are excessive, in relation to the services rendered; (c) make such recommendations as they deem appropriate if any such price spreads are found to be excessive; (d) examine the adequacy of price information currently available."

31. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices and Price Indexes, 1958.* Washington, GPO, 1959. Pp. 310.

Social Surveys

32. NATIONAL SOCIAL WELFARE ASSEMBLY. *The Relation of National Agencies to Local Community Study Groups.* New York, 1955. Pp. 11.

33. NATIONAL SOCIAL WELFARE ASSEMBLY. *Shall We make a Survey? Questions to be considered before a Survey is undertaken.* New York, 1949. Pp. 24.

Wages and Hours

34. AUSTRALIA. COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION. *Basic Wage Judgment, 1959.* [Canberra?] 1959. 1 Volume (various pagings).

35. TRINIDAD. CENTRAL STATISTICAL OFFICE. *An Index of Wage Rates.* Port of Spain, 1957. Pp. 10.

Women—Employment

36. CANADA. WOMEN'S BUREAU. *Equal Pay for Equal Work, the Growth of the Idea in Canada.* Ottawa, Queen's Printer, 1959. Pp. 28.

An explanation of what "equal pay" is, and a survey of the provincial and Federal legislation.

37. INDIA. STUDY GROUP ON ASSESSMENT OF REQUIREMENTS OF WOMEN WORKERS. *Report.* [n.p., New Delhi? 1958?] 1 Volume.

Miscellaneous

38. CANADA. BUREAU OF STATISTICS. *Illness in the Civil Service; Statistical Report for Year ended December 31, 1958.* Ottawa, Queen's Printer, 1960. Pp. 56.

39. NORTH ATLANTIC TREATY ORGANIZATION. INFORMATION SERVICE. *The North Atlantic Treaty Organization.* 7th ed. Paris, 1959. Pp. 93.

Contents: Why the Treaty was signed. What the Treaty says. The Development of the Organization. The Present Structure of the Organization. NATO's Activities and Achievements. Prospects for the Future.

40. ONTARIO. COMMITTEE ON THE ORGANIZATION OF GOVERNMENT IN ONTARIO. *Report.* [Toronto, Provincial Secretary of Ontario, 1959] Pp. 467.

W. L. Gordon, chairman.

The Committee sets forth and comments on four principles: 1. A minister of the Crown has full responsibility for the policies and operations of each department and for the policies of each of the various boards and commissions. 2. The Legislature should vote funds for the various provincial agencies and it should be informed about the expenditure of the funds voted. 3. "Related functions of government should be grouped wherever possible to limit the number of distinct or separate entities." 4. It should be made easier to appeal from the decisions of ministers, officials, boards, and commissions. "These four general principles... constitute the basic standards to which, in our view, the structure and operation of the government machinery in this province should conform."

41. SHARTLE, CARROLL LEONARD. *Occupational Information, Its Development and Application.* 3d ed. Englewood Cliffs, N.J., Prentice-Hall, 1959. Pp. 384.

Partial Contents: Understanding Occupational Information through Job Analysis. Surveys and Their Uses. Occupational Classifications and Their Uses. Published Information: its Evaluation and Application. Entry Fields of Work. Occupational Requirements. Job Requirements and Human Disabilities.

42. U.S. BUREAU OF LABOR STATISTICS. *Nonfarm Housing Starts, 1889-1958.* Washington, GPO, 1959. Pp. 37.

Includes information about the type of structure, private and public ownership, location of the housing, and construction cost.

43. U.S. CIVIL AERONAUTICS BOARD. *Order of Civil Aeronautics Board approving Mutual-Aid Pact of Six Air Lines (Official Text).* Washington, Bureau of National Affairs, inc., 1959. Pp. 19.

Concerns an agreement of six large American airlines to aid one another in the event of a strike affecting one of the parties.

44. U.S. DEPARTMENT OF LABOR. *Background Statistics bearing on the Steel Dispute.* Washington, 1959. Pp. 19.

Contains information about wages, productivity, prices and profits in the steel industry in the U.S.

45. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *The Role of Teacher Education in Distributive Education.* Washington, GPO, 1959. Pp. 9.

Distributive education is the teaching of the functions of distribution—selling, buying, the movement of merchandise, storage, standards, risk, and financing. This pamphlet deals with the preparation of instructors to teach college or high school courses in distributive education.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	305
Table B-1—Labour Income.....	306
Tables C-1 to C-6—Employment, Hours and Earnings.....	307
Tables D-1 to D-6—Employment Service Statistics.....	312
Tables E-1 to E-4—Unemployment Insurance.....	322
Tables F-1 and F-2—Prices.....	324
Tables G-1 and G-2—Strikes and Lockouts.....	325

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 12, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,231	110	433	1,747	2,310	1,070	561
Agricultural.....	628	*	49	135	167	255	20
Non-Agricultural.....	5,603	108	384	1,612	2,143	815	541
Males.....	4,649	90	334	1,322	1,679	802	422
Agricultural.....	598	*	48	131	155	243	19
Non-Agricultural.....	4,051	88	286	1,191	1,524	559	403
Females.....	1,582	20	99	425	631	268	139
Agricultural.....	30	*	*	*	12	12	*
Non-Agricultural.....	1,552	20	98	421	619	256	138
All Ages.....	6,231	110	433	1,747	2,310	1,070	561
14-19 years.....	582	14	45	208	189	91	35
20-24 years.....	779	16	55	253	260	132	63
25-40 years.....	2,889	52	181	803	1,094	489	270
45-64 years.....	1,705	26	132	439	679	315	174
65 years and over.....	216	*	20	44	88	43	19
<i>Persons with Jobs</i>							
All status groups.....	5,861	89	399	1,611	2,212	1,028	522
Males.....	4,323	69	303	1,202	1,595	764	390
Females.....	1,538	20	96	409	617	264	132
Agricultural.....	618	*	47	132	165	253	19
Non-Agricultural.....	5,243	87	352	1,479	2,047	775	503
Paid Workers.....	4,764	77	316	1,330	1,889	708	444
Males.....	3,362	61	230	957	1,317	472	325
Females.....	1,402	16	86	373	572	236	119
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	370	21 ⁽¹⁾	34	136	98	42	39
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,429	162	472	1,549	1,790	930	526
Males.....	1,163	53	110	305	346	217	132
Females.....	4,266	109	362	1,244	1,444	713	394

*Less than 10,000.

⁽¹⁾The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended December 12, 1959		Week Ended November 14, 1959		Week Ended December 13, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	395	377	323	305	467	445
Without Jobs.....	370	354	296	280	440	420
Under 1 month.....	132	—	129	—	138	—
1—3 months.....	162	—	104	—	188	—
4—6 months.....	41	—	32	—	64	—
7—12 months.....	20	—	18	—	34	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	11	—	*	—	*	—
Worked.....	25	23	27	25	27	25
1—14 hours.....	*	*	11	10	*	*
15—34 hours.....	16	15	16	15	18	17

⁽¹⁾To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

*Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1958—Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,386.0*
Feb.....	45.1	402.0	136.9	62.0	292.3	71.3	603.0	1,160.8*	185.8*	1,386.7*
Mar.....	44.7	405.4	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.2*
May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4*	191.7	1,482.3*
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4*
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5*
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3*	195.1	1,515.4*
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6*
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2*
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.†....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at November, 1959 employers in the principal non-agricultural industries reported a total employment of 2,806,088. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹				Index Numbers (1949 = 100)			
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November*.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December†.....	118.3	200.7	168.9	72.55	108.5	187.8	171.3	75.34

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1959	Oct. 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958
Provinces				\$	\$	\$
Newfoundland.....	134.2	141.5	121.1	63.74	64.34	62.24
Prince Edward Island.....	132.7	139.1	134.4	55.55	55.20	48.78
Nova Scotia.....	99.8	100.2	96.5	60.85	61.69	59.15
New Brunswick.....	105.0	104.3	101.3	60.41	60.85	58.47
Quebec.....	122.2	124.1	119.7	71.99	71.81	68.96
Ontario.....	122.3	125.0	120.0	76.83	77.47	74.31
Manitoba.....	113.2	116.4	109.3	70.60	71.06	67.92
Saskatchewan.....	129.3	135.2	130.1	70.44	71.54	68.24
Alberta (including Northwest Territories).....	155.2	160.3	151.1	76.53	76.57	74.21
British Columbia (including Yukon).....	117.4	120.3	115.3	81.74	82.35	78.26
Canada.....	121.8	124.4	119.2	74.28	74.66	71.60
Urban Areas						
St. John's.....	146.3	144.8	135.9	52.17	52.81	49.77
Sydney.....	94.7	93.1	92.5	75.40	75.52	74.51
Halifax.....	119.7	115.9	116.3	58.76	60.46	57.69
Moncton.....	109.5	105.0	109.0	56.84	57.91	54.58
Saint John.....	101.5	100.1	95.0	57.27	57.84	54.55
Chicoutimi—Jonquiere.....	113.5	117.2		88.91	88.67	
Quebec.....	111.8	113.6	110.4	63.13	63.28	59.57
Sherbrooke.....	100.7	103.5	100.9	59.88	60.14	58.34
Shawinigan.....	104.1	105.6	98.2	82.31	81.40	79.33
Three Rivers.....	119.0	122.7	116.8	70.12	68.41	67.11
Drummondville.....	78.7	79.3	77.6	59.89	59.24	60.06
Montreal.....	126.6	127.5	123.3	73.43	73.54	69.99
Ottawa—Hull.....	127.7	129.8	125.9	68.47	68.65	65.56
Kingston.....	110.9	111.5	110.0	72.49	71.37	70.14
Peterborough.....	101.6	101.9	99.2	83.27	83.99	79.87
Oshawa.....	117.1	178.7	178.0	81.79	85.18	80.65
Toronto.....	134.4	135.0	133.6	76.76	77.22	74.85
Hamilton.....	113.7	116.3	107.1	82.22	83.63	76.26
St. Catharines.....	107.5	116.2	106.5	83.15	84.49	79.81
Niagara Falls.....	98.8	101.8	99.5	78.50	76.83	77.79
Brantford.....	89.4	90.4	90.3	70.07	70.54	68.04
Guelph.....	128.7	129.1	122.8	69.61	69.60	67.98
Galt.....	115.7	113.9	110.8	66.65	67.71	64.94
Kitchener.....	125.0	127.1	118.7	70.27	71.38	67.71
Sudbury.....	142.3	141.5	47.1	87.23	87.28	79.46
Timmins.....	93.9	96.6	93.6	68.53	66.66	64.34
London.....	126.9	127.7	123.0	70.27	70.77	68.23
Sarnia.....	125.9	128.3	124.9	96.09	95.78	91.80
Windsor.....	78.1	82.0	81.3	80.01	86.65	79.84
Sault Ste. Marie.....	155.5	155.3	147.5	94.82	96.32	89.54
Ft. William—Pt. Arthur.....	108.3	113.8	117.1	76.44	76.74	73.46
Winnipeg.....	113.8	115.6	110.4	67.52	67.63	64.64
Regina.....	134.4	134.9	128.7	67.49	67.75	63.99
Saskatoon.....	140.0	145.5	137.4	66.42	67.63	64.29
Edmonton.....	189.8	195.9	180.8	71.52	71.45	69.13
Calgary.....	173.3	176.5	163.5	71.85	72.02	68.80
Vancouver.....	118.1	119.3	116.7	80.14	80.47	77.25
Victoria.....	112.9	115.8	116.0	71.57	72.49	70.57

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1959	Oct. 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958
Mining	123.6	124.9	115.7	93.40	91.89	89.65
Metal mining.....	140.8	141.7	124.0	95.39	93.53	90.98
Gold.....	73.4	73.9	74.3	75.48	74.55	73.60
Other metal.....	203.5	204.9	170.3	102.08	99.91	98.04
Fuels.....	96.1	94.7	100.6	93.12	92.40	90.72
Coal.....	52.1	51.8	55.4	74.76	74.50	76.04
Oil and natural gas.....	285.5	279.6	278.3	107.54	106.67	102.21
Non-metal.....	126.6	137.6	123.2	84.04	83.19	81.00
Manufacturing	110.7	113.9	109.6	76.86	77.07	74.11
Durable goods.....	114.6	119.1	113.2	82.77	83.41	79.45
Non-durable goods.....	107.4	109.6	106.5	71.54	71.25	69.26
Food and beverages.....	115.9	121.0	115.2	68.29	67.62	66.55
Meat products.....	143.3	144.8	137.2	78.27	78.47	75.57
Canned and preserved fruits and vegetables.....	111.2	125.2	109.2	54.01	53.07	54.12
Grain mill products.....	102.9	104.7	105.8	75.65	75.80	75.19
Bread and other bakery products.....	111.1	111.9	110.7	66.53	65.92	64.75
Distilled and malt liquors.....	107.6	113.5	115.3	89.97	89.60	86.62
Tobacco and tobacco products.....	93.8	85.0	91.4	71.11	76.34	69.91
Rubber products.....	106.3	109.9	99.7	81.01	81.18	74.90
Leather products.....	87.0	87.4	86.6	51.76	51.45	50.90
Boots and shoes (except rubber).....	92.8	92.4	91.4	49.40	48.98	47.72
Textile products (except clothing).....	77.0	78.1	79.5	62.11	62.00	59.97
Cotton yarn and broad woven goods.....	64.8	65.5	76.7	58.50	58.70	55.55
Woolen goods.....	63.9	64.8	58.9	58.43	58.33	56.99
Synthetic textiles and silk.....	84.5	84.1	81.2	68.94	68.37	67.02
Clothing (textile and fur).....	90.9	94.2	90.9	47.62	48.28	46.51
Men's clothing.....	92.3	94.5	91.4	46.24	47.23	45.24
Women's clothing.....	91.1	97.9	95.0	47.97	49.04	46.72
Knit goods.....	78.8	80.0	79.3	48.27	47.83	47.00
Wood products.....	104.8	108.7	103.3	66.88	67.75	64.33
Saw and planing mills.....	105.1	109.8	104.9	68.67	69.99	65.90
Furniture.....	114.7	116.3	110.9	65.34	65.78	63.34
Other wood products.....	84.5	88.8	81.7	60.35	59.58	57.47
Paper products.....	123.7	125.2	121.3	89.90	89.16	87.05
Pulp and paper mills.....	124.2	125.8	120.9	96.89	95.67	93.72
Other paper products.....	122.6	123.7	122.2	72.25	72.64	70.88
Printing, publishing and allied industries.....	124.4	124.0	120.4	83.33	83.70	79.57
Iron and steel products.....	112.1	113.6	103.7	87.68	88.57	82.49
Agricultural implements.....	80.4	78.8	63.2	85.52	84.68	82.06
Fabricated and structural steel.....	156.4	162.2	158.6	87.57	87.42	84.51
Hardware and tools.....	102.3	102.9	94.9	79.38	79.19	76.08
Heating and cooking appliances.....	109.9	114.4	100.8	75.92	76.83	72.67
Iron castings.....	101.7	102.9	97.2	84.00	85.36	80.38
Machinery, industrial machinery.....	119.2	120.7	109.6	84.44	84.54	80.56
Primary iron and steel.....	126.3	126.0	110.3	100.83	104.65	92.06
Sheet metal products.....	111.6	114.5	103.1	84.87	86.03	78.36
Wire and wire products.....	116.8	121.5	113.3	90.92	89.98	83.17
Transportation equipment.....	101.3	113.3	119.9	86.43	87.50	83.93
Aircraft and parts.....	246.7	250.3	357.5	92.57	92.41	88.28
Motor vehicles.....	88.3	112.7	108.4	94.07	96.85	91.33
Motor vehicles parts and accessories.....	86.8	109.6	105.9	83.09	84.59	81.84
Railroad and rolling stock equipment.....	67.0	71.1	65.4	79.91	79.50	74.95
Shipbuilding and repairing.....	119.8	124.3	120.1	80.28	80.59	78.09
Non-ferrous metal products.....	128.1	129.3	107.7	87.85	87.14	85.08
Aluminum products.....	148.7	149.8	136.2	83.09	83.98	81.87
Brass and copper products.....	109.0	110.0	107.8	80.45	80.64	79.98
Smelting and refining.....	143.9	144.7	103.9	96.95	95.44	96.01
Electrical apparatus and supplies.....	139.7	140.7	134.4	82.61	82.30	79.63
Heavy electrical machinery.....	113.0	114.4	114.8	89.62	88.82	84.08
Telecommunication equipment.....	215.5	221.0	214.6	79.12	79.16	77.40
Non-metallic mineral products.....	144.6	149.6	139.1	79.53	80.77	78.41
Clay products.....	102.3	104.8	106.8	76.88	75.56	72.68
Glass and glass products.....	150.4	152.8	141.3	75.70	76.00	77.84
Products of petroleum and coal.....	134.9	136.3	138.7	113.68	111.10	105.46
Chemical products.....	131.4	131.6	129.0	88.00	88.09	84.83
Medicinal and pharmaceutical preparations.....	121.1	121.3	117.8	77.06	77.56	74.99
Acids, alkalis and salts.....	149.9	148.7	143.3	99.77	99.61	96.29
Miscellaneous manufacturing industries.....	129.7	131.5	124.3	68.29	67.98	66.35
Construction	133.4	146.5	129.5	78.32	79.20	74.66
Building and general engineering.....	134.2	146.2	130.9	84.95	85.86	81.30
Highways, bridges and streets.....	132.0	147.0	127.4	67.37	68.43	63.70
Electric and motor transportation.....	131.8	132.7	126.2	79.54	79.12	75.98
Service	139.4	141.5	133.3	51.45	51.32	49.20
Hotels and restaurants.....	126.7	129.0	122.4	40.75	40.27	39.68
Laundries and dry cleaning plants.....	112.5	114.1	114.1	45.17	45.53	43.99
Industrial composite	121.8	124.4	119.2	74.28	74.66	71.60

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	November 1959	October 1959	November 1958	November 1959	October 1959	November 1958
Newfoundland.....	39.5	38.2	37.9	1.62	1.60	1.57
Nova Scotia.....	40.3	41.1	41.1	1.52	1.52	1.46
New Brunswick.....	41.7	41.7	41.8	1.54	1.50	1.49
Quebec.....	42.0	42.3	41.8	1.56	1.55	1.50
Ontario.....	40.7	41.2	40.7	1.82	1.83	1.75
Manitoba.....	40.5	41.0	40.1	1.66	1.65	1.61
Saskatchewan.....	39.8	40.5	39.8	1.83	1.83	1.80
Alberta ¹	40.2	40.3	40.8	1.84	1.82	1.78
British Columbia ²	38.0	38.5	38.1	2.14	2.11	2.06

¹ Includes Northwest Territories.

² Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.56	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November ⁽¹⁾	40.9	1.74	71.10	170.3	128.3	132.7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

*Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

⁽¹⁾Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1959	Oct. 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958
	No.	No.	No.	\$	\$	\$	\$	\$	\$
Mining	42.6	42.1	42.6	2.06	2.04	1.98	87.59	86.17	84.31
Metal mining	42.6	42.0	42.5	2.14	2.13	2.05	91.05	89.36	87.21
Gold	43.3	42.9	42.9	1.62	1.62	1.60	70.40	69.64	68.85
Other metal	42.4	41.7	42.3	2.33	2.32	2.26	98.60	96.54	95.39
Fuels	42.1	41.4	42.3	1.93	1.93	1.96	81.14	79.86	80.58
Coal	42.0	41.6	42.5	1.75	1.76	1.77	73.49	73.17	75.10
Oil and natural gas	42.3	41.2	41.9	2.22	2.23	2.16	94.15	91.80	90.29
Non-metal	43.4	43.9	43.9	1.86	1.83	1.78	80.74	80.46	78.23
Manufacturing	40.9	41.3	40.9	1.74	1.74	1.67	71.10	71.68	68.43
Durable goods	41.2	41.7	40.9	1.89	1.89	1.81	77.63	78.76	74.03
Non-durable goods	40.7	40.9	40.8	1.60	1.59	1.54	64.96	64.86	62.95
Food and beverages	40.8	40.7	41.3	1.54	1.53	1.48	62.69	62.33	61.12
Meat products	40.7	41.2	40.9	1.83	1.83	1.76	74.56	75.56	71.82
Canned and preserved fruits and vegetables	39.3	38.3	40.6	1.18	1.20	1.14	46.56	45.87	46.16
Grain mill products	42.3	42.9	43.6	1.69	1.68	1.65	71.32	71.98	71.94
Bread and other bakery products	42.1	42.2	42.3	1.42	1.41	1.37	59.65	59.56	58.12
Distilled liquors	40.3	40.5	42.6	1.86	1.83	1.83	74.91	74.28	77.79
Malt liquors	39.1	39.8	39.6	2.20	2.20	2.08	86.01	87.50	82.45
Tobacco and tobacco products	37.6	40.4	39.4	1.74	1.74	1.63	65.36	70.54	64.22
Rubber products	41.8	42.2	39.3	1.82	1.82	1.76	75.98	76.53	69.09
Leather products	39.6	39.5	40.8	1.19	1.19	1.15	47.31	47.07	46.84
Boots and shoes (except rubber)	39.2	38.8	40.1	1.16	1.15	1.09	45.33	44.75	43.79
Other leather products	40.6	40.9	42.5	1.27	1.27	1.26	51.69	52.01	53.68
Textile products (except clothing)	43.1	43.1	42.6	1.30	1.30	1.27	55.93	56.05	54.10
Cotton yarn and broad woven goods	41.2	41.4	40.4	1.30	1.30	1.26	53.51	53.85	50.94
Woolen goods	44.1	44.2	43.7	1.22	1.22	1.19	53.65	53.84	52.09
Synthetic textiles and silk	44.7	44.5	44.6	1.39	1.38	1.36	62.33	61.63	60.48
Clothing (textile and fur)	38.3	39.0	38.4	1.12	1.11	1.08	42.78	43.49	41.47
Men's clothing	36.9	38.0	37.3	1.15	1.14	1.10	42.33	43.25	40.92
Women's clothing	36.4	37.5	36.4	1.16	1.16	1.12	42.24	43.68	40.62
Knit goods	42.1	41.9	41.6	1.04	1.04	1.03	43.87	43.50	42.81
*Wood products	41.6	42.6	41.8	1.54	1.53	1.47	64.13	65.39	61.57
Saw and planing mills	40.6	42.0	40.8	1.65	1.63	1.57	66.92	68.62	64.06
Furniture	43.6	44.4	43.7	1.40	1.40	1.35	61.14	61.95	58.95
Other wood products	42.4	42.0	42.7	1.32	1.32	1.25	55.96	55.55	53.42
Paper products	41.8	41.7	41.6	2.02	2.01	1.96	84.54	83.64	81.62
Pulp and paper mills	41.8	41.6	41.7	2.18	2.16	2.11	91.27	89.78	88.15
Other paper products	41.5	42.0	41.4	1.59	1.58	1.54	65.95	66.59	63.80
Printing, publishing and allied industries	39.6	40.1	39.8	2.10	2.10	2.00	83.30	83.91	79.48
*Iron and steel products	41.2	41.8	40.2	2.04	2.04	1.94	83.98	85.28	77.87
Agricultural implements	39.6	39.2	39.4	2.01	2.00	1.92	79.78	78.32	75.57
Fabricated and structural steel	40.6	41.0	41.3	1.98	1.97	1.90	80.46	80.63	78.47
Hardware and tools	42.2	42.3	41.9	1.77	1.76	1.69	74.69	74.44	70.64
Heating and cooking appliances	41.5	42.6	41.1	1.74	1.73	1.66	72.30	73.80	68.23
Iron castings	41.5	42.2	41.0	1.95	1.95	1.87	80.77	82.26	76.79
Machinery, Industrial	41.7	41.9	40.8	1.92	1.91	1.82	79.89	80.03	74.42
Primary iron and steel	40.7	42.2	38.2	2.40	2.42	2.29	97.79	102.24	87.59
Sheet metal products	40.9	41.9	39.1	1.95	1.97	1.87	79.71	82.71	73.23
*Transportation equipment	40.2	40.6	40.4	1.99	2.02	1.93	79.96	82.01	78.05
Aircraft and parts	42.4	42.8	40.6	2.00	2.00	1.97	85.08	85.78	79.94
Motor vehicles	37.1	39.7	40.8	2.24	2.24	2.06	83.23	89.07	84.01
Motor vehicle parts and accessories	40.6	40.5	40.6	1.88	1.96	1.90	76.29	79.63	76.98
Railroad and rolling stock equipment	40.1	39.7	39.1	1.94	1.95	1.86	77.81	77.41	72.73
Shipbuilding and repairing	40.6	40.5	40.9	1.92	1.93	1.87	78.14	78.46	76.48
*Non-ferrous metal products	41.1	41.0	40.9	2.00	1.99	1.90	82.22	81.46	77.83
Aluminum products	42.7	43.1	42.1	1.75	1.75	1.68	74.58	75.44	70.60
Brass and copper products	39.8	40.3	41.2	1.86	1.86	1.82	74.23	75.15	75.07
Smelting and refining	40.9	40.4	40.3	2.23	2.22	2.19	91.33	89.74	88.10
*Electrical apparatus and supplies	41.0	41.1	40.9	1.79	1.78	1.73	73.37	73.06	70.72
Heavy electrical machinery and equipment	40.5	40.5	39.2	1.99	1.99	1.92	80.82	80.64	75.30
Telecommunication equipment	40.4	40.8	40.9	1.61	1.59	1.56	65.20	65.05	63.68
Refrigerators, vacuum cleaners and appliances	40.0	41.2	41.8	1.78	1.80	1.74	71.31	73.95	72.69
Wire and cable	41.9	42.9	42.6	1.98	1.97	1.91	83.15	84.28	81.37
Miscellaneous electrical products	41.8	41.0	41.2	1.70	1.68	1.63	71.23	68.85	67.32
*Non-metallic mineral products	43.2	44.2	43.6	1.73	1.74	1.71	74.89	77.03	74.43
Clay products	43.7	43.6	42.9	1.65	1.63	1.58	72.00	70.99	67.95
Glass and glass products	42.2	42.3	43.6	1.68	1.71	1.72	70.90	72.27	75.12
Products of petroleum and coal	42.1	41.1	41.4	2.47	2.45	2.30	103.78	100.68	95.18
Chemical products	40.8	41.1	41.0	1.90	1.90	1.85	77.73	78.23	75.73
Medicinal and pharmaceutical preparations	40.3	40.4	40.5	1.45	1.45	1.41	58.50	58.41	57.02
Acids, alkalis and salts	41.2	41.3	41.1	2.21	2.20	2.13	91.05	90.88	87.50
Miscellaneous manufacturing industries	42.2	42.3	42.3	1.42	1.41	1.38	59.73	59.62	58.50
Construction	40.5	41.5	40.5	1.88	1.87	1.79	76.37	77.81	72.33
Building and general engineering	40.4	41.0	40.5	2.04	2.04	1.95	82.66	83.62	78.81
Highways, bridges and streets	40.8	42.4	40.3	1.57	1.57	1.48	64.11	66.80	59.85
Electric and motor transportation	44.3	44.6	44.5	1.77	1.77	1.70	78.49	78.89	75.78
Service	39.4	39.5	39.3	1.01	1.01	0.98	39.87	39.86	38.71
Hotels and restaurants	39.4	39.4	39.2	0.99	0.99	0.97	39.17	39.07	37.95
Laundries and dry cleaning plants	40.2	40.5	39.9	0.98	0.98	0.97	39.32	39.55	38.42

*Durable manufactured goods industries.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
February 1, 1958.....	6,822	7,860	14,682	661,965	167,512	829,477
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960 ⁽¹⁾	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960 ⁽¹⁾	8,206	10,325	18,531	606,165	180,129	786,294

*Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾Latest figures subject to revision.

TABLE D-2—UNFILED VACANCIES BY INDUSTRY AND SEX AS AT DECEMBER 31, 1959⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				November 30, 1959	December 31, 1958
Agriculture, Fishing, Trapping	159	68	227	- 73	- 37
Forestry	1,201	8	1,209	- 190	+ 126
Mining, Quarrying and Oil Wells	447	45	492	+ 112	+ 125
Metal Mining.....	291	9	300	+ 59	+ 78
Fuels.....	88	21	109	+ 29	+ 8
Non-Metal Mining.....	2	4	6	- 1	+ 3
Quarrying, Clay and Sand Pits.....	3	0	3	- 8	- 1
Prospecting.....	63	11	74	+ 33	+ 37
Manufacturing	2,318	1,304	3,622	- 256	+ 935
Food and Beverages.....	117	87	204	- 83	- 16
Tobacco and Tobacco Products.....	1	9	10	- 50	+ 3
Rubber Products.....	30	19	49	+ 18	+ 27
Leather Products.....	36	103	139	+ 1	+ 2
Textile Products (except clothing).....	65	57	122	- 42	+ 11
Clothing (textile and fur).....	60	475	535	+ 180	+ 49
Wood Products.....	234	51	285	+ 10	+ 107
Paper Products.....	71	29	100	+ 2	+ 7
Printing, Publishing and Allied Industries.....	111	64	175	- 77	+ 46
Iron and Steel Products.....	462	98	560	+ 13	+ 190
Transportation Equipment.....	537	50	587	+ 139	+ 209
Non-Ferrous Metal Products.....	146	36	182	+ 8	+ 119
Electrical Apparatus and Supplies.....	197	82	279	+ 31	+ 149
Non-Metallic Mineral Products.....	61	21	82	- 24	+ 13
Products of Petroleum and Coal.....	21	14	35	+ 9	- 5
Chemical Products.....	124	66	190	+ 9	+ 47
Miscellaneous Manufacturing Industries.....	45	43	88	- 31	- 19
Construction	504	66	570	- 701	- 59
General Contractors.....	317	35	352	- 465	- 64
Special Trade Contractors.....	187	31	218	- 236	+ 5
Transportation, Storage and Communication	397	222	619	- 65	+ 179
Transportation.....	276	77	353	- 122	+ 46
Storage.....	16	12	28	+ 4	+ 8
Communication.....	105	133	238	+ 53	+ 125
Public Utility Operation	46	30	76	- 19	+ 22
Trade	1,084	1,136	2,220	- 1,393	- 14
Wholesale.....	408	314	722	- 179	- 12
Retail.....	676	822	1,498	- 1,214	- 2
Finance, Insurance and Real Estate	438	568	1,006	+ 96	+ 77
Service	2,684	6,381	9,065	- 5,753	+ 539
Community or Public Service.....	187	1,660	1,847	- 36	+ 685
Government Service.....	1,913	444	2,357	- 4,015	+ 553
Recreation Service.....	26	40	66	- 23	+ 16
Business Service.....	324	303	627	- 70	+ 68
Personal Service.....	234	3,934	4,168	- 709	+ 323
GRAND TOTAL	9,278	9,828	19,106	- 8,242	+ 1,893

⁽¹⁾Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT DECEMBER 31, 1959⁽¹⁾

(SOURCE: FORM UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,572	1,327	2,899	7,431	1,916	9,347
Clerical Workers.....	1,759	2,596	4,355	16,632	44,280	60,912
Sales Workers.....	830	478	1,308	7,424	13,583	21,007
Personal and Domestic Service Workers.....	334	4,279	4,613	38,735	26,746	65,481
Seamen.....	12	—	12	5,273	28	5,301
Agriculture, Fishing, Forestry (Ex. log.).....	154	11	165	6,681	924	7,605
Skilled and Semiskilled Workers.....	3,215	787	4,002	245,469	34,157	279,626
Food and kindred products (incl. tobacco).....	43	3	46	2,095	717	2,812
Textiles, clothing, etc.....	67	579	646	6,038	23,024	29,062
Lumber and lumber products.....	1,047	1	1,048	24,339	217	24,556
Pulp, paper (incl. printing).....	51	4	55	1,118	559	1,677
Leather and leather products.....	12	58	70	2,229	1,895	4,124
Stone, clay and glass products.....	4	—	4	1,023	86	1,109
Metalworking.....	411	6	417	24,056	1,290	25,346
Electrical.....	73	14	87	3,745	1,557	5,302
Transportation equipment.....	2	—	2	2,408	49	2,457
Mining.....	135	—	135	2,691	1	2,692
Construction.....	226	—	226	80,214	16	80,230
Transportation (except seamen).....	304	13	317	41,892	150	42,042
Communications and public utility.....	37	—	37	1,396	2	1,398
Trade and service.....	61	86	147	6,762	2,588	9,350
Other skilled and semiskilled.....	687	11	698	31,993	1,541	33,534
Foremen.....	25	12	37	5,241	424	5,665
Apprentices.....	30	—	30	8,229	11	8,240
Unskilled Workers.....	1,221	301	1,522	194,561	36,328	230,889
Food and tobacco.....	12	25	37	8,803	11,582	20,385
Lumber and lumber products.....	72	3	75	20,688	526	21,214
Metalworking.....	76	5	81	9,389	928	10,317
Construction.....	493	—	493	103,641	1	103,642
Other unskilled workers.....	568	268	836	52,040	23,291	75,331
GRAND TOTAL.....	9,097	9,779	18,876	522,206	157,962	680,168

⁽¹⁾Preliminary—subject to revision.

⁽²⁾Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1959

(Source: Form U.L.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 31, 1959	Previous Month Dec. 3, 1959	Previous Year Dec. 31, 1958	(1) Dec. 31, 1959	Previous Month Dec. 3, 1959	Previous Year Dec. 31, 1958
Newfoundland	294	391	206	22,749	12,656	22,899
Corner Brook.....	38	26	11	4,457	2,523	5,263
Grand Falls.....	8	12	5	2,053	1,232	2,399
St. John's.....	248	353	190	16,239	8,931	15,237
Prince Edward Island	74	89	80	5,136	3,028	4,966
Charlottetown.....	52	61	57	3,283	1,997	3,212
Summerside.....	22	28	23	1,853	1,031	1,754
Nova Scotia	502	1,159	549	30,155	20,035	31,856
Amherst.....	14	15	6	1,380	815	1,418
Bridgewater.....	14	11	7	2,244	1,259	2,298
Halifax.....	311	891	362	5,795	5,212	5,879
Inverness.....				1,194	545	1,192
Kentville.....	36	58	60	3,008	1,655	3,216
Liverpool.....	7	6		732	495	811
New Glasgow.....	18	16	34	4,612	2,587	4,530
Springhill.....				1,408	1,205	1,593
Sydney.....	13	57	18	4,808	3,247	5,776
Truro.....	20	33	9	2,151	1,339	2,188
Yarmouth.....	69	72	53	2,822	1,646	2,955
New Brunswick	712	1,071	387	30,858	19,967	33,591
Bathurst.....	11	9	3	5,117	2,809	5,799
Campbellton.....	13	40	15	1,703	1,118	2,276
Edmundston.....	4	30	7	1,994	1,170	2,325
Fredericton.....	97	130	95	2,299	1,723	2,145
Minto.....	38	42	3	675	454	663
Moncton.....	383	397	145	8,952	4,979	9,121
Newcastle.....	2	2	2	2,976	1,875	3,308
Saint John.....	101	271	90	2,615	2,494	3,253
St. Stephen.....	17	35	4	2,160	1,647	2,272
Sussex.....	23	45	23	743	544	782
Woodstock.....	23	70		1,624	1,154	1,647
Quebec	4,011	5,005	3,448	221,400	146,282	232,574
Alma.....	9	5	9	2,796	2,043	2,784
Asbestos.....	1	2	2	913	629	1,147
Baie Comeau.....	2	109		961	560	
Beauharnois.....	11	14	20	1,638	1,092	1,799
Buckingham.....	7	10	14	1,225	914	1,314
Causapsal.....	45	210	36	1,793	961	2,433
Chandler.....	19	22	9	2,135	830	2,388
Chicoutimi.....	91	99	262	2,132	1,584	2,264
Cowansville.....	10	13		939	428	
Dolbeau.....	6	2	30	1,262	801	1,315
Drummondville.....	17	34	17	2,920	1,984	3,185
Farnham.....	14	7	6	884	692	2,136
Forestville.....	65	77	21	867	473	2,260
Gaspé.....	15	2	3	1,741	904	1,873
Granby.....	58	16	11	2,826	1,392	3,198
Hull.....	21	21	17	4,531	3,283	4,534
Joliette.....	68	97	43	5,799	3,657	5,517
Jonquière.....	11	12	34	2,809	2,203	2,774
Lachute.....	14	26	19	993	623	1,335
La Malbaie.....	7	6	8	2,349	1,143	2,385
La Tuque.....	437	518	319	877	798	1,313
Lévis.....	33	31	74	4,873	2,900	5,300
Louiseville.....	10	7	5	1,614	923	1,816
Magog.....		2	3	871	672	929
Maniwaki.....	63	11	31	815	514	1,018
Matane.....	15	26	10	3,255	1,352	3,500
Mégantic.....				1,460	962	1,320
Mont-Laurier.....	22	31	2	890	569	981
Montmagny.....	16	5	14	2,272	1,156	2,354
Montréal.....	1,500	1,805	1,321	75,805	54,708	77,597
New Richmond.....	2	10	1	2,225	1,112	2,604
Port Alfred.....	4	2	36	1,321	547	1,138
Quebec.....	268	295	299	15,757	11,319	17,269
Rimouski.....	73	78	60	4,810	2,745	4,782
Rivière du Loup.....	9	7	36	5,023	2,577	5,219
Roberval.....	23	15	32	1,287	826	1,286
Rouyn.....	86	109	24	2,467	2,027	2,876
Ste. Agathe.....	28	48	13	1,319	896	1,345
Ste. Anne de Bellevue.....	40	63	25	1,338	942	1,473
Ste. Thérèse.....	7	26	20	3,312	2,171	3,261
St. Hyacinthe.....	27	67	33	4,568	2,189	3,222
St. Jean.....	47	64	19	2,998	2,062	2,508
St. Jérôme.....	60	93	24	2,989	1,762	2,520
Sept-Îles.....	162	177	108	1,925	1,094	1,887
Shawinigan.....	29	188	7	5,087	3,371	6,198
Sherbrooke.....	136	137	91	6,730	4,594	6,540
Sorel.....	34	34	62	3,433	2,326	5,350
Thetford Mines.....	31	74	16	2,808	1,643	2,619
Trois-Rivières.....	117	147	120	6,572	4,333	7,877

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1959

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 31, 1959	Previous Month Dec. 3, 1959	Previous Year Dec. 31, 1958	(1) Dec. 31, 1959	Previous Month Dec. 3, 1959	Previous Year Dec. 31, 1958
Quebec—Cont'd.						
Val d'Or.....	57	43	18	1,821	1,582	1,870
Valleyfield.....	41	19	33	2,834	1,837	3,348
Victoriaville.....	14	12	17	3,525	1,899	3,326
Ville St. Georges.....	129	77	14	3,006	1,678	3,287
Ontario.	7,835	10,915	7,165	217,066	176,818	233,199
Arnprior.....	32	92	18	387	278	738
Barrie.....	8	10	46	1,712	1,311	1,446
Belleville.....	34	36	34	2,235	1,614	2,188
Bracebridge.....	22	28	71	1,616	1,141	1,547
Brampton.....	8	30	12	2,115	1,584	1,477
Brantford.....	103	87	118	3,636	2,692	3,099
Brockville.....	21	42	22	761	520	849
Carleton Place.....	3	4	3	464	341	545
Chatham.....	21	48	42	2,474	1,838	3,182
Cobourg.....	20	21	6	1,148	1,062	1,131
Collingwood.....	8	6	9	1,153	585	1,286
Cornwall.....	102	113	62	4,071	2,927	4,472
Elliot Lake.....	49	38	.....	427	367	.....
Fort Erie.....	5	2	5	876	732	897
Fort Frances.....	17	23	18	685	518	696
Fort William.....	131	139	52	3,406	2,520	3,342
Galt.....	104	81	50	1,655	1,364	2,161
Gananoque.....	7	5	2	438	295	505
Goderich.....	7	11	16	771	513	940
Guelph.....	47	50	40	2,165	1,574	1,900
Hamilton.....	636	727	537	15,853	12,708	16,961
Hawkesbury.....	14	17	9	1,197	754	1,379
Kapuskasing.....	63	8	30	737	677	791
Kenora.....	14	12	13	952	788	919
Kingston.....	78	59	84	2,593	2,174	2,539
Kirkland Lake.....	66	97	66	1,590	1,281	1,687
Kitchener.....	129	89	101	4,511	1,998	4,349
Leamington.....	27	88	21	1,363	1,248	1,644
Lindsay.....	26	29	4	891	833	939
Listowel.....	11	15	14	564	337	535
London.....	370	1,067	311	6,351	4,925	6,540
Long Branch.....	127	90	90	4,994	3,697	4,383
Midland.....	12	20	10	1,475	937	1,655
Napanee.....	3	4	5	852	603	936
Newmarket.....	32	27	30	2,048	1,390	1,286
Niagara Falls.....	200	221	40	3,314	2,528	3,541
North Bay.....	4	12	7	2,078	1,570	3,089
Oakville.....	82	145	54	1,347	828	879
Orillia.....	23	23	20	1,268	1,019	1,449
Oshawa.....	261	108	72	5,815	10,808	4,003
Ottawa.....	1,609	1,671	1,829	7,050	6,064	7,186
Owen Sound.....	48	94	21	2,570	1,508	2,825
Parry Sound.....	1	2	.....	744	496	773
Pembroke.....	60	52	43	2,214	1,692	2,356
Perth.....	17	18	14	796	524	889
Peterborough.....	41	42	25	3,633	3,063	3,726
Picton.....	9	7	11	745	524	775
Port Arthur.....	118	300	117	4,438	3,280	5,403
Port Colborne.....	9	8	5	1,241	961	2,061
Prescott.....	20	14	18	1,244	758	1,515
Renfrew.....	5	9	2	843	568	1,025
St. Catharines.....	76	93	61	5,457	6,122	5,500
St. Thomas.....	36	33	46	1,626	1,512	1,600
Sarnia.....	57	63	49	2,746	2,175	3,104
Sault Ste. Marie.....	155	374	188	2,293	1,659	3,034
Simcoe.....	54	35	35	1,518	1,067	1,688
Sioux Lookout.....	10	9	10	248	188	270
Smiths Falls.....	14	10	15	576	425	698
Stratford.....	18	30	20	1,243	825	1,297
Sturgeon Falls.....	2	1	.....	1,201	892	1,612
Sudbury.....	104	222	215	4,308	3,697	11,185
Tillsonburg.....	10	13	.....	483	397	2,205
Timmins.....	78	69	55	2,365	1,993	2,296
Toronto.....	1,977	3,428	1,838	53,203	39,758	53,448
Trenton.....	48	62	36	1,051	855	1,377
Walkerton.....	13	26	32	1,050	707	1,017
Wallaceburg.....	6	4	2	956	731	910
Welland.....	38	47	34	1,946	1,633	3,214
Weston.....	85	100	124	4,945	3,764	3,447
Windsor.....	164	329	118	10,716	13,019	14,789
Woodstock ⁽³⁾	26	26	.....	1,629	1,082	.....
Manitoba.	1,575	3,909	1,393	26,711	19,278	26,237
Brandon.....	106	183	136	2,955	2,098	2,632
Dauphin.....	15	11	8	1,994	1,431	1,978
Flin Flon.....	5	40	19	316	271	320
Portage la Prairie.....	24	69	20	1,441	1,118	1,339
The Pas.....	22	59	25	406	336	445
Winnipeg.....	1,403	3,547	1,185	19,599	14,024	19,523

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1959

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 31, 1959	Previous Month Dec. 3, 1959	Previous Year Dec. 31, 1958	(1) Dec. 31, 1959	Previous Month Dec. 3, 1959	Previous Year Dec. 31, 1958
Saskatchewan	556	754	623	22,628	16,095	21,727
Estevan.....	34	45	31	631	498	499
Lloydminster.....	8	6	.....	508	364	.....
Moose Jaw.....	54	212	94	1,886	1,475	1,812
North Battleford.....	14	22	21	1,427	1,035	1,923
Prince Albert.....	39	35	86	2,666	1,929	2,530
Regina.....	180	153	147	5,332	3,656	5,438
Saskatoon.....	126	134	122	4,877	3,643	4,607
Swift Current.....	35	56	42	1,178	815	1,134
Weyburn.....	11	27	24	617	462	582
Yorkton.....	55	59	56	3,506	2,218	3,202
Alberta	1,849	2,364	2,180	30,877	27,076	31,517
Blairmore.....	8	1	10	568	498	792
Calgary.....	618	917	863	9,410	9,411	8,790
Drumheller.....	13	16	22	439	372	421
Edmonton.....	892	1,028	958	14,691	12,259	15,055
Edson.....	54	12	64	627	518	638
Lethbridge.....	109	114	96	2,717	1,989	3,173
Medicine Hat.....	80	194	90	1,133	935	1,323
Red Deer.....	75	82	77	1,292	1,094	1,325
British Columbia	1,468	2,218	1,161	72,588	61,621	81,854
Chilliwack.....	17	16	53	2,306	1,738	2,893
Courtenay.....	7	4	1	1,792	799	1,874
Cranbrook.....	6	16	19	1,296	899	1,164
Dawson Creek.....	10	16	10	1,256	1,138	1,506
Duncan.....	20	22	11	980	736	1,400
Kamloops.....	2	6	7	1,416	1,289	1,942
Kelowna.....	3	7	12	1,831	1,188	2,044
Kitimat.....	39	15	2	226	214	425
Mission City.....	10	11	11	1,627	1,371	1,600
Nanaimo.....	10	11	12	1,668	1,000	2,183
Nelson.....	18	14	11	1,386	1,181	1,451
New Westminster.....	141	268	85	9,886	8,458	11,565
Pentiction.....	4	7	5	1,993	1,307	2,110
Port Alberni.....	15	24	19	856	698	1,020
Prince George.....	34	89	93	2,048	2,343	2,911
Prince Rupert.....	14	17	9	1,857	1,540	2,131
Princeston.....	7	6	3	571	431	568
Quesnel.....	17	28	.....	925	1,176	.....
Trail.....	34	63	16	1,359	895	1,266
Vancouver.....	873	1,069	630	29,324	25,825	33,361
Vernon.....	5	18	4	2,266	1,884	2,830
Victoria.....	151	399	135	5,059	4,847	4,981
Whitehorse.....	31	23	13	660	564	629
Canada	18,876	27,875	17,192	680,168	502,886	720,420
Males.....	9,097	15,201	8,643	522,206	365,031	562,257
Females.....	9,779	12,674	8,549	157,962	137,855	158,163

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for December 31, 1958 due to a change in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954-1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812

TABLE D-6—VACANCIES(1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, TO DECEMBER 31, 1959
(SOURCE: FORM U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario					
	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified			
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual	
Agriculture.....	1	1	1,312	756	436	106	66	3	311	128	101	29	119	629	154	369	278	2,495	1,277	915	193
Forestry.....	1	1	6	7	7	96	80	3	3	671	604	17	24	5,313	3,325	10	901	1,153	922	31	52
Fishing and Trapping.....	10					1	2	1	1	3	1							9			
Mining, Quarrying and Oil Wells.....	63	25				152	162	1	2	57	23			574	181	110	28	776	478	22	25
Metal Mining.....	63	25				145	160	1	1	51	17			412	134	17	26	632	369	7	25
Fuels.....																		28			
Non-Metal Mining.....																		2			
Quarrying, Clay and Sand Pits.....																		40			
Prospecting.....																		58			
Manufacturing.....	185	34	132	59	27	1,545	1,294	129	44	994	774	40		15,399	11,655	811	336	22,578	15,232	3,438	667
Food and Beverages.....	17	7	42	17	23	180	130	35	5	160	129	2		2,124	1,828	114	10	2,434	1,741	442	36
Tobacco and Tobacco Products.....														97	78			348			1
Rubber Products.....														213	154			230			3
Leather Products.....														831	621	65	8	436			17
Textile Products (except clothing).....																					11
Clothing (textile and fur).....	1	1	2	2	2	30	18	2	2	54	52			887	706	28	22	724			58
Wood Products.....	8	9				75	60	13		179	149	13		2,905	2,424	22	11	2,243			46
Paper Products.....	137	5	130											1,062	786	78	10	1,314			853
Printing, Publishing and Allied Industries.....																					
Iron and Steel Products.....	4					27	11	5		19	13	4		729	417	142		1,613			684
Transportation Equipment.....	6	3				314	260	45	9	325	282	4		1,449	1,099	48	22	4,554			3,149
Non-ferrous Metal Products.....	1	1				822	780	1	26	59	38	10		1,135	813	58	30	3,062			2,147
Electrical Apparatus and Supplies.....						30	10	8	1	7	5	2		984	630	42	182	1,107			797
Non-Metallic Mineral Products.....	1	1				13	5		1	2				728	494	7	3	1,445			1,044
Products of Petroleum and Coal.....	2	2				24	9	14		9	7	1		310	265	14		654			432
Chemical Products.....	4	3				6				3	7	1		97	30	11		110			58
Miscellaneous Manufacturing Industries.....	3	2				10	7	1	1	9	9			480	305	17	1	1,296			660
						8		7		23	20	2		599	448	73	9	1,046			783

Construction	154	103	26	2	308	253	26	5	942	506	330	35	1,684	1,376	119	20	9,113	7,190	766	363	11,769	8,746	2,091	282
General Contractors	105	72	17	2	251	214	20	5	757	425	255	24	1,456	1,251	77	12	5,972	4,594	551	287	7,926	6,111	1,253	198
Special Trade Contractors	49	31	9		57	39	6		185	81	75	11	228	125	42	8	3,141	2,596	215	76	3,843	2,635	841	81
Transportation, Storage and Communication	55	16	11		678	45	617		279	113	130	3	331	135	79	2	6,165	1,081	4,835	15	4,294	1,724	2,031	56
Transportation	42	13	3		671	45	614		239	92	124	1	280	99	70		5,589	708	4,757	7	3,585	1,396	1,853	21
Storage									3				12	6	4		125	47	70	1	408	210	162	7
Communication	13	3	8		7		3		37	18	6	2	39	30	5	2	451	326	8	7	301	118	16	28
Public Utility Operation	6	1			1	1			44	20	22	14	26	14	6		82	46	5	3	303	224	33	5
Trade	232	171	28		403	219	153		1,455	895	301	6	1,125	638	302	1	7,899	5,006	1,288	27	13,767	8,175	3,031	322
Wholesale	98	47	23		107	64	30		473	195	174	2	392	163	173		2,323	1,400	526	9	4,350	2,389	1,302	45
Retail	134	124	6		296	155	123		982	700	127	4	733	495	129	1	5,376	3,606	762	18	9,417	5,786	1,729	277
Finance, Insurance and Real Estate	12	1			33	18	6		146	69	12	1	103	51	15		936	537	30	1	1,878	1,086	128	41
Service	1,101	749	116		528	325	152		3,278	1,676	1,144	19	3,856	2,533	818	6	17,818	10,797	4,076	175	33,024	18,545	7,662	1,047
Community or Public Service	22	13			55	44	5		220	120	39	2	184	86	67		1,259	888	120	20	2,408	1,373	382	35
Government Service	819	670	32		183	164	16		1,447	1,058	294	11	2,360	2,013	184	5	3,911	3,601	98	50	13,384	10,147	549	918
Recreation Service	16	5	2		8	7	1		36	18	6		27	4	15		315	201	86	1	607	381	155	10
Business Service	26	14	6		6	6	6		95	45	29	3	39	24	6		1,236	670	185	9	1,794	885	350	38
Personal Service	218	47	76		276	104	130		1,480	435	776	3	1,246	406	546	1	11,097	5,437	3,577	95	14,831	5,759	6,226	46
Totals	1,820	1,102	314	2	3,335	1,651	1,417	6	8,045	4,884	2,075	422	8,888	6,270	1,425	172	63,728	39,972	12,300	2,127	92,048	56,413	19,385	2,690
Male	1,313	842	300	2	2,439	1,125	1,105	5	5,378	3,303	1,515	411	6,638	4,927	960	171	42,370	26,290	8,563	1,988	59,111	36,392	14,015	1,995
Female	477	260	14		896	526	312	1	2,667	1,581	560	11	2,250	1,343	465	1	21,358	13,682	3,737	139	32,937	20,021	5,370	695

(u)Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES(1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, TO DECEMBER 31, 1959
(SOURCE: FORM U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada					
	Placements		Var- can- cies Noti- fied	Trans- fers out	Placements		Var- can- cies Noti- fied	Trans- fers out	Placements		Var- can- cies Noti- fied	Trans- fers out	Placements		Var- can- cies Noti- fied	Trans- fers out	Placements		Var- can- cies Noti- fied	Trans- fers out		
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual	Reg- ular	Cas- ual
Agriculture	316	264	15	.....	435	376	23	.....	1,300	1,074	102	10	.....	928	472	413	6	7,650	4,511	2,308	908
Forestry	83	78	.....	.....	10	3	2	.....	343	222	9	10	.....	842	711	28	24	8,518	5,946	100	1,011
Fishing and Trapping	23	4	17	.....	3	3	.....	.....	4	2	2	.....	.....	9	3	5	.....	69	31	24	1
Mining, Quarrying and Oil Wells	405	244	.....	3	150	80	2	3	1,329	641	26	13	135	102	13	13	6	3,652	1,932	171	81
Meta Mining.....	286	225	.....	3	134	41	.....	3	134	41	.....	8	94	180	.....	.....	4	1,732	879	19	71
Fuels.....	143	77	2	776	433	17	2	16	1	1,182	711	28	3
Non-Metal Mining.....	4	1	15	9	1	183	69	100	3
Quarrying, Clay and Sand Pits.....	10	10	1	1	7	3	17	9	2	120	86	14	2
Prospecting.....	9	9	.....	.....	1	.....	.....	.....	407	155	9	.....	.....	7	5	3	.....	445	187	13	2
Manufacturing	3,018	1,805	866	1	610	306	186	4	1,820	1,121	327	7	3,296	2,430	364	94	49,414	34,678	6,320	1,153		
Foods and Beverages.....	576	417	93	.....	177	113	52	.....	385	193	121	1	.....	551	430	50	3	6,446	5,005	933	55
Tobacco and Tobacco Products.....	9	10	.....	.....	5	4	.....	.....	2	1	.....	.....	.....	6	.....	.....	.....	464	5,416	.....	1
Rubber Products.....	44	36	6	.....	13	.....	.....	.....	8	7	.....	.....	.....	24	17	4	.....	465	338	22	4
Leather Products.....	56	32	23	.....	25	18	4	.....	17	8	5	.....	.....	2	.....	.....	.....	1,350	1,048	89	20
Textile Products (except clothing).....	416	320	67	.....	25	18	4	.....	68	62	.....	.....	.....	39	32	4	.....	1,740	1,296	125	56
Clothing (textile and fur).....	328	143	162	.....	16	6	10	.....	224	151	23	.....	.....	101	75	2	.....	4,843	3,846	141	101
Wood Products.....	98	69	17	.....	26	23	.....	.....	12	10	.....	.....	.....	1,364	1,107	92	21	4,570	3,264	668	66
Paper Products.....	197	88	65	.....	26	17	4	.....	12	10	.....	.....	.....	196	133	8	7	2,263	1,493	466	46
Printing, Publishing and Allied In- dustries.....	629	294	261	.....	65	38	13	.....	77	49	9	.....	.....	102	74	13	.....	7,798	1,355	964	36
Iron and Steel Products.....	155	129	5	.....	50	39	11	.....	323	197	66	1	.....	206	146	17	.....	8,871	5,468	942	173
Transportation Equipment.....	30	28	.....	.....	1	.....	.....	.....	181	132	10	.....	.....	185	138	13	.....	5,665	4,221	379	229
Non-Ferrous Metal Products.....	137	82	30	.....	10	.....	.....	.....	52	19	30	.....	.....	268	84	119	52	2,480	1,573	362	264
Electrical Apparatus and Supplies.....	132	85	63	.....	105	27	61	.....	32	21	2	.....	.....	64	43	3	.....	2,432	1,691	152	26
Non-Metallic Mineral Products.....	23	14	8	.....	36	9	11	.....	182	149	9	.....	.....	17	10	.....	.....	1,481	994	259	14
Products of Petroleum and Coal.....	109	38	39	.....	49	6	11	.....	26	12	.....	.....	.....	324	140	.....	.....	324	140	41	1
Chemical Products.....	79	50	27	.....	5	3	.....	.....	187	89	37	.....	.....	159	65	9	.....	2,202	1,183	531	14
Miscellaneous Manufacturing In- dustries.....	2,549	1,848	280	321	1,527	1,135	284	27	3,406	2,511	548	12	1,789	1,211	388	97	332,241	24,929	4,861	1,164		
Construction	1,920	1,354	150	321	1,016	821	163	23	2,323	1,817	292	9	3,066	2,306	937	243	78	23,032	17,596	3,021	959	
General Contractors.....	629	494	130	.....	511	364	121	4	1,083	694	256	3	483	274	145	19	10,209	7,333	1,840	205	
Special Trade Contractors.....	1,015	519	310	11	505	211	174	13	1,146	591	307	1	768	413	230	4	15,236	4,878	8,724	105		
Transportation, Storage and Com- munication	779	432	233	7	312	173	110	11	884	497	102	.....	597	319	184	2	12,978	3,774	8,140	49	
Transportation.....	145	51	76	.....	98	49	60	.....	157	42	106	.....	80	30	37	.....	1,028	438	515	8	
Storage.....	91	56	.....	4	95	19	4	.....	105	52	9	.....	91	64	9	.....	1,230	666	69	48	
Communication.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, DECEMBER, 1959

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland	7.8	32,626	722,960
Prince Edward Island	2.1	8,866	174,913
Nova Scotia	12.6	53,107	1,036,192
New Brunswick	13.7	57,425	1,157,142
Quebec	111.2	467,059	9,905,607
Ontario	125.3	526,231	11,477,125
Manitoba	16.0	67,024	1,432,866
Saskatchewan	11.4	47,783	1,040,820
Alberta	17.0	71,638	1,578,042
British Columbia	44.4	186,409	4,135,666
Total, Canada, December 1959	361.5	1,518,168	32,661,333
Total, Canada, November 1959	209.6	838,456	17,479,376
Total, Canada, December 1958	371.1	1,558,720	33,558,826

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW- ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, DECEMBER 31, 1959

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	Decem- ber 31, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	685,689	257,891	162,785	126,352	52,847	27,318	16,122	42,374	36.7	714,954
Male	535,683	213,919	132,811	101,767	37,636	17,186	8,945	23,419	40.0	565,400
Female	150,006	43,972	29,974	24,585	15,211	10,132	7,177	18,955	25.0	149,554
Newfoundland	29,772	15,062	8,078	3,334	1,279	676	301	1,042	83.3	28,729
Male	28,351	14,735	7,767	3,115	1,131	575	221	807	84.7	27,344
Female	1,421	327	311	219	148	101	80	235	55.4	1,385
Prince Edward Island	6,821	2,149	3,186	875	252	117	66	176	81.3	6,456
Male	5,850	1,922	2,787	734	207	77	33	90	83.2	5,481
Female	971	227	399	141	45	40	33	86	69.8	975
Nova Scotia	33,694	13,236	8,719	5,263	2,229	1,286	775	2,186	56.9	36,078
Male	29,210	12,045	7,774	4,631	1,765	954	528	1,513	59.8	31,561
Female	4,484	1,191	945	632	464	332	247	673	41.9	4,517
New Brunswick	32,711	10,811	11,197	5,329	2,499	957	475	1,443	70.6	35,191
Male	27,191	9,496	9,497	4,564	1,790	614	301	929	73.3	29,498
Female	5,520	1,315	1,700	765	709	343	174	514	57.3	5,693
Quebec	221,122	85,596	51,116	39,918	17,102	9,102	5,308	12,980	35.2	231,040
Male	172,042	70,481	41,456	31,920	12,351	5,918	3,051	6,865	38.5	182,428
Female	49,080	15,115	9,660	7,998	4,751	3,184	2,257	6,115	23.9	48,612
Ontario	209,867	75,192	47,452	40,010	15,990	9,143	5,758	16,322	22.5	221,709
Male	153,153	58,698	35,923	31,127	10,447	5,333	3,028	8,597	23.5	165,130
Female	56,714	16,494	11,529	8,883	5,543	3,810	2,730	7,725	19.8	56,579
Manitoba	26,467	9,939	6,374	5,688	1,980	758	469	1,259	36.5	24,157
Male	20,830	8,074	5,182	4,673	1,490	422	244	745	41.5	18,494
Female	5,637	1,865	1,192	1,015	490	336	225	514	17.8	5,663
Saskatchewan	21,256	7,972	5,136	4,684	1,749	634	343	738	54.9	20,816
Male	17,577	6,800	4,474	4,111	1,310	354	165	363	58.8	17,292
Female	3,679	1,172	662	573	439	280	178	375	36.3	3,524
Alberta	31,164	11,426	6,678	7,142	2,730	1,175	721	1,292	34.5	31,523
Male	25,191	9,875	5,626	5,940	1,899	664	416	771	36.4	26,004
Female	5,973	1,551	1,052	1,202	831	511	305	521	26.9	5,519
British Columbia	72,815	26,508	14,849	14,109	7,037	3,470	1,906	4,926	30.2	79,255
Male	56,288	21,793	12,325	10,952	5,246	2,275	958	2,739	31.7	62,168
Female	16,527	4,715	2,524	3,157	1,791	1,195	948	2,197	25.1	17,087

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, DECEMBER, 1959

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	20,470	18,685	1,785	16,448	14,287	2,161	9,404
Prince Edward Island.....	4,644	4,236	408	4,354	3,974	380	1,147
Nova Scotia	22,024	18,091	3,933	18,872	15,808	3,064	7,709
New Brunswick.....	21,265	18,089	3,176	20,284	17,346	2,938	5,656
Quebec	144,975	110,909	34,066	124,778	107,300	17,478	47,337
Ontario	136,584	98,533	38,051	127,552	108,977	18,575	40,333
Manitoba	16,293	12,813	3,480	14,255	12,114	2,141	5,520
Saskatchewan.....	13,277	10,610	2,667	12,183	10,349	1,834	4,200
Alberta	18,566	13,853	4,708	18,458	15,447	3,011	6,212
British Columbia.....	43,547	32,760	10,787	44,424	36,371	8,053	11,556
Total, Canada, December 1959	441,645	338,584	103,061	401,608	341,973	59,635	139,074
Total, Canada, November 1959	278,592	193,734	84,858	221,207	171,906	49,301	99,037
Total, Canada, December 1958	475,155	353,571	121,584	431,242	369,165	62,077	132,727

* In addition, revised claims received numbered 42,760.

† In addition, 40,991 revised claims were disposed of. Of these, 3,850 were special requests not granted and 1,189 were appeals by claimants. There were 7,688 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of	Total	Employed	Claimants
1959—November.....	4,174,100	3,756,600	417,500
October.....	4,049,000	3,798,400	250,600
September.....	4,028,000	3,826,400	201,600
August.....	4,009,000	3,799,000	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1960

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	January 1959	December 1959	January 1960					
① St. John's, Nfld.....	112.6	114.6	114.7	111.5	116.0	105.8	109.4	127.5
Halifax.....	124.8	127.3	127.1	117.3	134.6	119.8	129.9	139.6
Saint John.....	126.7	129.1	129.1	122.6	138.4	117.4	124.6	143.4
Montreal.....	126.5	128.7	127.8	126.9	144.9	105.3	119.0	137.4
Ottawa.....	126.4	128.3	128.1	121.6	147.9	112.9	121.8	137.5
Toronto.....	128.9	130.1	129.7	120.3	153.3	113.1	123.6	138.8
Winnipeg.....	123.6	125.4	124.7	119.4	133.8	116.2	120.0	133.9
Saskatoon-Regina.....	122.8	124.0	123.8	119.3	124.4	120.4	125.2	129.7
Edmonton-Calgary.....	122.5	124.1	123.6	116.6	124.5	118.5	126.7	133.1
Vancouver.....	128.1	129.6	129.3	123.5	138.4	115.2	133.9	136.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 542, May 1959 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	242	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: January.....	14	29	13,739	158,730	0.16
February.....	9	29	7,668	123,180	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,430	0.07
May.....	20	32	5,359	60,830	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,650	0.05
*1960: January.....	13	20	3,531	58,440	0.06

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JANUARY 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	17	340
Fishing.....			
Mining.....	1	50	50
Manufacturing.....	6	2,177	36,000
Construction.....	7	1,135	21,400
Transportation, etc.....	2	32	140
Public utilities.....	2	88	220
Trade.....	1	32	290
Service.....			
All industries.....	20	3,531	58,440

TABLE G-3—STRIKES AND LOCKOUTS, JANUARY 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	38	90
Prince Edward Island.....			
Nova Scotia.....	1	50	50
New Brunswick.....			
Quebec.....	3	1,768	34,850
Ontario.....	7	1,435	20,430
Manitoba.....	3	186	2,260
Saskatchewan.....	1	22	120
Alberta.....			
British Columbia.....	2	26	520
Federal.....	1	6	120
All jurisdictions.....	20	3,531	58,440

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
JANUARY 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			January	Accu- mulated	Termi- nation Date	
MANUFACTURING— <i>Rubber Products</i> — General Tire and Rubber Co., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	359	720	720	Jan. 28	Disciplinary suspension of some workers~
<i>Textile Products</i> — Dominion Textile Mills, Magog, Que.	Textile Federation (CCCL)	1,725 (85)	34,500	136,630	Sept. 28	Wages~
CONSTRUCTION— General Contractors, Hamilton, Ont.	Carpenters Loc. 18 (AFL-CIO/CLC)	950	19,000	51,300	Nov. 13	Wages~
The Foundation Company of Canada, Thompson, Man.	I.B.E.W. Loc. 735 (AFL-CIO/CLC)	115	1,920	1,920	Jan. 4	Hours~

Figures in parentheses indicate the number of workers indirectly affected.

Here's **VALUE**

A 50% Reduction under This Special GROUP SUBSCRIPTION OFFER

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

**For
Only**

\$1.00

**Per
Subscription**

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.



A list of names and addresses of subscribers must accompany each order

(A form is provided overleaf)



Send remittance by cheque or postal money order, payable to the Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE, Department of Labour, Ottawa.



CANADA

THE

LABOUR AZETTE

D



Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

APRIL 29,

No. 4

1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 4	CONTENTS	April 29, 1960
	Employment Review	329
	Collective Bargaining Review	342
	Notes of Current Interest	348
	House of Commons Debates of Labour Interest: A Guide ..	354
	Construction Association's Annual Brief	357
	Industrial Fatalities in Canada, Fourth Quarter of 1959	359
	Elimination of Overlapping of Service	362
	3,000 Replies to Minister's Enquiry	363
	Mechanization and Automation in Offices	364
	50 Years Ago This Month	365
	Teamwork in Industry	366
	Industrial Relations:	
	Certification Proceedings	367
	Conciliation Proceedings	369
	Labour Law:	
	Legal Decisions Affecting Labour	371
	Recent Regulations under Provincial Legislation	374
	Handbook for Operating Engineers Issued by Ontario	378
	Unemployment Insurance:	
	Monthly Report on Operation	379
	Decisions of the Umpire	380
	Labour Conditions in Federal Government Contracts	383
	Prices and the Cost of Living	387
	Publications Recently Received in Department's Library	389
	Labour Statistics	395

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

Economic activity reached a seasonal low point in March and began to increase slowly, without much immediate effect on total employment. An estimated 5,668,000 persons had jobs in March, only slightly more than the month before. A late Easter and unfavourable weather combined to delay the seasonal upturn in employment in many parts of the country.

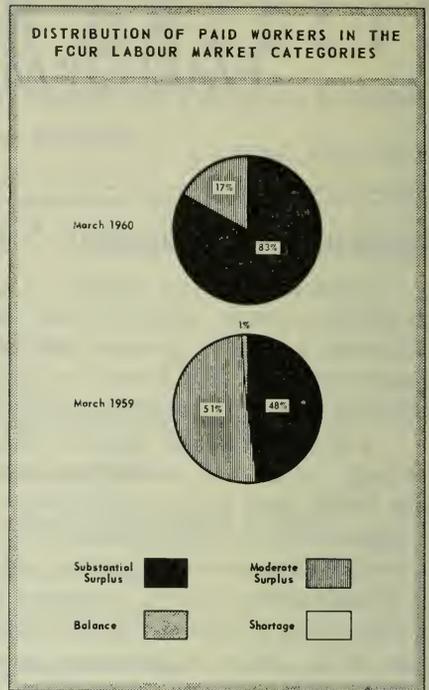
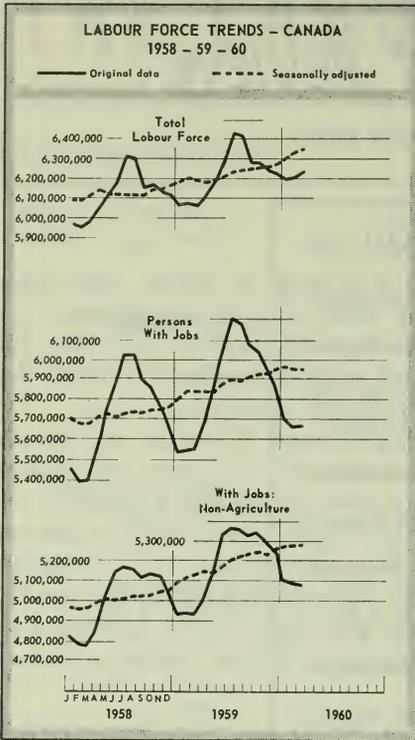
Forestry normally shows a sharp decline between February and March as pulp cutting and hauling operations are completed. This year the decline was larger than in the two previous winters; this was mainly a reflection of a higher level of employment in the industry. Construction, which registered a greater-than-seasonal decline earlier in the winter owing to a reduction in housebuilding activity, registered a further slight decline during the month, a time when it normally shows little change. This drop can be attributed in part to the effects of inclement weather, although a further decline in housebuilding was a contributing factor.

The most notable employment gains in March were in manufacturing, retail trade and agriculture. Seasonal factors appear to have been mainly responsible for these gains.

Employment in March was estimated to be 116,000 higher than the year before. Manufacturing and other goods producing industries generally showed little or no change over the year. Most of the gain was in the service and distributive industries, and women accounted for more than four fifths of the over-all increase. Women workers, being more heavily concentrated in these industries than elsewhere, fared better than men in obtaining jobs. Almost three quarters of the employment gain over last year was in Ontario. Other regions have made relatively small employment gains since last year.

The labour force increased at a somewhat greater rate than employment during the month, resulting in a further increase in unemployment. The number of persons without jobs and seeking work increased by an estimated 11,000 to 566,000 between February and March. Four of the five regions in Canada shared in this relatively small increase in the number of job seekers; the Pacific region registered a slight decline. The March unemployment figure was 9.1 per cent of the labour force compared with 8.6 per cent in March 1959. In addition to the job seekers, an estimated 42,000 were on temporary layoff, about 13,000 more than a year earlier.

Of the 566,000 job seekers in March, 511,000 were men and 55,000 were women. More than one quarter of the total were labourers. Construction and the primary industries contributed most to the unemployment total, accounting for nearly half of the job seekers. Persons who had never worked represented a very small part of the total.



In March, 334,000 or 59 per cent of the job seekers were looking for work for three months or less, compared with 288,000 or 55 per cent last year. Those seeking work for four to six months totalled 181,000 compared with 168,000 the year before (32 per cent in both years). The number of persons without jobs and seeking work for more than six months was 51,000 (9 per cent of the total) against 69,000 last year (13 per cent of the total).

Employment and Output, Canada and United States, 1957-59

An examination of the main economic indicators over the past three years demonstrates clearly that the swing in business activity was not as great in Canada as in the United States. In the United States the Gross National Product for the year as a whole fell off slightly between 1957 and 1958 but showed a strong increase in 1959; the net rise over the two years was a little over 8 per cent. In Canada, annual output actually increased by about 2.3 per cent between 1957 and 1958 and by almost three times this rate in 1959, resulting in a two-year gain of 9 per cent. Price changes over this period were not appreciably different between the two countries so that a comparison in real terms would give about the same results.

Output in both countries slackened off in the middle of 1957 (after allowing for seasonal change) and declined through the first quarter of 1958. After a fall of 2 per cent in Canada and 3 per cent in the United States, activity began to rise again. The recovery was quite strong in the United States until mid-1959, when the steel strike caused a temporary decline. In Canada, the

rise was not as rapid in the early recovery phase but, on the other hand, production in this country was not disrupted by industrial disputes to the same extent.

Substantial declines in outlays on non-residential construction and machinery and equipment, and a heavy liquidation of inventories were the principal developments contributing to the decline in 1958. In the United States these components decreased to an extent that outweighed increases elsewhere in the economy. In Canada, final demand was strengthened by vigorous government support, in the housing field particularly, resulting in a 25-per-cent increase in expenditures on residential construction in 1958. Consumer expenditures in both countries continued to rise during the recession, at a somewhat higher rate in Canada than in the United States.

During 1959, almost all demand components contributed to the recovery. One negative influence was non-residential construction, which continued to decline in Canada and did not make any significant gain in the United States. The role of residential construction was the reverse of the previous year. In the United States, expenditures on housing were an important contribution to the expansion of output. In Canada, there was an immediate drop in the number of housing units started when direct loans from government sources came to a halt at the end of 1958. New housing starts continued to fall throughout the year except for a brief upswing during the last quarter when direct lending by CMHC was again in effect.

One of the important stimulants in both countries in 1959 was the rapid rebuilding of inventories. The turnaround from liquidation to accumulation of non-farm business inventories resulted in additional demands amounting to more than \$600 million in Canada and close to \$9 billion in the United States (close to 2 per cent of GNP in both countries).

Personal expenditures on consumer goods and services rose by 6.3 per cent in the United States between 1958 and 1959 (about double the 1957-1958 rate); in Canada the rise was 5.8 per cent, slightly more than the previous year. Outlays on new machinery and equipment rose by 9 per cent in Canada and 14 per cent in the United States.

An increase in exports was another important influence on the level of activity. This is particularly noticeable in Canada because of the greater relative importance of exports in this country. Rising production in both the United States and Europe had a favourable effect on our shipments of mineral products and forest products; our export shipments rose 5 per cent for the year as a whole.

Employment and Unemployment

The labour force in Canada has been increasing at a consistently higher rate than in the United States. The annual growth rate in the United States has been less than 1 per cent in the past three years. In Canada, the increase from 1956 to 1957 was 4 per cent, a postwar record. Although this rate dropped to 2.1 per cent in 1958 and 1.6 per cent in 1959, it was still considerably greater than in the United States.

Employment dropped more sharply in the United States during 1958 than it did in Canada and recovered less rapidly in 1959. In both countries average employment in 1959 was back to the 1957 level. In Canada, however, the net gain over the two years was 2.3 per cent, compared with only 0.9 per cent in the United States.

Average unemployment rates in the two countries were almost the same, rising from just over 4 per cent of the labour force in 1957 to almost 7 per cent in 1958 and back to 5½ per cent in 1959. This is a notable point. Over the two-year period, employment in Canada increased 2½ times as fast as it did in the United States. Nevertheless, because our labour force also increased at more than twice the United States rate, unemployment in the two countries was almost identical, when average rates for the year as a whole are used. This, of course, was not necessarily true in any particular month, because the seasonal swing in unemployment is much greater in Canada than it is in the United States.

It is notable that the increasing demand for services was the most important factor in raising the employment level in both countries and once again the Canadian expansion in these industries was greater than that of the United States. In trade, for example, employment in Canada increased by 3.5 per cent between 1958 and 1959 and in the latter year was 5 per cent higher than in 1957. In the United States the increase in this industry was only 2.2 per cent between 1958 and 1959 and only 0.8 per cent over the two-year period.

The effects of the recession were most noticeable in goods producing industries and, in general, the employment dip was more pronounced in the United States than in this country. A decline in manufacturing was particularly sharp in the United States and, although there was a good recovery in 1959, the annual average of employment was still almost 4 per cent below that in 1957. (This gap would be smaller, however, if allowances were made for the steelworkers' strike.) In Canada, the labour force estimates show a much smaller drop, and the recovery in 1959 brought manufacturing employment back to the 1957 level. In construction, the patterns over this two-year period were somewhat the same as in manufacturing.

OUTPUT AND EMPLOYMENT, CANADA AND UNITED STATES, 1957 TO 1959

	Percentage Change					
	1957-58		1958-59		1957-59	
	Can.	U.S.	Can.	U.S.	Can.	U.S.
OUTPUT						
Gross National Product.....	2.6	-0.2	6.2	8.6	8.9	8.4
Personal Expenditures on Consumer Goods and Services..	5.4	2.9	5.8	6.3	11.5	9.4
Government Expenditures on Goods and Services.....	7.4	7.4	4.5	5.4	12.2	13.2
Expenditures on:						
Residential Construction.....	25.1	5.9	-1.1	23.3	23.7	30.6
Non-residential Construction.....	-9.4	-6.9	-7.8	1.7	-16.5	-5.3
New Machinery and Equipment.....	-15.0	-19.7	9.4	14.0	7.0	-8.4
Exports of Goods and Services.....	-1.0	-13.1	5.1	0.9	4.1	-12.4
EMPLOYMENT AND UNEMPLOYMENT⁽¹⁾						
Civilian Labour Force.....	2.1	1.0	1.6	1.1	3.7	2.1
Employment.....	-0.4	-1.6	2.7	2.5	2.3	0.9
Total Non-farm Industries.....	0.2	-1.1	3.5	2.8	3.7	1.6
Manufacturing.....	-2.1	-7.8	2.3	4.5	0.2	-3.7
Construction (in U.S., Contract Construction).....	-2.3	-5.7	3.5	4.4	1.1	-1.6
Trade.....	1.6	-1.4	3.5	2.2	5.1	0.8
Service.....	5.4	2.1	7.2	2.5	13.0	4.7
	1957		1958		1959	
	Can.	U.S.	Can.	U.S.	Can.	U.S.
Change in Non-farm Inventories (\$millions).....	+311	+1,200	-323	-4,900	+355	+3,900
Unemployment ⁽²⁾ (% of Labour Force).....	4.3	4.3	6.6	6.8	5.6	5.5

(1) For Canada, all employment figures are based on Labour Force Survey estimates. Figures for the U.S. are based on Labor Force Survey estimates, except for industrial classifications, which are based on establishment payroll records.

(2) In Canada, persons without jobs and seeking work.

SOURCES: The Labour Force, DBS; National Accounts, DBS; Economic Indicators, Survey of Current Business, U.S. Government Printing Office.

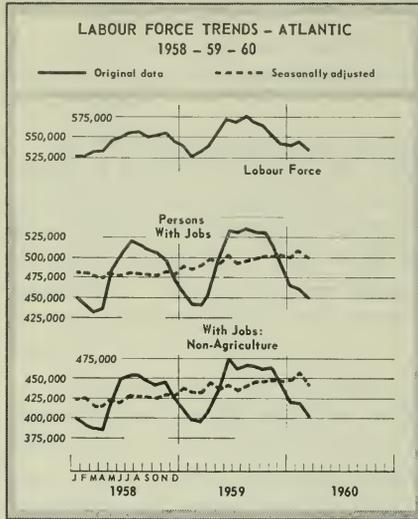
CLASSIFICATION OF LABOUR MARKET AREAS—MARCH 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Montreal Ottawa-Hull Quebec-Levis St. John's Toronto Vancouver- New Westminster Windsor Winnipeg	Halifax Hamilton		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Brantford Corner Brook Cornwall Farnham-Granby Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Timmins- Kirkland Lake Trois Rivieres	Guelph Kingston Kitchener London Oshawa Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Barrie Brandon Charlottetown Chatham Lethbridge Prince Albert RED DEER ← Rivière du Loup Saskatoon Thetford-Magantic- St. Georges Yorkton	Moose Jaw North Battleford Regina		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Campbellton Chilliwack Cranbrook Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Goderich Kentville Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie PRINCE GEORGE ← Quebec North Shore Rimouski Ste Agathe-St. Jerome St. Hyacinthe St. Jean St. Stephen Simcoe Sorel Summerside Swift Current	Central Vancouver Island Drumheller Galt Kamloops Lachute-Ste Therese Listowel Medicine Hat → PRINCE RUPERT St. Thomas Sault Ste Marie Stratford Woodstock- Tillsonburg	Kitimat	
		Group 1 Concluded Trail-Nelson Truro Valleyfield Victoriaville Walkerton Weyburn Woodstock, N.B. Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 414.

Employment Situation in Local Areas

ATLANTIC



Employment in the Atlantic region declined slightly more than usual between February and March. The number of persons with jobs fell by 13,000 to 449,-000. Farm employment showed a slight rise; the decline was entirely in non-farm employment, where seasonal shifts occurred in forestry, road transportation and construction. Strike activity also contributed to a slackening in construction; a labour dispute in the Halifax area resulted in work stoppages on several large building projects. Heavy snowstorms during the month were indirectly responsible for production cutbacks in coal mining and in certain parts of manufacturing. Two collieries in the Sydney area operated on a reduced scale owing to a

shortage of rail cars, which was attributed to the storm. Sawmilling activity was curtailed by a shortage of logs due to poor hauling conditions.

The current employment estimate represents an over-the-year gain of 8,000. Most of the net increase was in non-manufacturing industries, notably in trade and services. Manufacturing has made a relatively slow recovery during the past year owing to weaknesses in some of the heavy industries. The railway rolling stock industry, which provides jobs for 1,000 to 1,200 workers when operating at capacity, employed only about 100 workers in March. Iron and steel products plants have shown some employment strengthening during the past few months, but the gains have been small compared with those that have taken place in Quebec and Ontario. Total employment in the iron and steel industry in Nova Scotia was still well below the pre-recession peak.

The level of unemployment in the region changed very little during March although it was slightly higher than a year ago. The classification of the 21 areas in the region at the end of March was unchanged from the previous month and from the previous year: two areas were in moderate surplus, 19 in substantial surplus.

Local Area Developments

Halifax (metropolitan) remained in Group 2. Unemployment reached a seasonal peak early in the month and then declined. The construction industry regained strength although the expansion was checked by strike activity, which brought about work stoppages on several of the larger projects. Fish processing plants were busier as a result of increased landings. Elsewhere in manufacturing, production and employment changed very little during the month. Market

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	March 1960	March 1959	March 1960	March 1959	March 1960	March 1959
Metropolitan.....	10	7	2	5	—	—
Major Industrial	18	17	8	8	—	1
Major Agricultural	11	7	3	7	—	—
Minor.....	45	41	12	16	1	1
Total.....	84	72	25	36	1	2

conditions continued to be generally stronger than last year although demands for certain commodities have weakened recently. Domestic sales of lumber were reported to have dropped off but the export market remained fairly brisk. Shipments of gypsum to the United States declined during February and March, reflecting the drop in demand on the American market for certain raw materials.

St. John's (metropolitan) remained in Group 1. Apart from seasonal layoffs in outdoor activities, the employment situation showed little change from a month earlier. Job opportunities were less plentiful than a year ago, mainly because of a sharp reduction in the volume of construction undertaken this winter.

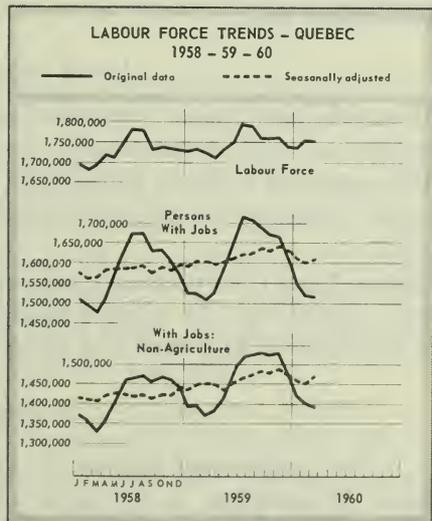
Saint John (major industrial) remained in Group 2. Construction and ship-building activity increased and port activity was well maintained during March. Total industrial employment remained higher than last year; sizeable gains occurred in manufacturing and construction.

QUEBEC

Employment in the Quebec region fell off slightly between February and March, although the decline in non-farm employment was partly offset by hirings in agriculture. The estimated total with jobs, 1,517,000, was 7,000 greater than the year before. Most of the increase over the year was in mining, trade, finance and service industries; there were offsetting decreases in agriculture, construction and transportation.

Employment contractions in forestry, construction and transportation during March were mainly of a seasonal nature. In forestry, logging operations during the first two and a half months of the year were on a higher level than in the same period last year; during the second

half of March they dropped sharply because of unfavourable weather. Construction employment in the first quarter has been slightly lower than a year



ago. This was mainly the result of a decline in residential building. In the January-February period this year, the number of houses under construction was some 12 per cent lower than in the comparable period of 1959. Other types of construction showed continuing strength.

Mining employment had been about 4 per cent higher at the end of January than a year earlier, and during March employment rose in non-metal mining. Spring production was underway in asbestos mines and a number of workers were recalled.

Manufacturing employment seems to have registered little improvement in recent months, in contrast to the sharp expansion that occurred in the same period last year. In the clothing industry, for example, employment at the end of January was some 2 per cent lower than a year earlier, and reports indicate that this gap increased during February and March. In the knit goods sector, marketing difficulties caused several hosiery plants to close down. In the leather industry, the seasonal upswing this year was not as strong as last year. On the other hand, the employment total in primary textile plants (adjusted for the strike at Magog) was higher in January than a year earlier, and continued strength was apparent during February and March. Employment was substantially higher than last year in Quebec shipyards. Since the beginning of the year, production has increased more than seasonally in paper products plants, particularly in pulp and paper mills.

Unemployment continued to increase during the month and was higher than a year before. In about one third of the local labour market areas in the region, however, there was a considerable improvement over the year. In the Lac St. Jean and Quebec-North Shore areas larger numbers were employed in logging than last year. The most marked improvement occurred in Sorel, where activities in the shipbuilding and chemical industries were at a much higher level this year than a year ago. A marked improvement in industrial employment was also reported from the Farnham-Granby and Shawinigan areas.

Local Area Developments

Montreal (metropolitan) remained in Group 1. Unemployment showed a slight increase as layoffs in construction more than offset new hirings in manufacturing. The expansion in trade, finance and service industries has continued; the year-to-year increase in trade and services amounted to 2 and 4 per cent respectively.

Quebec-Levis (metropolitan) remained in Group 1. Layoffs continued in logging and construction. In manufacturing, employment remained at a high level in shipbuilding, and there was some strengthening in primary textiles.

ONTARIO

The employment increase in Ontario between February and March was small. Nevertheless, it was large enough to maintain the rising employment trend that started last September. In the intervening six months the seasonally adjusted employment estimate has increased by about 3 per cent, and the current employment level is about 4 per cent higher than a year ago.

Developments in manufacturing during March were mixed. Seasonal hirings were reported in textile and clothing plants; in motor vehicle manufacturing and primary steel and associated industries, operations were maintained at high levels with some reduction in overtime work; layoffs and short time were reported in a number of plants manufacturing building materials and home furnishings. Large surpluses of construction labour were still prevalent in most areas, the result of continued slackness in housing and unseasonal cold weather.

In Northern Ontario a large pulp-cutting program neared completion, releasing large numbers of woodworkers. At the same time heavy snow prevented

any substantial upturn in spring construction work, although a large volume of work was on hand. The heavy steel plants in Sault Ste. Marie were operating at close to capacity and mining operations generally were at higher levels than last year. Some 200 to 300 miners were laid off at Elliot Lake but a considerable number of them obtained employment in other mining areas.

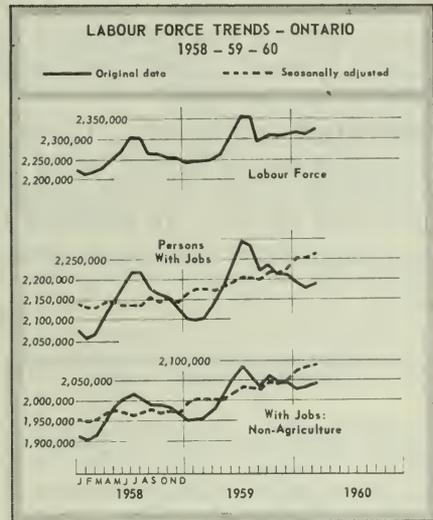
The size of local labour surpluses in the region remained almost unchanged between February and March. The classification of 34 areas in the region at the end of the month was as follows (last year's figures in brackets): in substantial surplus, 21 (17); in moderate surplus, 13 (16); in balance, 0 (1).

Local Area Developments

Labour market classification of all areas in the region remained unchanged from last month.

Hamilton (metropolitan) Group 2. In January industrial employment in the area was about 5 per cent higher than last year and reports suggest that this margin was maintained and perhaps increased in the following two months. Manufacturing was up an equal amount, a sharp increase in steel manufacturing outweighing declines in textiles, clothing and heavy electrical apparatus. During March adverse weather held up construction but the settlement of the strike and the large backlog of industrial expansion projects led to expectations of a sharp upturn in April. In contrast to most other centres in the region, residential construction was somewhat higher than last year.

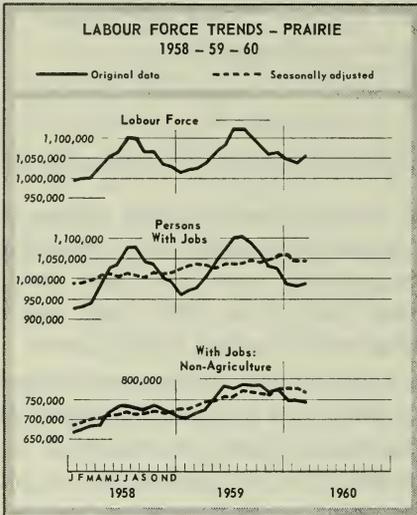
Toronto (metropolitan) Group 1. Manufacturing employment remained at a lower level than last year, almost entirely as a result of the layoffs early last year in aircraft manufacturing. Employment in trade and services continued to show substantial year-to-year increases. Adverse weather during March hampered construction and other outside activity; this, together with some layoffs in manufacturing, caused a moderate rise in unemployment.



Windsor (metropolitan) Group 1. The average level of operation in the automobile industry was considerably higher than last year. Short-term layoffs in March, however, caused some increase in unemployment, making it roughly equal to that last year.

Ottawa-Hull (metropolitan) Group 1. Layoffs in construction this winter have resulted in unusually large labour surpluses. Adverse weather has been partly responsible for the inactivity in this industry, though housebuilding was also down over the year. All industries except construction have been operating at moderately higher employment levels than last year.

PRAIRIE



The first employment increase since the beginning of the seasonal decline last September was registered in the Prairie region between February and March. A rise of 5,000 brought the estimate of persons with jobs to 991,000, which was 8,000 higher than in March 1959. The labour force expanded somewhat more than usual as spring job opportunities became available on farms and in other seasonal industries. Farm workers were being hired in preparation for general spring work and, additionally, to complete the harvesting of crops interrupted by the early snow last fall. The large increase in farm employment offset some decline from last month in non-agricultural industries. The number working on

farms, however, remained 21,000 below the year-earlier total.

Farm income exhibited some mixed trends. Wheat exports to March 23 from the start of the current crop year at the beginning of August were 2.2 per cent ahead of the same period of last year. Cattle marketings in the first two months of 1960 were 20 per cent above the same period of 1959 but hog and calf marketings were down 11 per cent and 6 per cent respectively. The decline in hog sales was a reversal of heavy marketing at the beginning of the year.

Severe weather in the first two weeks of March accounted for most of the decline in non-farm employment, curtailing work at large construction projects such as the South Saskatchewan River Dam. Housing units under construction in urban centres at the beginning of March declined to 20 per cent below the month-earlier level in Saskatchewan and Alberta, and were 10 per cent lower in Manitoba. Seasonal layoffs of loggers continued, and the beginning of highway restrictions hindered oil drilling and reduced the number of men working in the trucking industry.

Unemployment increased during the month in contrast to the decline that occurred in the same month last year, and total unemployment at the end of the month was somewhat higher than a year earlier. One labour market area was reclassified to a category of greater labour surplus; registrations for employment increased in almost all of the other 19 areas in the region. At the end of March the classification was as follows (last year's figures in brackets): in substantial surplus, 15 (11); in moderate surplus, 5 (9).

Local Area Developments

Calgary, Edmonton, and Winnipeg (metropolitan) remained in Group 1. Employment conditions were generally static during the month in most industries as the usual low point in employment was reached. The number of registrations at the National Employment Service offices in the three centres went up 3 per cent from February to March, in contrast to a rise of 7 per cent from January to February. Near the end of March total registrations were 15 per cent above the year-earlier figure.

Fort William-Port Arthur (major industrial) remained in Group 1. Pulp cutting went down seasonally and workers were released until the spring river drives get under way. Grain elevators recalled some workers as the movement of grain accelerated. Mines in the area maintained high employment levels, and there was some demand for iron and base metal miners.

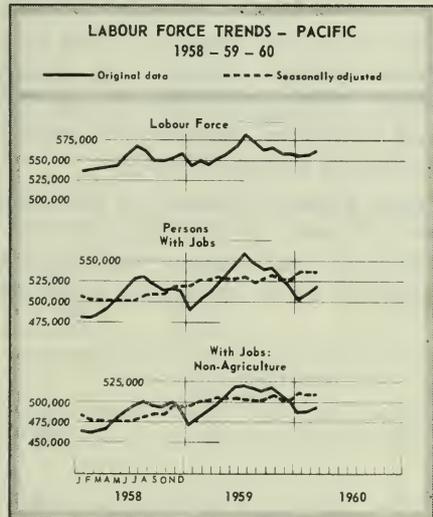
Red Deer (major agricultural) was reclassified from Group 2 to Group 1. The start of road restrictions caused layoffs in oil drilling, and the usual spring layoffs in logging and lumbering increased unemployment in the area during March.

PACIFIC

Between February and March employment in the Pacific region moved up for the second successive month. An increase of 6,000 brought the estimate of persons with jobs to 519,000, higher than a year earlier by 8,000. Both agriculture and non-farm industries participated in the change. Farmers were hiring tractor operators and general farm help in the warmer localities in preparation for spring work. In the central and northern interior, ranchers were taking on hands to move cattle herds to summer pasture. Fruit farms hired workers late in the month for hoeing, spraying, raspberry cane trimming, tree planting, and similar work.

A large part of the non-farm increase in employment occurred in construction. Housing construction, however, continued to display weakness; at the beginning of March the number of units under construction in larger centres was down 4 per cent from a month earlier and 36 per cent from a year earlier. (Starts in the same centres were down more than 40 per cent in the first two months of 1960 from the same period of 1959.) Other building and general engineering registered a strong seasonal pickup, more than offsetting the employment loss in housing.

Steady employment levels continued in wood products manufacturing as exports for all of Canada (of which a considerable share originates in British Columbia) in the initial two months of 1960 rose from the same period of 1959 by 19 per cent for newsprint paper, 27 per cent for lumber and timber, and 6 per cent for wood pulp. Logging employment remained buoyant although in



some interior areas warm weather caused thawing and road restrictions, bringing about work stoppages. Metal manufacturing establishments, especially those providing equipment for loggers and lumber mills, continued to benefit from the strong levels of activity in forestry and took on additional help during the month.

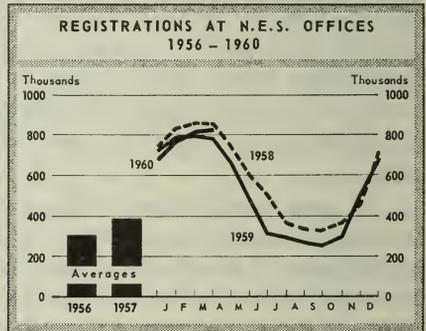
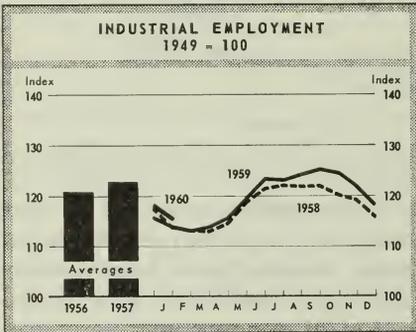
Unemployment decreased moderately during the month, but remained higher than a year earlier. Two of the 11 labour market areas in the region were reclassified, one change denoting an increase and the other a decrease in unemployment. At the end of March the classification, unchanged from the preceding month, was as follows (last year's figures in brackets): in substantial surplus, 6 (5); in moderate surplus, 4 (5); in balance, 1 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 1. Hirings began to increase seasonally, but the resulting decline in unemployment was not sufficiently large to warrant reclassification. The strongest demands were for male workers in forestry, construction, and metal working occupations. These employment gains were partly offset by some shipyard layoffs. The construction of a coal dock was completed, facilitating the movement of coal exports to Japan. A heavy movement of lumber, fertilizer, metal and grain kept waterfront longshore crews busy.

Prince George (minor) was reclassified from Group 2 to Group 1 as the spring break-up, particularly around Quesnel, brought about the imposition of load restrictions on roads and caused the suspension of logging and sawmilling operations in many districts.

Prince Rupert (minor) was reclassified from Group 1 to Group 2. The departure of some halibut boats for the Bering Sea gave work to a number of fishermen, and forestry activity remained strong although only a short time remained before the spring break-up.



CORRECTION

The curve representing 1960 figures on the chart "Registrations at N.E.S. Offices" that appeared on page 228 of the March issue was incorrectly plotted. It indicated a January total of 817,000, which in fact was the total for March; the January total was 680,000. The chart with the curve correctly plotted is published above.

Current Labour Statistics

(Latest available statistics as of April 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Mar. 19	6,234,000	+ 0.3	+ 2.6
Persons with jobs.....	Mar. 19	5,668,000	+ 0.1	+ 2.1
Agriculture.....	Mar. 19	589,000	+ 3.7	- 4.9
Non-Agriculture.....	Mar. 19	5,079,000	- 0.3	+ 3.0
Paid Workers.....	Mar. 19	4,625,000	- 0.4	+ 3.4
Usually work 35 hours or more.....	Mar. 19	5,289,000	+ 0.1	+ 1.9
At work 35 hours or more.....	Mar. 19	4,897,000	0.0	+ 1.3
At work less than 35 hours, or not at work due to short time and turnover.....	Mar. 19	84,000	+13.5	+21.7
for other reasons.....	Mar. 19	266,000	- 0.8	+ 4.3
Not at work due to temporary layoff.....	Mar. 19	42,000	- 2.3	+44.8
Usually work less than 35 hours.....	Mar. 19	379,000	- 0.3	+ 4.4
Without jobs and seeking work.....	Mar. 19	566,000	+ 2.0	+ 7.8
Registered for work, NES				
Atlantic.....	Mar. 17	116,500	+ 3.4	- 0.4
Quebec.....	Mar. 17	277,800	+ 6.9	+ 3.8
Ontario.....	Mar. 17	240,700	+ 2.6	+ 4.3
Prairie.....	Mar. 17	118,400	+ 4.6	+11.8
Pacific.....	Mar. 17	77,300	- 3.5	+ 4.0
Total, all regions.....	Mar. 17	830,700	+ 3.8	+ 4.4
Claimants for Unemployment Insurance benefit.	Feb.	814,241	+ 4.1	+ 2.3
Amount of benefit payments.....	February	\$62,585,967	+15.2	+ 7.8
Industrial employment (1949 = 100).....	January	115.2	- 2.5	+ 1.3
Manufacturing employment (1949 = 100).....	January	108.5	+ 0.1	+ 0.9
Immigration.....	Year 1959	106,928	-	-14.4
Destined to the labour force.....	Year 1959	53,551	-	-15.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	March	27	+ 8.0	-12.9
No. of workers involved.....	March	3,237	-19.0	-84.6
Duration in man days.....	March	26,820	-46.7	-71.9
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	January	\$75.05	+ 3.6	+ 3.7
Average hourly earnings (mfg.).....	January	\$1.77	- 0.6	+ 4.1
Average hours worked per week (mfg.).....	January	40.7	- 0.3	+ 0.2
Average weekly earnings (mfg.).....	January	\$71.96	+ 0.6	+ 3.9
Consumer price index (av. 1949 = 100).....	March	126.9	- 0.2	+ 1.1
Real weekly earnings (mfg. av. 1949 = 100).....	January	135.2	+ 1.0	+ 2.7
Total labour income..... \$000,000..	January	1,459	- 1.6	+ 5.3
<i>Industrial Production</i>				
Total (average 1949 = 100).....	February	169.3	+ 2.2	+ 5.1
Manufacturing.....	February	149.0	+ 2.2	+ 3.9
Durables.....	February	150.4	+ 1.1	+ 3.9
Non-Durables.....	February	147.9	+ 3.3	+ 4.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 414.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

More than 90 major collective agreements covering approximately 233,000 workers were in various stages of negotiations during March. In the negotiations between the non-operating unions and the railways, the establishment of a conciliation board was completed when the Minister of Labour appointed Mr. Justice J. V. Milvain as Chairman of the Board composed of David Lewis, the union nominee, and Philip F. Vineberg, the railways' nominee. A further 13 major agreements were concluded to provide wage increases for more than 16,000 workers. Early in April the Toronto Newspaper Guild ended a series of last-minute talks with the Toronto Star by signing an agreement that averted a threatened strike. Collective bargaining was about to begin for the renewal of approximately 50 major agreements that expire in the three-month period from April to June of this year. The paper mill unions, who will be involved in more than half of these renewal negotiations, convened a series of regional conferences to formulate co-ordinated bargaining policies. According to press reports, the Ontario-Manitoba Council was expected to ask for wage increases of as much as 20 per cent, and the Quebec and Eastern Canada Council has indicated that it will ask the companies for a 13-per-cent wage increase and make other demands as well.

A number of important agreements affecting iron ore and uranium mines in Ontario, Quebec, and Labrador were signed by the **United Steelworkers of America**. The settlements with Bethlehem Steel Company, Marmora, Ont.; Lowphos Iron Ore, Capreol, Ont.; and the Iron Ore Company of Canada, Schefferville, Carroll Lake and Seven Islands, Que., increased the miners' wages to among the highest in the industry. The largest of these agreements was with the **Iron Ore Company of Canada**, where 2,000 employees received increases in wages and fringe benefits averaging 38 cents an hour over the life of the three-year agreement. The first increase of 9 cents an hour was made retroactive to October 23, 1959, a second hourly increase of the same amount will become effective on October 23, 1960 and another increase of 9 cents an hour on October 23, 1961. In addition to these increases to the base rates, the differences between job classes will be widened from 6.0 to 6.9 per cent over the three-year period. The company agreed to contribute an additional 2 cents an hour over and above their present contribution to the group insurance plan. Major improvements in the contract language were negotiated with particular reference to check-off, seniority, probationary employees, safety on the job and apprenticeship training. Written into the agreement was the principle that seniority will be the governing factor in cases of layoff due to curtailment of operations and recall after layoff.

The settlements were patterned on the one that ended the recent steel strike in the United States, but in Canada the emphasis was on wages rather than on fringe benefits. The Canadian rate, therefore, will be higher than in the United States, but the U.S. miners have a slightly higher total pay because of the cost-of-living bonus. An indirect result of the new wage scale may be some easing of pressures from areas in U.S. that were calling for tariffs against Canadian iron ore because it came from what was termed a "low-wage country".

The **Steelworkers** also concluded a number of major agreements in the uranium mines during February and March. Negotiations were conducted in an atmosphere of uncertainty arising out of a decision by the U.S. Atomic Energy Commission not to exercise its option to purchase future stocks of Canadian uranium oxide. The threat of reduced markets and future production cutbacks impeded negotiations; most agreements were finally settled with the aid of conciliation services. The union signed new agreements with **Algom Uranium Mines, Stanrock Uranium Mines, Pronto Uranium Mines, Northspan Uranium Mines, and Milliken Lake Uranium Mines**, all in the Elliot Lake area. The most interesting provision in the agreements was for a severance pay allowance: a \$6 a month continuity bonus to a maximum of \$400 for each employee permanently displaced by the cutbacks in the industry.

During the month the **Rubber Workers** signed two major agreements. One was with the **Firestone Tire and Rubber Company**, Hamilton, Ont., where the majority of employees voted to accept a one-year agreement that provided a package hourly increase averaging 9½ cents retroactive to January 26, 1960. Piece workers are to receive 6 cents an hour increase and the hourly rated employees will get 9 cents an hour. The qualifying period for three weeks annual vacation with pay was reduced from 11 years of continuous employment with the firm to 10 years. The other agreement was with the **Goodyear Tire and Rubber Company**, in which 1,700 employees received wage increases ranging from 7½ cents an hour for piece workers to 9½ cents an hour for hourly rated employees. Retroactive pay of \$8 was provided for all employees who were on the payroll continuously from February 20, 1960. The shift bonus of 7 to 10 cents per hour provided in the previous agreement was raised to 8 to 12 cents an hour. Supplementing the monetary gains, the new contract also provided for an extension of the supplementary unemployment benefit from 26 weeks to 39 weeks. In addition, the same union should shortly be engaged in renegotiating current contracts with **B. F. Goodrich of Canada Limited** and with the **Dominion Rubber Company's** footwear and tire divisions.

Duration of Negotiations in 1959

The accompanying table is a review of the duration of negotiations which preceded the signing of all major collective agreements reached during 1959. The review is limited to those agreements in which the bargaining unit consisted of 500 or more workers, exclusive of those in the construction industry and those settlements in which wages were based on piece rates only.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING THE YEAR 1959

Collective agreements covering 500 or more workers concluded between January 1, and December 31, 1959, exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	77	140,530	43	50,650	7	6,380	3	1,900	.....	.....	130	199,460
Conciliation officer.....	8	19,500	25	26,000	5	2,920	2	1,410	.....	.....	40	49,830
Conciliation board.....	.....	.....	7	4,920	7	4,660	4	3,500	2	2,700	20	15,780
Post-conciliation bargaining.....	.....	.....	5	17,470	5	7,700	11	23,550	2	2,300	23	51,020
Work stoppage.....	1	600	2	27,600	2	9,300	5	6,250	1	600	11	44,350
Total.....	86	160,630	82	126,640	26	30,960	25	36,610	5	5,600	224	360,440

Negotiations that preceded the settlement of most of the collective agreements included in the table were conducted for periods ranging from one to six months; more than half of the settlements were concluded after bargaining three months or less. In 25 per cent of the agreements, negotiations were conducted for periods ranging from 7 to 13 or more months before settlement was reached. As negotiations extended over longer periods, the proportion of agreements settled by direct bargaining diminished while the proportion of those settled after one or more stages of conciliation increased.

Strikes and lockouts often tend to attract more attention than settlements made without recourse to strike action, but actually only a relatively small proportion of labour-management negotiations result in work stoppages. Of the 224 major agreements, each covering 500 or more workers, signed during 1959, fewer than 5 per cent were concluded while a work stoppage was in progress. The largest of these was in the B.C. lumber industry, where more than 27,000 workers were involved, accounting for more than half of all the workers covered by major agreements settled after work stoppage. Close to 60 per cent of the 1959 agreements were concluded by direct company-union negotiations. Of the 83 agreements signed after conciliation proceedings, nearly half, covering approximately 50,000 workers, were reached through the aid of a conciliation officer; conciliation boards successfully brought the parties together in 20 cases covering approximately 16,000 workers; and in 23 negotiations further discussions between the parties were required before agreements for more than 51,000 workers were signed.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During April, May and June 1960

(Except those under negotiation in March)

Company and Location	Union
Abitibi Power & Paper, Iroquois Falls, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Abitibi Power & Paper, Sault Ste. Marie, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Alaska Pine & Cellulose, Woodfibre & Port Alice, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bakeries (various), Vancouver, B.C.	Bakery Wkrs. (CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
B.C. Electric, province-wide	I.B.E.W. (AFL-CIO/CLC)
B.C. Electric Railway, company-wide	Street Railway Empl. (AFL-CIO/CLC)
B.C. Telephone, province-wide	B.C. Telephone Wkrs. (Ind.) (Traffic Empl.)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bowater Paper Corp., Liverpool, N.S.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cascapedia Mfrs. & Trading, Gaspé Peninsula, Que.	Woodcutters, Farmers Union (Ind.)

Company and Location	Union
Cdn. Sugar Factories, Raymond, Alta.	CLC-chartered local
City of Quebec, Que.	Municipal and School Empl. Federation (CCCL) (outside wkr.s.)
Cloak Mfrs. Assoc., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Columbia Cellulose, Watson Island, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Courtaulds (Can.), Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, company-wide	Trainmen (AFL-CIO/CLC)
Crown Zellerbach, Ocean Falls, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Footwear Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Hopital Hotel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
KVP Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
MacMillan & Bloedel, Port Alberni, B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Norton Co., Chippawa, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Ont. Minnesota Paper, Fort Francis & Kenora Ontario Paper, Thorold, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Sask. Power Corp., Regina, Sask.	Oil Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assoc. (Ind.)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Spruce Falls Power & Paper, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others

Part II—Negotiations in Progress During March

Bargaining

Company and Location	Union
Anglo-Cdn. Paper, Quebec, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Asbestos Corp., Thetford Mines, Que.	Mining Empl. Federation (CCCL)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C.	Longshoremen and Warehousemen (CLC)
B.C. Telephone, province-wide	B.C. Telephone Wkrs. (Ind.) (plant empl.)
Bristol Aero Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Building suppliers, Vancouver, B.C.	Teamsters (CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co., western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers, eight plants	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Canadian Marconi, Montreal, Que.	Empl. Council (Ind.)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec	I.U.E. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CCCL)
City of Ottawa, Ont.	Public Empl. (CLC)
City of Quebec, Que.	Municipal and School Empl. Federation (CCCL) (inside wkr.s.)
City of Toronto, Ont.	Fire Fighters (AFL-CIO/CLC)
City of Toronto, Ont.	Public Empl. (CLC) (inside staff)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
City of Vancouver, B.C.	B.C. Peace Officers (CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assoc. (Ind.)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Food stores (various), Vancouver, B.C.	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Gatineau Power, company-wide	I.B.E.W. (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CCCL)
Hammermill Paper, Matane, Que.	Carpenters (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Kellogg Co., London, Ont.	Millers (AFL-CIO/CLC)
Kelly, Douglas, Vancouver, B.C.	Empl. Assoc. (Ind.)
Manitoba Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide	I.B.E.W. (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Millinery Mfrs. Assoc., Montreal, Que.	Hatters (AFL-CIO/CLC)
Noranda Copper and Brass, Montreal, Que.	Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Jonquiere, Kenogami & Riverbend, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Ready-mix concrete cos. (various), Toronto, Ont.	Teamsters (CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Sask. Govt.	Sask. Civil Service (CLC) (labour services)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Inst. (Ind.)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
St. Lawrence Corp., Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Swift Canadian, six plants	Packinghouse Wkrs. (AFL-CIO/CLC)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Service Empl. (CLC)
Township of Scarborough, Ont.	Public Empl. (CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mère, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Wilsil Ltd., Montreal, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)

Conciliation Officer

Association des Marchands Détaillants (Auto- Voiture), Quebec, P.Q.	CCCL-chartered local
Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL)
B.C. Electric Railway, company-wide	Office Empl. (AFL-CIO/CLC)
B.C. Telephone, province-wide	B.C. Telephone Wkrs. (Ind.) (clerical empl.)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
City of Vancouver, B.C.	Fire Fighters (AFL-CIO/CLC)
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dairies (various), Toronto, Ont.	Teamsters (CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)

Conciliation Board

Canada Cement, company-wide	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Aviation Electronics, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
CNR, CPR, other railways, Montreal, Que.	15 unions (non-operating empl.)
Dominion Glass, Montreal, Que.	Glass and Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

Post-Conciliation Bargaining

Company and Location	Union
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Arbitration

Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Work Stoppage

(no cases during March)

Part III—Settlements Reached During March 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate).

BICROFT URANIUM MINES, BANCROFT, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—4¢-an-hr. increase eff. Feb. 1, 1960 and a further 5¢-an-hr. increase eff. Mar. 16, 1961; voluntary checkoff; welfare costs to be shared equally by the employer and employees.

B.A. OIL, CLARKSON, ONT.—OIL WKR. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—a 4% general increase for all empl.

CDN. CANNERS, VANCOUVER, PENTICTON, KELOWNA, ASHCROFT, B.C.—PACKINGHOUSE WKR. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—10¢-an-hr. increase during 1960 and an additional 5¢-an-hr. increase during 1961; a 48-hr. work week during the 4½-mo. canning season with a 40-hr. work week during balance of the year.

CITY OF MONTREAL, QUE.—PUBLIC SERVICE EMBL. (CLC): 1-yr. agreement covering 5,000 empl.—15¢-an-hr. increase retroactive to Dec. 1, 1959; 4 wks. vacation after 25 yrs. service (formerly no provision for 4 wks. vacation); provision for \$2,000 group plan life insurance policy.

CONSOLIDATED PAPER, LES ESCOUMINS, QUE.—PULP AND PAPER WKR. FEDERATION (CCCL): 2-yr. agreement covering 500 empl.—8¢-an-hr. retroactive pay for all wkr. who worked at roadmaking; wood cutters to receive an increase of 9¢ per cord during the life of the agreement.

DAIRIES (VARIOUS), VANCOUVER, B.C.—TEAMSTERS (CLC): 2-yr. agreement covering 850 empl.—guaranteed minimum salary established for driver salesmen at \$369.75 per mo. during the first year and \$386.06 per mo. minimum during the second year; dairy help to receive an increase of \$21.70 per mo. in the first year and an additional \$10.87 per mo. during the second year; 3 wks. vacation after 8 yrs. and 4 wks. after 20 yrs. of service (formerly 3 wks. after 10 yrs. and no provision for 4 wks. vacation).

DOMINION GLASS, HAMILTON, ONT.—GLASS AND CERAMIC WKR. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—9¢-an-hr. increase retroactive to Jan. 15, 1960 plus an additional 4¢ an hr. eff. Jan. 15, 1961; 4 wks. vacation after 25 yrs. service (formerly no provision for 4 wks. vacation).

FIRESTONE TIRE, HAMILTON, ONT.—RUBBER WKR. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—6¢-an-hr. increase for piece wkr.; 9¢-an-hr. increase for hourly rated empl.; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 11 yrs.).

GOODYEAR TIRE, NEW TORONTO, ONT.—RUBBER WKR. (AFL-CIO/CLC): 1-yr. agreement covering 1,700 empl.—general increase of 7¢ an hr. for all empl.; changes in shift premiums; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 11 yrs.); supplementary unemployment benefit increased from 26 wks. to 39 wks.

IRON ORE OF CAN., SCHEFFERVILLE, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—9¢ an hr. retroactive to Oct. 23, 1959, an additional 9¢ an hr. eff. Oct. 23, 1960 and another 9¢-an-hr. increase eff. Oct. 23, 1961; during contract period wage differential in the CWS will increase from 6.0 to 6.9%.

MILLIKEN LAKE URANIUM MINES, ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—3¢-an-hr. increase retroactive to Jan. 1, 1960 plus an additional 4¢ an hr. eff. Jan. 1, 1961; 1 additional paid holiday increasing the total to 7 per yr.; work on holidays to be paid at time and one half plus regular day's pay; continuity bonus of \$6 per mo. to a maximum of \$400 payable to empl. permanently laid off.

NORTHSPAN URANIUM MINES, ELLIOT LAKE, ONT.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 1,600 empl.—3¢-an-hr. increase retroactive to Jan. 1, 1960; an additional 4¢-an-hr. increase eff. Jan. 1, 1961; 1 additional paid holiday increasing the total to 7 per yr.; continuity bonus of \$6 per mo. to a maximum of \$400 payable to all empl. permanently laid off as a result of cut-backs in the mines.

E. S. & A. ROBINSON, TORONTO ONT.—PRINTING PRESSMEN (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—8¢-an-hr. increase retroactive to Dec. 1, 1959; an additional 9¢ per hr. eff. June 1, 1960; a further 5¢ an hr. eff. Sept. 1, 1960; 5¢ an hr. on June 1, 1961 and another 5¢ an hr. eff. Dec. 1, 1961; eff. June 1, 1960 working hrs. to be reduced from 38½ to 37½ per wk. without change in pay; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 12 yrs.).

NOTES OF CURRENT INTEREST

Committee Will Consider Changes In Monthly Employment Release

A committee to consider changes in the monthly statistical report on employment and unemployment has been set up, it was announced in the House of Commons last month by Hon. Michael Starr, Minister of Labour. He was replying to a question about progress in setting up a committee "to determine more realistic measures with regard to figures on unemployment in Canada."

The Deputy Minister of Labour, A. H. Brown, will be chairman of the committee.

Terms of reference of the committee, which will report to the Ministers of Labour and of Trade and Commerce, are:

1. To consider the most appropriate basis for an official national measure of unemployment in Canada and to recommend accordingly;

2. To review the adequacy of existing statistics for this purpose;

3. Consequent thereon, to consider changes required in the joint Department of Labour-Dominion Bureau of Statistics monthly employment release.

Other members of the committee are: Walter E. Duffett, Dominion Statistician, Dominion Bureau of Statistics; Assistant Deputy Minister of Labour George V. Haythorne; Simon A. Goldberg, Assistant Dominion Statistician; V. J. Macklin, Director, Economics Branch, Department of Trade and Commerce; James McGregor, Director, Unemployment Insurance, Unemployment Insurance Commission; William Thomson, Director, National Employment Service; W. R. Dymond, Director, Economics and Research Branch, Department of Labour; Gil Schonning, Chief, Employment and Labour Market Division, Economics and Research Branch, Department of Labour.

Building Supply Dealers Report Gains from 'Do It Now' Campaign

Some 400 Canadian building supply merchants have participated in the "Do It Now" National Winter Work Campaign sponsored by the Department of Labour, it was found when the Department distributed a questionnaire to ascertain whether habit, tradi-

tion and the lack of economic buoyancy in Canada in winter were too strong to permit the development of a wintertime market.

About 66 per cent of those who replied said that their business had improved compared with the previous winter. The increases were reported to run between 1 and 200 per cent, and averaged about 18 per cent. Some 18 per cent found no change in the business turnover and 16 per cent reported a decrease in business.

Approximately 90 per cent of the dealers who linked a sales campaign with the "Do It Now" campaign either maintained their full staffs or increased them. Even those who did not tie in with the campaign apparently benefited from it; 21 per cent reported increased winter sales.

Eighty-four per cent of the paint dealers who reported having run a wintertime sales program said their business had increased by an average of 14 per cent over the previous winter. About 96 per cent reported that they had been able to maintain or increase their staffs during the three-month campaign.

Of the hardware firms reporting that they had participated in the campaign, 53 per cent showed an average increase in business of 14 per cent over the previous year, and 16 per cent maintained their sales volume. All the firms interviewed had either maintained or increased their staffs.

12th Trade Analysis Issued

Another in the series of trade analyses designed to assist in the development of uniform trade standards in Canada has been issued. It is *Analysis of the Steamfitting Trade; Construction*, which sets forth those phases of the trade that are considered essential in all provinces.

The analysis was compiled by a national committee appointed by the Department of Labour, working in conjunction with provincial apprenticeship authorities.

Trades covered in previous analyses are: heavy duty mechanic, bricklaying, carpentry, machinist, motor vehicle repair—body, motor vehicle repair—mechanical, plastering, plumbing, sheet metal, electrical, and painting and decorating.

Stay in School, Labour Minister Advises Young People of Canada

It is important that young people stay in school and get as much education and training as possible before seeking employment, Hon. Michael Starr, Minister of Labour, said in connection with the observance last month of Education Week.

Mr. Starr emphasized that the number of unskilled and semi-skilled jobs available in Canada is declining; of skilled and professional jobs (which require more schooling and technological training), increasing. Only 30 per cent of jobs available in Canada at present call for semi-skilled or unskilled workers.

The Minister noted that almost 70 per cent of the Canadian children entering Grade 2, the beginning of their elementary school education, will leave school before getting their junior matriculation or equivalent: they drop out without reaching a level that would equip them for most of the jobs beyond semi-skilled.

During the past 10 years, opportunities in professional occupations increased by 70 per cent; skilled occupations, 35 per cent; white collar occupations, 35 per cent; semi-skilled and unskilled occupations, only 20 per cent, Mr. Starr said. This trend, resulting from technological advances, would inevitably continue, he declared.

"If young Canadians hope to reap the benefits of a modern progressive nation, they will have to face up to the fact that education is no longer a luxury, but a necessity."

A British Government advisory council has reported that the education provided for the great mass of children in England is inadequate in quality and too short in duration. As an initial step to correct the situation, the Central Advisory Council for Education has urged that the Government raise the compulsory school-leaving age from 15 to 16 years.

Tremendous Enrolment Growth In Higher Technical Education

Post-secondary technical education in Canada is growing at a tremendous rate, according to a report on full-time enrolment at Canadian technical institutes on October 1, 1959, recently issued by the Dominion Bureau of Statistics. The report gives actual registration figures of full-time students enrolled at various institutions on that date.

During the last two years alone, the report says, three provinces have inaugu-

rated new programs of post-secondary technical education, and all the other provinces that already provided such education have extensively expanded their programs.

The total full-time enrolment in Canadian technical institutes in 1959-60 reached 8,304, with enrolments of "engineering type" technicians outnumbering the others by eight to one. The enrolment in courses by year was: first year, 4,148 students; second year, 2,526; and third year, 1,557. In addition 73 students in Quebec were taking a special fourth year course.

Prospective graduates for the May-June 1960 period number 2,041, comprising 1,813 engineering type technicians and 228 others.

U.K. School-Leavers Soon at Peak, More Seeking Skilled Training

The number of school-leavers in the United Kingdom will drop this year from last year's total of 776,000 to 702,000. In 1961, however, when the "bulge" begins, it will rise again to 857,000, reaching a peak of 929,000 in 1962, according to a report issued by the Church Information Service.

"At present about 36 per cent of all boys leaving school become apprentices, 1 per cent enter professions, 7 per cent take up commercial or clerical posts and 56 per cent go into unskilled or semi-skilled jobs.

"Every year . . . more people seek opportunities for training for skill than our present training facilities can provide for.

"Wherever the opinions of school-leavers about their future work are tested, a majority of young people put their opportunities to learn and a chance of advancement before high wages.

"Every year the number of young people staying on voluntarily at school after 15 increases, and so does the number achieving the necessary general education on which training for skill can be based."

The report points out that even now technical colleges cannot cope with the rapidly increasing numbers of applicants, and many companies are already taking as many trainees as they see their way to employ.

"They can rightly ask that the extra number of would-be trainees created by the bulge and increased by the ending of national service should be shared by other firms, or that the cost of additional trainees should not fall only on them."

The report says that much can be done by individual employers, managers, trade unionists and educators to relieve the pressure.

Planned Capital Spending in 1960 Largest Program on Record

Plans for capital expenditure in all sectors of the Canadian economy in 1960 involve total outlays of \$8,770 million. This would be the largest capital program on record, exceeding last year's total by 4 per cent and exceeding the previous peak established in 1957.

The plans were outlined in a report entitled *Private and Public Investment in Canada—Outlook 1960*, which summarizes the results of a recent survey of capital spending intentions. It was tabled in the House of Commons by the Minister of Trade and Commerce on March 3.

Outlays for new construction are expected to reach a record total of \$5,942 million, in comparison with last year's total of \$5,798 million.

Spending for machinery and equipment is expected to be appreciably higher than in the past two years. Planned outlays of \$2,828 million are 8 per cent greater than the \$2,613 million spent last year, and only slightly less than the record amount spent in 1957.

The resurgence of business investment anticipated this year from the sharp decline that took place in 1958 and 1959 will provide the main contribution to the expansion expected in total private and public investment. Outlays for housing and social capital are likely to make up a smaller part of the total investment than they have in the past two years. Such spending is expected to increase by only about 1 per cent over last year; business investment, according to present plans, will be 6 per cent greater than last year.

The increase in investment is expected to be especially great in the resource based industries, an increase of about 20 per cent over 1959 being shown in investment planned in the forest and mineral products industries. A further significant increase in commercial building, including stores and offices, will also contribute to the total growth in business investment.

Expenditure for housing, which reached a record of \$1,782 million in 1958, and which dropped slightly in 1959 to \$1,759 million, is expected to drop to \$1,696 million in 1960. It is anticipated, however, that this decline will be offset by increased investment in institutional construction, particularly for hospital and university buildings. Construction by the federal, provincial and municipal governments combined is likely to involve slightly higher spending than last year.

According to the report, the 1960 investment program should not place any undue strain on available resources. "It appears likely that present productive capacity in the building materials industries and the available supply of labour will be at least adequate for the moderate increase in construction activity now planned. In fact bidding on construction jobs is likely to continue to be keenly competitive and this should hold any upward pressure on prices to modest proportions," the report says.

It adds that the decline in the supply of mortgage money available for house building has been taken into account in the housing estimate for 1960. But, although the number of new housing units started this year is estimated at 10 to 15 per cent below the 141,000 starts of 1959, with 82,000 units under construction at the beginning of the year completions are expected to be little below last year's total of 146,000.

Gross National Product in 1959 Six Per Cent Above 1958 Total

The recovery in Canada's gross national product that began in 1958 as the economy emerged from a mild recession continued in 1959, the Dominion Bureau of Statistics reported last month.

In the first half of the year the rise carried the gross national product to new levels. But in the third quarter expansion was checked by a combination of factors, largely associated with industrial disputes in Canada and the United States. In the fourth quarter the advance resumed.

Gross national product in the fourth quarter was 2 per cent above the total for the preceding quarter and was at an annual rate, seasonally adjusted, of \$35,372 million.

For 1959 as a whole, gross national product was \$34,593 million, approximately 6 per cent above the 1958 figure, \$32,606 million. Higher prices accounted for about 2 per cent of the increase in 1959; therefore physical volume of output was about 4 per cent above that of 1958. The average post-war increase has been 4 per cent.

Physical volume of output was virtually unchanged in 1957 and 1958.

There were broad changes in the composition of income and outlay in 1959, reversals in trend in a number of categories of demand, and a marked change in the pattern of the nation's total expenditure.

Outlays for new housing, which rose 25 per cent in 1958, moved downwards through the first three quarters of 1959 and recovered slightly in the fourth quarter as

new mortgage money was made available by the Government. Personal expenditures on consumer goods and services increased slightly more than in the previous year. Government expenditures on goods and services rose less sharply in 1959 than in 1958 and in fact declined in the last half of the year.

Labour income, which showed only a small change between 1957 and 1958, registered a sharp rise in 1959 and accounted for a much greater proportion of the increase in total personal income than in the previous year.

Although corporations profits showed little change from quarter to quarter during 1959, they were at an average rate about 14 per cent above 1958 figures and compared with a decline of less than 3 per cent between 1957 and 1958.

Quebec Superior Labour Council Revived, Holds First Meeting

The Quebec Superior Labour Council, a 24-member advisory body to the provincial Department of Labour that had not met for five years, was revived last month by Quebec Premier Antonio Barrette, and held its first meeting on March 29. Premier Barrette is also Quebec's Minister of Labour.

Employee organizations, management associations and universities are represented on the Council. In addition, three Department of Labour officials are ex officio members.

At the Council's first meeting since its revival, Premier Barrette promised legislative support for unanimous decisions of the Council. The Council fell into disuse in 1954 after the late Premier Duplessis took no action on a draft labour code the Council had submitted. From that time, no appointments were made as vacancies occurred.

Paul Lebel, social sciences professor at Laval University, was elected President of the Council, the post he held when the Council went into disuse. The two vice-presidents are: Jean Marchand, Secretary-General of the Canadian and Catholic Confederation of Labour, and W. M. Baker, Industrial Relations Department of Dominion Engineering Works Limited, representing the Canadian Manufacturers' Association on the Council.

Other Council members are, for labour: Roger Mathieu, President of the Canadian and Catholic Confederation of Labour; Roger Provost, President of the Quebec Federation of Labour (CLC); Leopold

Garant, President of the General Corporation of the Catholic Teachers of Quebec Province; Ernest Messier, Chairman of the provincial Joint Legislative Committee of the International Railway Brotherhoods; Marcel Pepin, CCCL Technical Advisor; Jean Gérin-Lajoie, an Executive Vice-President of the Quebec Federation of Labour; John Purdie, a QFL Vice-President.

Employer representatives are: H. Sparks, Vice-President, Northern Electric Company; Fernand Girourd, Vice-President of Valcona Limited, and Paul-D. Normandeau, Manager of Eagle Pencil Company, representing the Professional Association of Industrialists; J.-E. Laframme, President of the Building Trades Federation of Quebec; J. R. Latter, Anglo-Canadian Pulp and Paper Mills Limited, representing the Canadian Pulp and Paper Association; Paul Bardou, Vice-President of the Retail Merchants Association of Canada; and Jean-Pierre Després, Iron Ore Company of Canada, representing the Quebec Metal Mining Association.

University representatives are: Jean-Marie Martin and Paul-Henri Guimont, Laval University; Michael Oliver, McGill University; Réal Cardin, University of Montreal; Jacques Parizeau, Montreal School of Advanced Commercial Studies.

Léonce Girard, Secretary of the Parity Committee of the shoe industry is the 24th member of Council.

Ex-officio members of Council are: Gérard Tremblay, Quebec Deputy Minister of Labour; Donat Quimper, Quebec Joint Deputy Minister of Labour, and Jacques Casgrain, Assistant Deputy Minister of Labour.

Work All Winter on Sask. Dam, Give Employment to 500 Men

Employment for 500 men, which ordinarily would not have been available, was created at the site of the South Saskatchewan River dam project through the creation of an "ice bridge" capable of carrying 40-ton loads. The technique also enabled contractors to make use of multimillion dollar machinery that would otherwise have stood idle.

The ice bridge was used to haul granular material across the river for use in the base on the dam.

A contract was awarded last month for construction of the downstream half of five diversion tunnels, through which the river will flow during construction of the dam. It was the largest contract to date on the project, which began in 1958.

1959 Edition Now Available of "Provincial Labour Standards"

A new edition, dated December 1959, of the Department of Labour publication *Provincial Labour Standards* is now available.

Revised annually by the Legislation Branch of the Department, this bulletin sets out the standards established by provincial law with regard to the school-leaving age, minimum age for employment, annual vacations, public holidays, maximum daily and weekly hours of work, minimum wage rates, equal pay, workmen's compensation benefits in case of death or disability, fair employment practices and weekly rest-day.

A higher school-leaving age in Prince Edward Island—16 years instead of 15—is one of the changes noted in the bulletin. In Manitoba, the Vacations with Pay Act was amended to provide for a vacation with pay of two weeks after one year's service with an employer, instead of a vacation of one week after one year of service and two weeks after three years. Provision was also made for the replacement of the stamp system of vacation pay for construction workers in the Greater Winnipeg area by a system of payment by cheques issued by the Department of Labour annually.

The enactment of a new Women's Minimum Wage Act in Prince Edward Island, and an increase in minimum wage rates by about 15 per cent in Quebec were other important changes made during the year.

Prince Edward Island enacted an Equal Pay Act, bringing the number of provinces with equal pay laws to seven. Amendments strengthening the Fair Employment Practices Acts of Nova Scotia and Saskatchewan were also made.

An upward revision of workmen's compensation benefits in six provinces is also recorded in the new edition.

Copies of the bulletin may be obtained from the Queen's Printer, Ottawa, at 25 cents each.

Housing Starts Last Year Drop 14 Per Cent from 1958

Starts on the construction of new dwelling units, completions, and the number under construction at year-end were all lower in 1959 than in 1958. But 1959 starts and completions were higher than in any other postwar year, the Dominion Bureau of Statistics reports.

Starts dropped 14 per cent to 141,345 from 164,532 in 1958; completions, at 145,671, showed little change from the 1958 figure of 146,686. Units in various stages of construction at the end of 1959

dropped in number to 81,905 from 88,162 in 1958.

In the United States, starts of non-farm housing units in 1959 were 14 per cent higher than in 1958. The 1959 total, 1,376,900, almost equalled the record of 1,396,000 in 1950.

Fewer Immigrants Last Year, 106,928 Compared with 124,851

Fewer persons emigrated to Canada in 1959 than in 1958—106,928 compared with 124,851, the Department of Citizenship and Immigration has reported.

Of the 106,928 arrivals in 1959, about half, 53,551, were destined to the labour force. The largest number, 12,792, came under the occupational classification "manufacturing, mechanical and construction." Another 8,940 were listed as labourers. Totals in these categories in 1958 were 17,476 and 9,388 respectively.

The second highest number, 9,740, gave "service" as an occupational classification. In 1958, this classification covered 11,501.

Last year 6,947 immigrants were listed as professionals; in 1958 there were 7,553 listed under this classification.

As in 1958, the majority in 1959 came from Italy, 26,822. The second largest number, 19,361, was from the United Kingdom. The total coming from the U.K. in 1958 was 26,622.

Immigrants from the United States numbered 11,338 in 1959, compared with 10,846 in 1958.

Net Income of Farmers in 1959 7 Per Cent Less Than in 1958

The total net income of farmers from farming operations in 1959 is estimated at \$1,189,388,000, according to preliminary estimates of farm income published last month by the Dominion Bureau of Statistics.

The 1959 estimate is 7 per cent below the preliminary 1958 figure of \$1,277,562,000 but 12 per cent higher than the revised 1957 total of \$1,061,508,000.

Cash income from the sale of farm products was a little lower as a result of smaller returns from wheat, oats, cattle, poultry meat, eggs and fruit; they more than offset higher income from such commodities as barley, flaxseed, tobacco, hogs, dairy products, and larger Canadian Wheat Board payments.

Supplementary payments in 1959, consisting almost entirely of payments under the Prairie Farm Assistance Act, amounted to \$22,090,000, compared with \$60,128,000 in 1958.

Industrial Injuries in Ontario Number 272,460 Last Year

A record number of injuries to industrial workers was reported to the Ontario Workmen's Compensation Board last year. In the United States, the 1959 industrial injury total was the highest since 1953.

The Ontario total of 272,460 was some 16,000 above that in 1958, it was shown in the Compensation Board's annual report, tabled in the provincial Legislature last month.

The Ontario Rehabilitation Centre at Downsview treated 4,128 patients; 1,281 of them returned to their former employment.

Job injuries in the United States in 1959 disabled 1,970,000 workers, according to preliminary estimates of the U.S. Bureau of Labor Statistics. Approximately 13,800 of the injuries were fatal.

The injury total was 8 per cent higher than the 1958 figure and was the highest since 1953. The injury rate increased from 29.4 per thousand workers to 31.2.

The fatal injury total was 4 per cent above the 1958 figure but was lower than that of any other year. The death rate of 22 per 100,000 workers matched the record low established in 1958.

Commodity Imports in 1959 Up 8.9 Per Cent from 1958

The value of commodity imports into Canada in 1959 amounted to \$5,654,200,000, or 8.9 per cent higher than in 1958, according to final figures released by the Dominion Bureau of Statistics.

Iron and steel products accounted for about half of the total gain in imports and for more than one-third of all Canada's imports.

Imports of non-farm machinery, as usual by far the largest import item, rose in every quarter except the first and registered a 10-per-cent gain on the year.

Automobile parts imports, higher in each quarter of 1959 except the fourth, went up by one fifth. Imports of engines were virtually unchanged.

Increases of from 4 to about 40 per cent were registered for wool products, books and printed matter, paper, scientific equipment, cotton products, and electrical apparatus.

Aircraft and parts were one-fifth lower, and there were declines registered in coal, and aluminum and its products, among other commodities.

Among commodity imports that increased during 1959, with comparative figures for 1958 in brackets, were the following: Farm

implements and machinery, \$273.8 million (\$198.3 million); non-farm machinery and parts, \$585.2 million (\$532.9 million); automobile parts, \$288.6 million (\$240.5 million); automobiles, freight and passenger, \$229.3 million (\$162.2 million).

Imports of rolling-mill products in 1959 amounted to \$137.3 million, compared with \$147.5 million in 1958.

Northwest Territories Signs Hospital Insurance Agreement

A hospital insurance and diagnostic services program came into effect in the Northwest Territories on April 1, as a result of an agreement signed March 28 by Hon. J. Waldo Monteith, Minister of National Health and Welfare, and R. G. Robertson, Commissioner of the Northwest Territories.

The agreement with the Northwest Territories is similar in many ways to those previously completed with nine of the provinces. All residents were entitled to participate as soon as the program came into effect. Those who establish residence after April 1 will be entitled to come under the plan after a waiting period of three months.

No premium will be charged but there will be an authorized charge, like that levied in Alberta and British Columbia, for in-patient services. It will be \$1.50 a day.

U.S. Employment at Record High In February, Unemployment Less

During February the number of persons employed in the United States reached 64,520,000, an increase of 500,000 over the previous month's figure and more than 1,000,000 above the previous record for February set in 1957. At the same time, unemployment dropped by 218,000 to 3,931,000, U.S. Secretary of Labor James P. Mitchell announced. This was a reversal of the usual trend in February.

The seasonally adjusted unemployment rate for the month was down to 4.8 per cent, the lowest rate since October 1957, before the 1957-58 recession began. It was the first time since before the recession, except in May 1959, that it was below 5 per cent. The actual rate without discounting seasonal factors, however, was 5.7 per cent.

In Great Britain 450,000 persons were registered as unemployed on February 15, of whom 431,000 were wholly unemployed and 19,000 were temporarily out of work, the Ministry of Labour announced.

Mr. Justice Milvain Appointed Chairman in Railway Disputes

Hon. Mr. Justice J. V. Milvain of Calgary, of the Supreme Court of Alberta, has been appointed Chairman of the conciliation board established in the dispute between trade unions representing non-operating railway employees and the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; and Midland Railway of Manitoba. The appointment was announced March 31 by Hon. Michael Starr, Minister of Labour.

The other members of the conciliation board nominated by the parties are Philip F. Vineberg, Montreal, nominee of the companies, and David Lewis, Q.C., Toronto, the nominee of the Joint Negotiating Committee of the Associated Non-Operating Unions.

Messrs. Vineberg and Lewis reported that they had not been able to agree on the choice of a chairman; consequently it devolved on the Minister to appoint the Chairman as authorized by the provisions of the Industrial Relations and Disputes Investigation Act.

The unions concerned in the proceedings are: Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Division No. 4, Railway Employees' Department (AFL-CIO); Canadian National Railway System Federation No. 11; International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America; Brotherhood of Railway Carmen of America; International Brotherhood of Firemen and Oilers; International Brotherhood of Electrical Workers; United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; International Moulders' and Foundry Workers' Union of North America; Sheet Metal Workers' International Association; Commercial Telegraphers' Union; Brotherhood of Railroad Signalmen of America; Order of Railroad Telegraphers; Canadian Brotherhood of Railway, Transport and General Workers; and Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

February 17—*Applications under Municipal Winter Works Incentive Programs* have been invited from all Indian bands, who have been advised of the terms of the programs, the Minister of Labour replies to a question (p. 1147).

Representations from the Edmonton and District Labour Council and from Calgary and Regina locals of the Carpenters and Joiners relating to unemployment insurance regulations on the treatment of holiday and severance pay have been received and a date has been set for a meeting of the Unemployment Insurance Advisory Committee, the Minister tells a questioner (p. 1147).

The Unemployment Insurance Fund had a credit of \$445,885,387.32 at the end of January, the Minister announces in reply to a request for the balance in the Fund at the end of January in each year from 1955 to 1960 (p. 1147). The Minister also supplied totals of applicants for unemployment insurance at the end of January, for Canada, the Atlantic Provinces and for New Brunswick (p. 1148).

Direct housing loans by Central Mortgage and Housing Corporation are likely

to be a good deal lower in 1960 than they were in 1959, the Minister of Public Works says during consideration of a resolution preceding the introduction of amendments to the National Housing Act to increase the aggregate amount of insured loans under the Act. He opened the debate with a review of the history of the housing field in the past 2½ years (p. 1161).

February 18—Report of the fifth meeting of the Joint Canada-U.S. Committee on Trade and Economic Affairs was tabled by the Minister of Finance and printed as an appendix to the day's Hansard.

February 19—*Report on estimated number of men to be hired and estimated federal payments on Municipal Winter Works Incentive projects* approved by the federal Government up to February 12 tabled by the Minister of Labour and printed as an appendix to the day's Hansard. The tabling came at the opening of debate on a supplementary estimate to provide payments under the program (p. 1231, 1234).

Bill to extend application of the Canada Fair Employment Practices Act to the Civil Service is debated (p. 1270). The House adjourned without question put.

February 22—*Disqualification for unemployment insurance benefit* was imposed on some 125 claimants out of 580 who failed to apply for jobs as bushworkers, for which 192 vacancies had been received at the Rouyn local office of the Unemployment Insurance Commission, the Minister of Labour reports in answer to a question (p. 1296).

February 23—*Request for assistance to maintain the uranium industry* is made by Hon. L. B. Pearson, who suggested that the Government consider establishment of a plant to produce enriched uranium and the turning over to private industry of the production operations of Eldorado Mining and Refining Ltd. (p. 1373).

February 24—*Bill to reduce voting age in Canada from 21 to 18* (Bill C-48) is given first reading (p. 1391).

Information on claimants for unemployment insurance may be released by the Unemployment Insurance Commission where the Commission deems it advisable, the Minister of Labour tells a questioner (p. 1399).

The Government is prepared to sign a roads to resources agreement with Saskatchewan for \$15 million, including the cost of the Prince Albert Bridge, the Minister of Northern Affairs and National Resources says in reply to a question (p. 1402).

Debate continues on estimate to provide payments under the Municipal Winter Works Incentive Program (p. 1402). The program has put another 40,000 persons to work, the Minister of Labour says (p. 1408). There was a 35-per-cent increase in the number of persons taking advantage of vocational training in 1959, Mr. Starr reports (p. 1408).

February 25—*Information relating to the inclusion of farm labour under the Unemployment Insurance Act* has been compiled by the Unemployment Insurance Commission. It will have to be studied, the Minister of Labour replies to question (p. 1437).

February 26—*Debate continued on estimate to provide payments under the Municipal Winter Works Incentive Program* (p. 1482).

Second reading moved of Bill C-12, to amend the Small Loans Act to require advertising of the true rate of interest being charged on each loan (p. 1523). The House adjourned without question put.

February 29—*Motion proposing a broadening of the scope of the national health insurance plan* introduced and debated (p. 1532). The House adjourned without question put.

March 1—*Debate continues on estimate to provide payments under the Municipal Winter Works Incentive Program* (p. 1590 and 1608).

March 2—*Debate continues on estimate to provide payments under the Municipal Winter Works Incentive Program* (p. 1648).

March 3—*The Government will assist the Government of Nova Scotia in a joint study of unemployment*, the Minister of Labour tells a questioner (p. 1684). Later, he explained that "one of the men from the Economics [and Research] Branch of the Department will go there and in co-operation with provincial officials will proceed with the survey" (p. 1689).

Debate continues on estimate to provide payments under the Municipal Winter Works Incentive Program (p. 1687). After 7½ days of debate, the appropriation was approved by a vote of 127 to 0.

Figure that will reflect "accurately and completely the jobless situation at any time" will be sought by officials of the Dominion Bureau of Statistics, the Department of Labour and the National Employment Service, the Minister of Labour announces (p. 1702).

March 7—*Statement on Elliot Lake* made by the Prime Minister (p. 1785).

Consideration is being given to a request by a local of the International Union of Mine, Mill and Smelter Workers for restoration of pension vesting provisions in the Income Tax Act, the Prime Minister informs a questioner (p. 1789).

Unemployment Insurance Advisory Committee met March 4 for discussion of the regulations respecting holiday and severance pay; the Government is awaiting a report of the meeting, the Minister of Labour says in reply to a question (p. 1793).

March 8—*Progress reported on motion that the House go into committee to consider a measure for amending the Railway Act so that grants could be made from the railway grade crossing fund for a further period of three years beyond January 31, 1961* (p. 1874).

March 9—*An increase in prevailing rates for motor mechanics in the naval motor transport garage at Esquimalt, B.C., retroactive to November 1, 1959* has been approved, the Associate Minister of National Defence replies to a question (p. 1884).

Second reading moved of Bill C-2, to amend the Indian Act to give Indians the right to vote in federal elections (p. 1912). The House adjourned without question put.

March 10—*The Government is hopeful that a trade agreement with Russia will be signed*, the Minister of Trade and Commerce tells a questioner (p. 1920).

Debate on second reading of Bill C-2, to amend the Indian Act to give Indians the right to vote in federal elections, continues (p. 1925). Bill read the second and third times and passed.

Bill C-3, to amend the *Canada Elections Act* to give Indians the right to vote in federal elections, read the second and third times and passed (p. 1955).

Debate continues on resolution preceding the introduction of amendments to the National Housing Act to increase the aggregate amount of insured loans under the Act (p. 1958).

March 11—*Investigations into Chignecto Canal* development are taking place, the Prime Minister says when questioned whether the Government would consider an immediate engineering study of the canal's cost, irrigational details, and location (p. 1968).

Bill C-53, to amend the National Housing Act, introduced and read the first time (p. 1974, 2005).

March 15—*Debate motion* for second reading of Bill C-53, to amend the National Housing Act (p. 2071). The House adjourned without question put.

March 16—*Unemployment Insurance Fund* had a credit balance of \$408,141,026.81 on February 28, 1960 and of \$547,399,504.48 a year earlier. On February 25, 1960 there were 805,195 unplaced applicants for unemployment insurance on the books of the National Employment Service offices across Canada, the Minister of Labour replies to questions (p. 2117).

Agreement under the Unemployment Assistance Act has been signed between the federal Government and the Government of Quebec, the Minister of National Health and Welfare replies to a question (p. 2117).

"*Disallowance of provincial laws* is not one of the functions of the Dominion Parliament" and therefore a motion to discuss the disallowance of two Newfoundland labour bills was rejected by the Speaker (p. 2120).

The federal Government has not disallowed labour legislation passed by the Government of Newfoundland, the Prime Minister replies to a question (p. 2122).

Debate on second reading of Bill C-53 (National Housing Act) continues (p. 2130).

Labour groups that protested the Government's refusal to grant salary increases to civil servants listed by Minister of Finance in reply to a question (p. 2152).

March 17—*The question of disallowance* of labour legislation passed by the Government of Newfoundland was considered "and

a decision was made not to take any action," the Prime Minister advises a questioner (p. 2155).

Bill C-53, to amend the National Housing Act to increase the aggregate amount of insured loans under the Act, read the third time and passed (p. 2158).

March 21—*Discussion of International trade* opened by the Leader of the Opposition (p. 2250). He moved an amendment to the motion that the House go into committee of supply, in which he called for action to remedy Canada's unfavourable trade balance (p. 2268).

An amendment to the amendment was moved by Harold E. Winch (Vancouver East) (p. 2268).

The Minister of Trade and Commerce began a statement in reply (p. 2277) but the House adjourned before the question was put. The next day, March 22, he completed his speech (p. 2302). The amendment to the amendment was defeated 182 to 45 (p. 2333) and the amendment by an identical vote (p. 2334).

March 23—*Reduction of civilian staff* at HMCS *Cornwallis* stems from a number of causes, the major one being the new central heating plant with its modern fuel handling equipment, the Associate Minister of National Defence replies to a question (p. 2345).

Scope of retraining program that CNR plans to carry out is one of the matters that should come before the committee on railways, air lines and shipping owned and controlled by the Government, says D. M. Fisher (Port Arthur) during debate on the motion to set up the committee (p. 2375).

Some way to "transport" Hal Banks [Vice-President in Canada of the Seafarers' International Union] somewhere "so that we are not obliged to contend with him" should be sought by the Minister of Transport, Mr. Fisher says later in the same speech (p. 2376).

March 24—*Municipal Winter Works Incentive Program* will be extended until the end of May, the Minister of Labour announces (p. 2386).

A committee has been set up to seek "an official national measure of unemployment," the Minister of Labour announces (p. 2387).

March 25—*The Government has no sympathy* for racial discrimination policies and deplores the development of a situation that has given rise to violence and loss of life, the Prime Minister says in a statement on the situation in South Africa. At this time, however, "no beneficial purpose would be served by diplomatic protests" (p. 2448).

Construction Association's Annual Brief

Makes proposals for revision of federal labour code to clarify its provisions regarding picketing and strikes, to provide "protection" for employees against compulsory union membership, and to prevent strikes in essential public services

Revision of the federal labour code, illegal strikes and picketing, soundness of the Unemployment Insurance Fund, re-establishment of the labour-management National Joint Conference Board of the Construction Industry, and apprenticeship training were the subjects of some of the more important recommendations made to the federal Government on March 15 in the annual submission of the Canadian Construction Association.

The brief was based on the statement of policy and on the resolutions adopted at the Association's 42nd annual meeting at the end of January (L.G., Mar., p. 252).

In advocating the "modernization of labour legislation in accordance with present-day conditions and needs," the brief declared, the CCA was not being anti-labour in its proposals, which were designed "to provide greater equality between the parties so that collective bargaining procedures will be still more effective and responsible in character."

None of the Association's recommendations involved much reduction in the Government's revenues, some would save money, and those that required expenditures by the Government were investments that would bring a return or would develop a larger base for future tax revenues, the submission stated.

Recommendations in the submission were largely reiterations of those made to the Government in previous years.

The delegation, which was led by the CCA President J. M. Soules, reminded the Cabinet that the public works program of the federal Government amounted to about a tenth of the total volume of construction, and that the Government's policies also greatly influenced the construction plans of companies and private individuals.

Among the "more desirable" changes to the federal labour code advocated by the Association were: clarification of the law regarding picketing and strikes, "protection" of an employee against the compulsion to join a union as a condition of employment, provision for the settlement of jurisdictional disputes "within our own country rather than in the U.S.A.," and provision of means for preventing work stoppages in "essential public services."

The brief pointed out that the Association had previously advocated the vesting of unions with the status of legal entities, and it expressed satisfaction "that this status has been clarified and confirmed under the common law in a recent Supreme Court of Canada decision with respect to breach of contract and was spelled out last year in the B.C. Trades-union Act."

The CCA is still hopeful that the National Joint Conference Board of the Construction Industry will function again. Periodic meetings are now being held between the heads of the construction unions and contractor associations in the United States on the national level. We have been gratified to see that the Canadian Labour Congress has also advocated national labour-management conferences.

The Association said that the interest of the Department of Labour in the proposed restoration of the Joint Board was appreciated, and it pointed out that the principle of joint consultation is embodied in a number of advisory committees appointed by the federal Department of Labour.

The Association again objected to the administration of the Fair Wages and Hours of Labour Act in such a way that "the provisions contained in the schedules attached to federal construction contracts have exceeded those contained in union agreements or provincial legislation," which it asserted had happened in some cases. It opposed such a practice as imposing an unnecessary extra expense on the taxpayers and as having a "disruptive effect on other work in the region." It also complained that the Department had in one area changed its policy on overtime without warning or compensation to the contractors concerned.

Another complaint the Association made was that "no distinction is made between building and engineering construction projects or between urban and 'bush' jobs in the statutory daily and weekly maximum hours of work allowed on federal contracts." It asked for greater flexibility in this regard, and that the maximums should be set on a weekly rather than on a daily basis.

Referring to representations made previously to a standing committee of the House of Commons and to the Minister of Labour on the subject of unemployment insurance, the Association said that it had

then mentioned its concern about the reduced balance of the Unemployment Insurance Fund, and that it had recommended that the Fund's "administration should be guided exclusively by sound actuarial principles." It said also that "the Association has had reason to complain that the fund was being misused for purposes for which it was clearly never intended."

The CCA is also gravely concerned that the payment of benefits which now enable an unemployed person to collect up to a total of \$79 a week net will undoubtedly have some influence on the incentive to work. It is therefore felt that the most careful study should be given to all supplementary unemployment benefit plans and also to the "benefit" and "allowable earnings" scales.

The Association reiterated its appreciation of the encouragement and help given by the Department of Labour to the apprenticeship and vocational training program and to the development of national trade training standards. It said that it was pleased that the Apprenticeship Training Advisory Committee at its last meeting had approved of the Association's training policies.

The CCA affirmed its intention of continuing to "stress the special responsibility of employers in assisting in our industrial education programs, both in the provision of opportunities for on-site training and in assistance to our schools, whether they be vocational schools, apprenticeship centres, technical institutions or universities." It asked for continued assistance by the federal Government in this work.

In the matter of housing, the brief referred to the unusually uncertain outlook this year. It commended the Government for increasing the appropriation of funds to be

used in financing operations of CMHC under the terms of the National Housing Act. Regarding the effect of the new interest of 6½ per cent on NHA mortgages in attracting investment funds on a large scale, "much depends upon the extent to which the federal Government exercises its role as a residual lender," the brief said.

The Association repeated some of the recommendations it had made in the past for "increasing the opportunities for improved housing for the under-\$5,000-a-year group." It again advised the amendment of the NHA to allow existing houses to be bought under the Act, and to make the financing of housing for rent more attractive to investors.

The Association's previous recommendation that the federal sales tax should be removed from building materials that are still subject to it was repeated. Not only was this request not heeded, the brief said, but the rise in the old age security portion of the tax had increased the effective rate to 11 per cent, thereby increasing construction costs.

The Association commended the federal Government "for its good example in scheduling construction and general purchases in the winter months and in promoting wintertime construction on a widespread scale through the various publicity media." It expressed belief in the value of the municipal winter works incentive program. It said, however, that an earlier announcement regarding the scheme "would be helpful in enabling more municipalities to participate." A continuation of the campaign to encourage wintertime construction was recommended.

Belgian Program Has Retrained 25,000 Unemployed for New Jobs

Some 25,000 unemployed persons in Belgium have been retrained for new jobs during the past 15 years.

Under the Belgian program, training centres are situated in various parts of the country, and the training system is a flexible one that seeks to adapt the kinds of trades taught to the needs of the economy as forecast by a manpower studies unit. The average course lasts from five to eight months, but the training time is shortened when possible.

There are 68 training sections scattered throughout the country, and the number who completed training in 1959, including

110 who received "on-the-job" training with an employer, was 1,700. It is expected that in 1960 the number will reach 2,500.

Most trainees are in their 20's or 30's, but some are older. The retraining program is separate from Belgium's regular vocational training program, under which younger persons are trained.

When a worker successfully completes his course he is considered to be semi-qualified, and a few months of practical experience are usually enough to make him fully skilled. Sometimes, however, a further course during the following winter may be needed to complete his training.

Industrial Fatalities in Canada during the Fourth Quarter of 1959

Deaths from industrial accidents decreased by 106 from the third quarter and by 90 from the fourth quarter of 1958. Of the 259 fatalities in the fourth quarter, 69 occurred in construction, 44 in transportation and communications

There were 259* industrial fatalities in Canada in the fourth quarter of 1959, according to the latest reports received by the Department of Labour. This is a decrease of 106 from the previous quarter, in which 365 were recorded, including 43 in a supplementary list. In the fourth quarter of the previous year, 349 fatalities were recorded.

During the quarter under review, there were three accidents that resulted in the deaths of three or more persons.

The five crew-members of a four-engined cargo plane en route to Baffin Island from Montreal died when the plane crashed near St. Cléophas de Brandon, Que., on November 4.

Four construction workers were killed in Montreal on November 6, when the concrete roof of an extension to a plant under which approximately twenty-five men were working collapsed. On the evening of the same day, the three crew-members of a schooner were drowned during a storm, a few miles off the Ile-aux-Coudres, Que.

Grouped by industries (see chart page 0000) the largest number of fatalities, 69, was in construction: 41 in buildings and structures, 20 in highways and bridges and 8 in miscellaneous construction. Fatalities recorded in this industry for the same period in 1958 numbered 53: 18 in buildings and structures, 23 in highways and bridges and 12 in miscellaneous construction. During 1959's third quarter, 76 fatalities were listed: 39 in buildings and structures, 30 in highways and bridges and 7 in miscellaneous construction.

During the quarter, accidents in the transportation, storage and communications industry resulted in the deaths of 44 persons; 17 of these fatal accidents were in local and highway transportation, 10 in railway transportation, 8 in air transportation and 7 in water transportation. During the same period last year, 43 deaths were reported,

including 14 in railway transportation, 13 in water transportation, 8 in telegraphs and telephone and 6 in local and highway transportation. Accidents in this industrial grouping during July, August and September 1959 resulted in the deaths of 51 workers; 20 of the deaths occurred in railway transportation, 18 in local and highway transportation, 7 in water transportation and 2 each in storage and telegraphs and telephone.

Thirty-five fatalities were recorded in the mining industry: 24 in metal mining, 4 in coal mining and 7 in non-metallic mineral mining. During the same period in 1958, 115 fatalities were listed: 26 in metal mining, 79 in coal mining, and 10 in non-metallic mineral mining. There were 37 fatalities during the third quarter, 20 in metal mining, 7 in coal mining and 10 in non-metallic mineral mining.

During the quarter, 34 persons died accidentally in manufacturing; 8 of the fatalities occurred in wood products, 6 in food products, 3 each in iron and steel products and non-ferrous metal products and 2 each in paper products and non-metallic mineral products. During the same period of the previous year, 39 deaths were reported; of these, 11 were in iron and steel products,

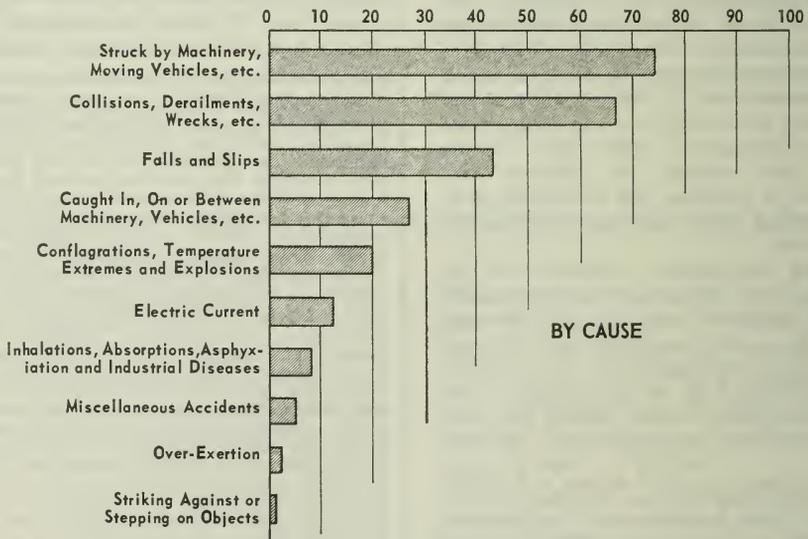
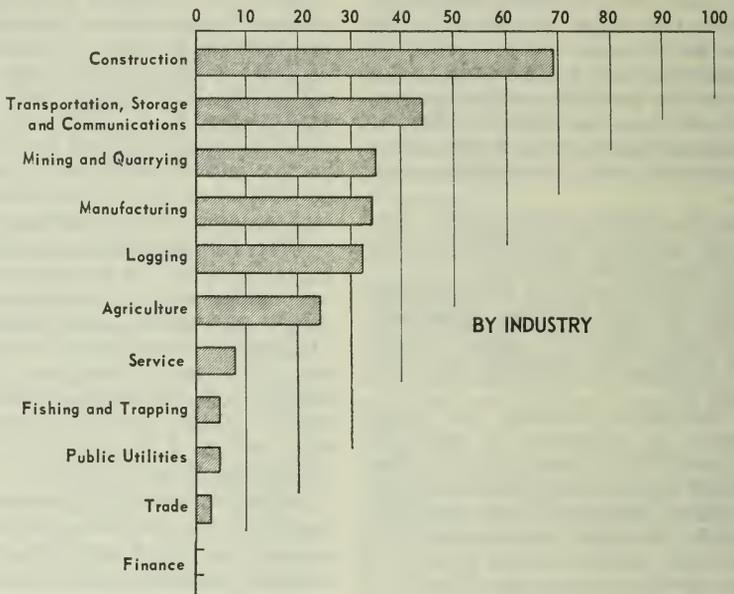
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial disease as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

* See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the fourth quarter of 1959 is probably greater than the figures now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 99 fatalities for which no official reports have been received, including 23 in agriculture alone.

INDUSTRIAL FATALITIES IN CANADA

Fourth Quarter of 1959



Source: Economics and Research Branch, Department of Labour.

7 in transportation equipment, 5 in wood products and 4 each in food products, paper products and non-metallic mineral products. Accidents during the third quarter of 1959 resulted in the deaths of 66 workers; of these fatalities, 19 were in iron and steel products, 12 in wood products, 6 each in non-ferrous metal products and non-metallic mineral products and 5 in food products.

There were 32 fatalities in the logging industry, a decrease of 6 over the same period of 1958. During 1959's third quarter, 28 lives were lost in this industry.

An analysis of the causes of the 259 fatalities recorded during the fourth quarter (see chart page 360) shows that 74 (29 per cent) were listed under the heading "struck by machinery, moving vehicles, etc.," of which 7 were under the heading "struck by tools, machinery, cranes, etc.," 16 under "struck by moving vehicles" and 51 under "struck by other objects."

The cause "collisions, derailments, wrecks, etc." was responsible for 67 deaths; 27 in accidents involving automobiles and trucks, 22 involving tractors and loadmobiles, 10 involving aircraft and 2 involving watercraft. In the classification "falls and/or slips," 43 fatalities were recorded, all of them from falls to different levels.

Twenty-seven fatalities were listed in the "caught in, on or between" category; of these, 10 were equally divided between "machinery" and "tractors and loadmobiles," 4 involved "buildings and structures," 3 "hoisting and conveying apparatus" and 3 "automobiles and trucks."

By province of occurrence, the largest number of fatalities was in Ontario, where there were 75. In British Columbia, there were 59; in Quebec, 49; and in Alberta, 27.

During the quarter under review, there were 111 fatalities in October, 93 in November and 55 in December.

Meeting Considers Establishment Of Ontario Farm Safety Council

The possible formation of an Ontario Farm Safety Council was one of the subjects discussed during the two-day annual Farm Safety Conference held at the Ontario Agricultural College in Guelph, February 9 and 10.

The Council would probably include representatives of the Ontario government, farm organizations and other rural, provincial, and national groups interested in the promotion of farm safety throughout the province.

The nearly 400 delegates who attended the meeting agreed that county or district safety councils or committees consisting of representatives of existing farm and rural groups should be established in Ontario to further rural safety education.

The objective of the Conference, the second held by the Ontario Government and sponsored jointly by the Ontario Department of Agriculture and the Ontario Department of Transport, was to bring together a group of public-spirited farm people, who are leaders in their communities, for the purpose of (a) focusing attention on the extreme urgency of the farm accident problem; (b) mobilizing effective public support for farm accident prevention activities; and (c) encouraging organized rural groups to develop continuous effective farm safety programs.

One of the main topics discussed was the Ontario Farm Accident Survey, a year-long study of rural accidents that began March 1, 1959. Some 5,500 farm reporters in every county and district are reporting to

the Ontario Government farm accidents that occur in their areas, and the Department of Agriculture is compiling statistics on the extent of the accident problem.

A preliminary report showed that between March 1, 1959 and September 1, 1959 there were 4,057 accidents on Ontario farms, resulting in 144 deaths, 119 permanent injuries, 3,019 temporary injuries and 44,280 days off work. Property damage as a result of these accidents totalled more than \$2,700,000.

Motor vehicles were responsible for most of the fatalities in the six-month period, 21 in the first quarter, 32 in the second. Most of the permanent disabilities, 20 in the first quarter and 41 in the second, resulted from being caught in machinery. "Falls and stumbles" caused most of the temporary disabilities, 417 in the first quarter and 590 in the second.

The survey lists accidents by place and cause, nature of accident, equipment involved, and the age of the victims.

During the first six months of the survey, fires, which started from innumerable causes, took 13 lives on Ontario farms and resulted in \$2,375,000 damage to farm property.

The general sessions of the Conference dealt with the safe operation of farm tractors; achieving traffic safety through driver licensing and the point system; organizing a local farm safety council; how the farm family can promote safety; and safety in the home.

Elimination of Overlapping of Service

Two Ontario organizations set up liaison committees to eliminate overlapping and duplication of services for disabled, agree to new division of activities on basis of patient's age. Saskatchewan agencies form co-ordinating council

The Ontario Society for Crippled Children and the Rehabilitation Foundation have set up two joint liaison committees in a working arrangement designed to eliminate overlapping or duplication in their services.

The first step is a new division of activities according to the age of the patients. The Ontario Society for Crippled Children will take care of needy crippled children up to and including 18 years of age, and the Rehabilitation Foundation will deal with the rehabilitation of handicapped persons 19 years of age and older.

Previously the division of responsibility was at the age of 21 years. The reason for the change is that at 19 the choice of a career becomes the major consideration.

The primary function of the Rehabilitation Foundation is to make disabled men and women fit to earn a livelihood—in commerce, in industry, in the professions or at home. The new arrangement is expected to hasten the process for young people by preventing overlapping and lost time.

* * *

A new organization whose aims are to improve and expand services to disabled persons, strengthen rehabilitation agencies and improve their programs, and encourage research in rehabilitation has been formed in Saskatchewan. More than 40 voluntary and government agencies were represented at the founding conference.

The Co-ordinating Council on Rehabilitation (Saskatchewan) will take steps to enable the participating agencies to combine their efforts to best advantage. These measures will include familiarizing each agency with the functions and practices of other agencies, pooling of resources to gain common goals, minimizing duplication of effort, streamlining communication between agencies, and determining gaps in the agencies' programs with the idea of filling them.

Dr. T. E. Hunt of the College of Medicine, University of Saskatchewan, was elected President of the Council. Robert Talbot, Saskatchewan Department of Social Welfare and Rehabilitation, and Dr. F. E. Coburn, Saskatchewan Psychiatric Association, were named Vice-Presidents.

The Council plans to hold its first annual conference in October this year.

A one-room school was officially opened in Calgary recently to supply formal education for physically handicapped children. Most of the children who are now attending the school had previously had no chance of formal education except through correspondence courses.

The funds for building the centre in which the school is situated were provided by the Canadian Legion Polio Fund and the Lions Club, and the cost of running the school will be borne jointly by the Calgary Public School Board and the Alberta Department of Education. The Active Club is providing bus transportation for the students.

* * *

Around the Provinces—The Housing and Home Nursing Branch of the Saskatchewan Department of Social Welfare and Rehabilitation has appointed a geriatrician. He is Dr. Borys Kobrynski, who had been employed as a senior specialist with the province's Department of Public Health.

The Montreal Rehabilitation Centre treated 1,054 patients last year. Treatments totalled 71,534, or 22,557 days of care. Patients discharged by the Centre numbered 703, of whom 463 returned to their former jobs or entered new ones.

The Rehabilitation Institute of Ottawa treated 270 patients in 1959 compared with 85 in 1958. It closed 125 cases compared with 13 the year before. Of the 125 patients whose treatment was finished last year, 25 resumed their normal employment and 24 found new jobs.

* * *

The 8th World Congress of the International Society for the Welfare of Cripples will be held in New York City, August 28 to September 2, 1960.

The Society is a federation of voluntary national organizations in 38 countries, working to provide crippled children and adults with the facilities and opportunities they need to overcome their handicaps.

More than 5,000 rehabilitation practitioners and volunteers are expected to attend—1,500 of them from outside the United States.

The 3rd International Congress of Physical Medicine will be held in Washington, August 21 to 28, 1960.

3,000 Replies to Minister's Enquiry

By mid-March more than 3,000 replies received to Minister's enquiry regarding older workers. Respondents represented every segment of Canadian industry, and replies constitute the combined experience of a large number of employers

During the past several months some 45,000 enquiries regarding older workers were sent by Hon. Michael Starr, Minister of Labour, to employers from coast to coast (L.G., Nov. 1959, p. 1172). In order that as many employers as possible might understand the social and economic problem of the older worker the list included branches and agencies as well as head offices of large organizations.

By the middle of March more than 3,000 replies had been received. As many of these letters spoke for associated companies or for hundreds of branches or agencies, it is estimated that the replies represent the views and practices of from 10,000 to 15,000 of those receiving the Minister's enquiry. The contents, therefore, constitute the combined experience of a large segment of industry. Every section of Canadian industry was represented in the replies.

This effort was widely supported by newspapers, trade magazines and other periodicals all across the country in editorials, news stories, feature columns and special articles.

It will take many months to fully tabulate and assess the mass of information contained in the replies before a report can be issued. However, it is possible to report some impressions and items of particular interest.

From the employers' replies it is evident that a great deal of interest has been aroused in the potential of workers past 40 years of age and in their fuller utilization by industry. Some employers stated that they had not realized the complexities of the problem before receiving the Minister's letter. Others knew of it and were taking steps towards a greater use of older manpower.

The majority of employers replying agreed that in productivity, absenteeism, accident rates, dependability and all-round utility, workers past 40 were satisfactory employees. Several pointed out that what an older worker may lack in vigour and speed he makes up in experience, stability, and sense of responsibility.

It is apparent that more employers are realizing that a balanced force of both older and younger workers can enhance the qualities peculiar to each group, thereby

contributing to greater over-all efficiency. A balanced work force of varying ages can also lay the foundation for elimination of difficulties arising in the future from having too many employees in the same age group.

One of the reasons mentioned by a number of employers for age discrimination is the practice of promotions from within a company. This desirable policy, which is to the benefit of a company's employees, usually results in the filling of openings by promotion. Sometimes one opening means a series of promotions right down the line, leaving a vacancy at the lowest or beginner's earning range. Frequently, say employers, a person in his thirties or forties is unwilling to start at the bottom or cannot afford to take the wages or salary offered. Therefore it seems natural to fill the position with a young worker.

Employers explain that occasions arise where no qualified employee is available for promotion. An experienced applicant may then be sought outside the company and a qualified person may get preference if he or she is past 40 because of maturity and experience. These cases, however, seem to be the exception rather than the rule.

There is some reluctance among employers to hire applicants who are too old for entrance to a pension plan or whose term of service would be too short to build adequate pension benefits. Some employers report attempts to deal with this problem in a practical way. They have instituted special savings plans by payroll deduction for such employees. The funds accumulated are invested in bonds, annuities or other form of security to provide a compensating cushion of assets upon retirement. In some instances employers supplement these funds by contributions. In others they do not.

Several employers reported raising retirement ages to 67, 68 and, in a few cases, to age 70. Others stated their retirement policy was flexible, permitting capable employees to continue working for years past normal retirement age.

A considerable number of employers said that their particular pension plan offered no obstacle either to the hiring of older workers or their retention past normal retiring age.

Mechanization and Automation in Offices

Little doubt that introduction of electronic computers for data handling will bring profound changes to office work and to employment outlook for clerical workers. ILO committee studies effects of office mechanization and automation

Within the past decade a revolutionary development has been taking place in office work as a result of the introduction of electronic computers for the handling of data. The probable effects of this new development upon the clerical working force is causing much concern.

Reliable information on the subject is meagre. There can be little doubt, however, that automation will bring profound changes to office work and to the employment outlook for office occupations.

Women, who have a special stake in this situation because so many of them are engaged in office work, will have a great interest in the special consideration given to the effects of mechanization and automation in offices at a recent meeting of the ILO Advisory Committee on Salaried Employees and Professional Workers.

The background papers for this discussion are to be published in early issues of *International Labour Review*, an ILO monthly publication. They analyse the functions of the office and its changing manpower needs. The effects of mechanization are dealt with both in early stages and in the more recent phase following the adoption of highly complex machines that carry out a sequence of operations. Against this background the report discusses the introduction and gradual spread of automation in offices and its impact on office work and office workers.

The aim of both mechanization and automation is to reduce clerical costs. Early labour-saving devices such as the typewriter and the adding machine, which relieved a good deal of laborious manual work, had little effect on the need for clerical manpower. However the later highly mechanized systems have resulted in economies in staff requirements and reduced "the persistent problem of personnel procurement." Yet "the productivity increases made possible by mechanization have apparently barely kept pace with the increasing volume of work."¹

Whether the effects of automation will be similarly reassuring remains an urgent question, however, since "potential manpower economies in routine clerical work are vastly greater where electronic equipment

is used than under conventional mechanized systems."² Various points of view are advanced. For example, the belief is widely held that the "computer-derived technologies" will create a major source of new employment. At the same time it is emphasized that "the swollen ranks of the clerical work force, which has grown so rapidly since the beginning of the century, may experience an equally rapid decline."³

Particularly pertinent is this observation: "Obviously, all office workers will not be affected to the same extent; some occupations will hardly be touched at all—particularly jobs dealing directly with the public, or requiring reflection, as in answering correspondence . . . machine operators, of every description, will also be in continued demand, since many of these are required in a fully automated data-processing installation as well as with older types of mechanized equipment. Those most affected will undoubtedly be the class of workers possessing one of the traditional clerical skills—bookkeeping, filing, accountancy, invoicing, etc.—and all the semi-skilled workers who have learnt to do the routine manual operations connected with this work. For these workers, job opportunities are bound to diminish as this is the area of work directly taken over by the machines . . . How far this results in unemployment will depend, not only on the economic possibilities for the absorption of displaced workers, but also on their own adaptability and the training facilities which they are offered."⁴

The problem must be tackled on many fronts. By no means the least requirement is "a new conception of vocational training as a continuous process rather than as a single initial investment at the beginning of a clerical career."⁵

¹ International Labour Organization *Effects of Mechanization and Automation in Offices*, Advisory Committee on Salaried Employees and Professional Workers, Fifth Session, Cologne, 1959. Third Item on the Agenda, page 50-51.

² Same, page 51.

³ Same, page 52.

⁴ Same, page 60.

⁵ Same, page 77.

50 Years Ago This Month

Enactment of Workmen's Compensation Act by Manitoba Legislature recommended by Royal Commission. Toronto police force enlarged so that policemen might have two off-duty days a month. Domestic help reported scarce in Ottawa district

Enactment of a Workmen's Compensation Act by the Legislature of Manitoba was recommended in the report of a Royal Commission published in March 1910 and summarized in the *LABOUR GAZETTE* of April 1910. The Commission recommended that the Act should apply to all employers of five or more workmen, that the compensation should be paid by the employers, and that the amount should not exceed half the diminution in the wage-earning capacity of the victim in non-fatal cases, and \$1,500 in fatal accidents.

The Commission recommended that the right to the full amount of compensation in non-fatal accidents not become effective until after the second month of employment, if the injured person were other than a journeyman tradesman working at his own trade. For the first month he would be entitled to 25 per cent of the diminution in his earning power, and in the second month to 40 per cent.

In cases of total and permanent disability or death, the recommendation was that negligence not be a bar to recovery of compensation, except when the victim was drunk at the time the accident occurred.

It was proposed that compensation in fatal accidents be paid only to dependents resident in the province at the time of the accident, and in non-fatal accidents, only as long as the recipient was living in the province.

Another recommendation was that compensation be paid only when disability lasted for more than two weeks.

A substantial deposit in cash or bonds should be made with the Government by all companies doing accident and liability insurance business in the province, and the companies should be required to make regular returns to the Government similar to those then being made to the Dominion Government by life insurance companies, the Commission recommended.

In Toronto, the police force was increased by 58, bringing the total strength to 475, in order that the man might be able to have two days a month off duty.

In Ottawa, domestic help was reported to be the scarcest kind of labour in the district. The local National Trades and

Labour Council dealt with the problem and recommended "that more comforts be provided for servants in the homes of their employers."

The Ottawa Public School Board was reported to have raised the maximum salary for principals holding first-class certificates from \$1,800 to \$2,000. The report said that a corresponding increase had been given to teachers in the lower grades two years before.

A police magistrate in Ontario fined two men for calling strikebreakers "scabs". The magistrate said, "I want it to be distinctly understood that I object to that word."

At the end of March a conciliation board reported in a dispute between the British Columbia Copper Company, Greenwood, B.C., and the Greenwood Miners' Union, No. 22, of the Western Federation of Miners.

The dispute, the *LABOUR GAZETTE* said, arose when the union informed the company that "unless every man (except officials and shift-bosses) working in the mines and smelter, under our jurisdiction, has a paid-up card in our union by noon, the 11th of January, 1910, we will go out on strike and refuse to work with the non-union men."

The majority report of the board held that there was no justification whatever for the union's demand, and that if the company acceded to it, it "would be most unjustly discriminating against those of its employees who do not belong to the Western Federation of Miners."

The union's nominee, however, in a minority report, disagreed with this view. He said that it was difficult for those not familiar with local conditions to gain a thorough understanding of the issue involved. Briefly stated, he said, the controversy had arisen out of an attempt by the miners' union to maintain its jurisdiction against the encroachments of a so-called "Electricians' Union". He contended that the union had taken the only possible course to protect itself, and that the miners' stand against the formation of dual unions in the industry was absolutely correct and in the interests of both the workmen and the industry.

TEAMWORK in INDUSTRY

One of Canada's oldest practitioners of joint consultation—the Labour-Management Production Committee at the Kitchener meat packing plant of Burns and Co. (Eastern) Ltd.—is having its 16th birthday this year.

Interviewed recently, spokesmen for the company and Local 139 of the United Packinghouse Workers of America reported on the progress the committee has made through its plant housekeeping, safety and suggestion programs, and added comments on what the group has achieved in the related fields of employer-employee relations and communications.

Committee members assist in maintaining high standards of plant cleanliness by keeping their fellow-employees constantly reminded of company procedures and regulations.

A variety of approaches is used in promoting safe working conditions and habits for the 650 employees. Safety posters are on display in a number of prominent locations, and there are periodic safety drives to keep awareness at a healthy pitch. Committee members team up with plant foremen to lend the program impetus by keeping a watchful eye on the safety practices of their fellow employees. Promotion of safe driving campaigns for driver-salesmen operating in and out of Kitchener also receives a great deal of attention in both union and management quarters.

Biggest and most successful of the joint ventures undertaken by labour and management at Burns is the suggestion award program. When only eight suggestions were offered by employees in 1958, the production committee decided it was time to overhaul the whole system. Although the revitalized suggestion program has been operating only since January 1959, 40 suggestions were received in the first 10 months of the year.

George Imhoff, President of Local 139 of the United Packinghouse Workers of America, member of the LMPC, and a Burns employee for 19 years, was asked for a statement on the value of joint consultation from the union's point of view.

Replied Mr. Imhoff: "A Labour-Management Production Committee is a marvellous thing to have in a plant for promoting good working relations between workers and management. Our committee has helped

us to iron out a lot of production problems. Because we all realize its value, it has received a lot of close co-operation and support from both the company and the union.

"I joined the committee last May," continued Mr. Imhoff, "but before that, like everyone else, I knew what it was doing. My honest opinion... is that no plant should be without one. I would even go so far as to say that any sizeable plant needs such a committee for its successful operation."

Personnel manager H. I. "Bert" Longworth believes that all phases of union-management co-operation at Burns—the teamwork being demonstrated in the fields of product quality, plant housekeeping, safety and suggestions, for example—are making a great contribution to production efficiency.

"In the 16 years that have elapsed since it was first organized," said Mr. Longworth, "our Labour-Management Production Committee has been a continuous help in developing co-operation... Between the two of us we operate an LMPC that has done, and is doing, a good job."

* * *

Management and employees of Crystal Dairy Limited, a pioneer company in Lethbridge, Alta., recently celebrated the firm's 50th anniversary by sponsoring an "Open House" on four successive afternoons and evenings.

Members of the staff returned to work each evening so that interested families and friends, together with the general public, could see the plant in operation.

The success of this venture was due mainly to the firm's Labour-Management Production Committee, whose membership is composed of representatives from both management and Local 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (CLC).

The members formed subcommittees to look after publicity, invitations, reception of guests, plant tours and refreshments. Route salesmen issued invitations to all their customers to attend the "Open House" on a certain night, and they themselves were present to receive their guests.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during February. The Board issued four certificates designating bargaining agents, ordered one representation vote and rejected seven applications for certification. During the month the Board received eleven applications for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed aboard the motor vessels *Teco*, *P.W.* and *Cloverleaf*, operated by the Packers Steamship Company Limited, Vancouver (L.G., Feb., p. 170).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed aboard tugs operated by Straits Towing Limited, Vancouver (L.G., Feb., p. 170).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands and cook-deckhands employed aboard tugs operated by Stone Brothers Limited, Port Alberni and Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Mar., p. 268) (See also item 7 of "Applications Rejected," below).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by McKenzie Barge & Marine Ways Limited, Vancouver. The Canadian Brotherhood of Railway, Transport and General Workers intervened (L.G., Mar., p. 268) (See also item 3 of "Applications Rejected," below).

Representation Vote Ordered

United Steelworkers of America, applicant, Algom Uranium Mines Limited, Elliot Lake, Ont., respondent (L.G., Feb., p. 170). The vote affected a unit of office,

clerical and technical employees. (Returning Officer: A. B. Whitfield).

Applications for Certification Rejected

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Canadian National Steamship Company Limited, respondent, and the Seafarers' International Union of North America, Canadian District, intervener (unlicensed personnel *S.S. Prince George*, Vancouver) (L.G., Mar., p. 268). The application was rejected for the reason that it was not supported by a majority of the employees eligible to vote in the representation vote conducted by the Board.

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Company Limited, Vancouver, respondent and the Seafarers' International Union of North America, Canadian District, intervener (unlicensed personnel) (L.G., Mar., p. 268). The application was rejected for the reason that it was not supported by a majority of the employees eligible to vote in the representation vote conducted by the Board (See also item 6).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, McKenzie Barge & Marine Ways Limited, Vancouver, respondent, and the Seafarers' International Union of North America, Canadian District, intervener (unlicensed personnel) (L.G., Mar., p. 268). The application was rejected for the reason that it was not supported by a majority of the employees eligible to vote in the representation vote conducted by the Board (See also item 4 of "Applications Granted," above).

4. International Association of Machinists, applicant, Canadian Pacific Railway Company, respondent, and Brotherhood of Railway and Steamship Clerks, Freight

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Handlers, Express and Station Employees, intervener (garage mechanics in Merchandise Services Department at Vancouver) (L.G., Feb., p. 170). The application was rejected for the reason that the unit of employees for which the application for certification was made was not considered by the Board to be separately appropriate for collective bargaining, being only part of a much larger unit of employees who are employed in similar operations of the Company and who are for the most part already represented by the intervener, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, in collective bargaining with the employer.

5. General Truck Drivers and Helpers Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Canadian Pacific Railway Company, respondent, Brotherhood of Railway and Steamship Clerks, Freight Handlers,

Express and Station Employees, intervener, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (truck drivers in Merchandise Services Department at Vancouver) (L.G., Feb., p. 170). The application was rejected for the reason that the unit of employees for which the application for certification was made was not considered by the Board to be separately appropriate for collective bargaining, being only part of a much larger unit of employees who are employed in similar operations of the company and who are for the most part already represented by the intervener, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, in collective bargaining with the employer.

6. Seafarers' International Union of North America, Canadian District, applicant, Kingcome Navigation Company Limited, Vancouver, respondent, and Canadian Brotherhood of Railway, Transport and General

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Workers, intervener (unlicensed personnel) (L.G., Mar., p. 269). The application was rejected for the reason that it was not supported by a majority of the employees eligible to vote in the representation vote conducted by the Board at a date subsequent to the date of the application (See also item 2).

7. Seafarers' International Union of North America, Canadian District, applicant, Stone Brothers Limited, Port Alberni and Vancouver, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (unlicensed personnel) (L.G., Mar., p. 269). The application was rejected for the reason that it was not supported by a majority of the employees eligible to vote in the representation vote conducted by the Board at a date subsequent to the date of the application (See also item 3 of "Applications Granted," above).

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bus drivers employed by the Canadian National Railways at Kamloops, B.C. (Investigating Officer: D. S. Tysoe).

2. International Longshoremen's and Warehousemen's Union, Local 502, on behalf of a unit of longshoremen employed in the Port of New Westminster by the Merchants Cartage Company Limited of Vancouver (Investigating Officer: G. R. Currie).

3. L'Union des Artistes, on behalf of a unit of performers employed by the Canadian Broadcasting Corporation in the province of Quebec (Investigating Officer: C. E. Poirier).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of grain door repairmen employed by the Canadian National Railways at Prince Rupert, B.C. (Investigating Officer: D. S. Tysoe).

5. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by Quebecair Inc., Rimouski, Que. (Investigating Officer: C. E. Poirier).

6. International Union of Operating Engineers, Local 882, on behalf of a unit of stationary engineers employed by the Saskatchewan Wheat Pool at Vancouver (Investigating Officer: G. R. Currie).

7. Truck Drivers, Dairy Workers, Warehousemen and Auto Service Employees Union, Local 998 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, on behalf of a unit of longshoremen employed by Western Terminals Limited at Corner Brook, Nfld. (Investigating Officer: W. L. Taylor).

8. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of longshoremen employed by the Canadian Stevedoring Company Limited in the loading and unloading of deep sea vessels at Prince Rupert, B.C. (Investigating Officer: D. S. Tysoe).

9. Saskatchewan Teamsters' Local No. 565, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and warehousemen employed by Milne's Van & Storage Limited and operating in and out of Regina, Sask. (Investigating Officer: W. E. Sproule).

10. Canadian National Railways Police Association, on behalf of a unit of railway police employed by the Canadian National Railways (Investigating Officer: Rémi Duquette).

11. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees employed by various terminal elevator companies at Fort William and Port Arthur, Ont., represented by the Lakehead Terminal Elevators Association (Investigating Officer: J. S. Gunn).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots Association (Conciliation Officer: G. R. Currie).

2. Stanleigh Uranium Mining Corporation Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (production employees) (Conciliation Officer: F. J. Ainsborough).

3. Consolidated Denison Mines Limited, Spragge, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough).

4. Can-Met Explorations Limited, Spragge, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough).

5. Quebecair Inc., Rimouski, Que., and International Association of Machinists (Conciliation Officer: R. Duquette).

6. United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver, and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. R. Currie).

7. TransAir Limited, Winnipeg, and International Association of Machinists (Conciliation Officer: J. S. Gunn).

8. John Kron & Son Limited, Winnipeg, and General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

9. Association of Lake Carriers (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N. M. Paterson & Sons Limited, Hall Corporation of Canada and Carryore Limited) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Duquette).

Settlements Reported by Conciliation Officers

1. The Yukon Consolidated Gold Corporation Limited, Vancouver, B.C., and

Dawson Miners Union, Local 564 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 171).

2. The St. Lawrence Seaway Authority, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 55).

Conciliation Boards Appointed

1. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Dec. 1959, p. 1301).

2. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba, and negotiating committee representing the Associated Non-Operating Unions (no conciliation officer appointed previously).

3. Stanleigh Uranium Mining Corporation, Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (production employees) (see above).

4. Canadian National Railways M.V. *Bluenose* and Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., March, p. 270).

Union Shop Provisions Multiply in U.S. Agreements

Union shop provisions in collective agreements have been spreading in the United States during the past five years, mainly by conversion from maintenance of membership provisions, according to a survey conducted by the U.S. Bureau of Labor Statistics. The survey covered contracts affecting 1,000 workers or more and in effect during 1958-59. The total number of employees covered was 7,500,000.

The survey showed that 74 per cent of the workers were affected by union shop provisions, 7 per cent by maintenance of membership clauses, and 19 per cent by agreements that merely recognized the

union as bargaining agent. A previous similar study by the Bureau, undertaken in 1954, showed that 64 per cent of the workers were under union shop contracts, 17 per cent were affected by maintenance of membership provisions, and 19 per cent by mere recognition clauses.

In the latest survey, about 20 per cent of the agreements with union shop provisions were found to allow exemption from these provisions for certain groups of employees, usually those who were not union members at the date of the contract.

Less than 10 per cent of the agreements provided for preferential hiring of union members.

LABOUR LAW

Legal Decisions Affecting Labour

Labour Relations Board's decision to allow company to prosecute union upheld by Quebec Court of Queen's Bench. Action brought by expelled members against union dismissed by B.C. Supreme Court because internal remedies not exhausted

In Quebec, the Court of Queen's Bench dismissed two appeals brought by the same union and involving the same dispute. In the first appeal, the Court ruled that the consent to prosecute issued by the Labour Relations Board was an administrative decision that did not require for its validity previous hearing of the party against which the consent to prosecute was granted. In the second, the Court rejected the union's application to enjoin penal proceedings against it in a lower court, finding such proceedings within that court's jurisdiction.

In British Columbia, the Supreme Court found that a court action against a union brought by expelled members of the union was premature because the internal remedies for appeal provided by the union constitution had not been exhausted. Also, the Court ruled that a discharge of employees by an employer following their expulsion from the union for dual unionism did not actually contravene Section 6 (2) of the Industrial Relations and Disputes Investigation Act.

Quebec Court of Queen's Bench . . .

. . . rules granting of permission to prosecute is within jurisdiction of Labour Relations Board

On February 19, 1959 the Quebec Court of Queen's Bench dismissed two appeals from two judgments of the Superior Court involving the same union and the same labour dispute. In one appeal the Court, confirming the Superior Court's decision, ruled that the Labour Relations Board's decision allowing the company to prosecute the union for breach of the Labour Relations Act was not an act of judicial character but was within the Board's administrative powers and jurisdiction. In the second appeal the Court confirmed the Superior Court's judgment refusing the issue of the writ of prohibition that would enjoin the proceedings against the union in the Court of Sessions of the Peace.

In March 1958, Pert Hosiery Ltd. of Montreal informed the Labour Relations Board that its employees, members of *Syndicat du bas façonné et circulaire de Montréal Inc.*, were on strike illegally, and, pursuant to Section 49 of the Labour Relations Act, asked for the consent of the Board to prosecute the union. The Board then wired the union informing it of the complaint; the telegram was acknowledged.

On April 1, the Board informed the union that it had rendered its decision on March 31, authorizing the company to prosecute the union for breach of Sections 24, 43, 46 and 47 of the Labour Relations Act.

On April 14, a writ of summons was issued in the Court of Sessions of the Peace addressed to the union. Then, the union took action to have the Board's decision annulled as having been rendered in contravention of the rule *audi alteram partem*, and applied for a writ of prohibition enjoining the Court of Sessions of the Peace from proceedings against it.

The action in nullity was tried by Mr. Justice Perrier of the Superior Court who on July 15, 1958 rejected the application to declare the Board's decision null.

The union alleged lack or excess of jurisdiction on the part of the Board in issuing the consent and stressed the fact that the Board did not bring to its attention the complaints that the company presented when asking for permission to prosecute. Also, the union alleged that the Board did not give it an opportunity to present its views regarding the dispute before rendering the decision.

The Superior Court held that the Board in granting the permission to prosecute simply exercised one of its administrative powers conferred on it by Sec. 49 of the Act, thus the Board acted within the limits of its jurisdiction. The Court added that the Board, after receiving an application for consent to prosecute, is not bound to make either an investigation as to the merits

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of the complaints or to hear the parties involved in the dispute. Far from exercising a judicial power, the Board, by granting authorization to prosecute, simply renders an administrative act which allows the interested parties to submit their respective grievances to competent tribunals which will consider the respective rights of the parties concerned. For these reasons, the Superior Court rejected the union's action.

The union appealed Mr. Justice Perrier's decision to the Court of Queen's Bench. There the union argued that the authorization to prosecute is not only an act of administration but also has a character, if not judicial, at least quasi-judicial. In support of its claim the union referred to the decision of the Supreme Court of Canada in *Alliance des professeurs catholiques de Montréal v. Commission de relations ouvrières de la Province de Québec* (L.G. 1953, p. 1177). The Court, however, held that there was an essential difference between the case under review and the *Alliance* case. In the latter case, when the Board revoked a certification order without notifying and hearing the union in question, it rendered a judicial decision and deprived the union of a right that was previously legally conferred upon it.

In the case at bar, the consent to prosecute could, pursuant to Sec. 49 of the Act, be granted either by the Board or by the Attorney General. The Court held that such a consent was a purely administrative act. Supposing that the company, instead of approaching the Board, had asked the Attorney General for permission to prosecute, then, no one would expect that the Attorney General, before rendering his decision, would have to ask the union to appear before him to attempt to justify the stoppage of work. The Board, in this respect, is in the same situation as the Attorney General. The consent of the Board to start penal proceedings before competent courts is an administrative act.

The Court unanimously dismissed the union's appeal to annul the Board's consent to prosecute.

The union's second appeal was from the decision of Mr. Justice Deslauriers of the Superior Court who, on August 28, 1958, rejected the union's demand for a writ of prohibition enjoining the Court of Sessions of the Peace from penal proceedings against the union.

The union applied to the Superior Court for the writ of prohibition in order to stop the proceedings before the Court of Sessions of the Peace pending its first appeal to the Court of Queen's Bench, from the judgment of Mr. Justice Perrier. The union based its

case on the contention that the Board, giving its consent for prosecution without hearing the union, exceeded its jurisdiction and, consequently the proceedings before the Court of Sessions of the Peace were also outside the Court's jurisdiction.

As the Court of Queen's Bench rejected the union's appeal in the action to annul the Board's consent for prosecution, for basically the same reasons it also dismissed the union's second appeal. *Syndicat du bas façonné et circulaire de Montréal Inc. v. Commission de relations ouvrières de la province de Québec*, and *Syndicat du bas façonné et circulaire de Montréal Inc. et autres v. Cour des sessions de la paix du district de Montréal* (1960) R.J. B.R. No. 1, p. 134.

British Columbia Supreme Court...

... finds discharge of employees after expulsion from union not in contravention of I.R.D.I. Act

On October 13, 1959, Mr. Justice Wilson of the British Columbia Supreme Court ruled that where there is no provision in a closed shop agreement between a company and a union requiring discharge of an employee for dual unionism, and an employee is discharged consequent upon his expulsion from the union for dual unionism (as provided by the union constitution), his discharge is not in violation of Section 6 (2) of the Industrial Relations and Disputes Investigation Act.

Also, the Court held that it was premature for the expelled members of a union to bring a court action before the internal remedies for appeal provided by the union constitution were exhausted.

The Seafarers' International Union charged five of its members with advocating and giving aid to the policies of a hostile union, activities which were prohibited under the union's constitution under penalty of expulsion.

On August 5, 1959, a union trial committee was elected to try these charges and the persons concerned were notified that a trial would take place on August 11 in Vancouver. The men served on the vessel *Clifford J. Rogers*, which was due to leave Vancouver on August 6 and to return August 17, a fact known to the trial committee.

The men instructed their solicitors to apply for an adjournment of the trial to a date after their return, and sailed on August 6.

The trial took place on August 11. The trial committee considered the application for adjournment but decided to proceed with the trial of the five accused. The

accused men were tried *in absentia* and four of them were found guilty as charged and a recommendation was made for their expulsion from the union in accordance with the union's constitution. The recommendation for expulsion was adopted at a meeting of the union on August 17.

However, a second meeting of the union was held on September 1. This meeting was attended by the accused members who, in the opinion of Mr. Justice Wilson, submitted to the jurisdiction of the meeting insofar as that meeting purported to deal with the refusal of an adjournment by the trial committee; they asked for a new trial. This was apparently refused and the meeting then confirmed the findings of the trial committee and expelled the accused members.

The union constitution provides for a further appeal to the union headquarters at Montreal. The expelled members appealed, restricting the appeal to the refusal by the trial committee of an adjournment.

Article 17, Section 7 of the union constitution provides: "No member shall file any complaint, suit or action in any Provincial or Federal Court until the remedies provided in this constitution have been exhausted."

Apparently, before the internal remedies for appeal were exhausted, the expelled members brought a court action against some members of the union representing the union to establish that they still were members of that union, and at the same time they sued the British Yukon Navigation Co. Ltd., which had discharged them from employment following their expulsion from the union, for wrongful dismissal.

Mr. Justice Wilson was presented with two sets of arguments.

The union argued that, following the *White v. Kuzych* case (L.G. 1951, p. 1265), where a clause of union constitution similar to that of Art. 17, Sec. 7 was involved, the court action preceding the hearing of the appeal by headquarters of the union was premature and should be dismissed.

On the other hand, the expelled members of the union argued that the improper refusal of an adjournment deprived the trial committee of jurisdiction so that, following the *Orchard v. Tunney* case (L.G. 1957, p. 1214), the expulsion was *ultra vires* and unlawful.

It appeared to Mr. Justice Wilson that the issue of the case depended on whether or not a decision as to adjournment was a "finding or judgment" within the meaning of Art. 17, Sec. 4 of the union's constitution that could be changed or rejected by a regular meeting under the same section and

was subject to appeal under Art. 17, Sec. 6, which reads, in part: "Any member having a grievance with regard to his trial and sentence thereof" may appeal.

Mr. Justice Wilson held that a decision as to the granting or refusal of an adjournment was "a grievance with regard to his trial" and appealable. Consequently, he thought that the wording of Art. 17, Sec. 6 made the decision of the trial committee subject to internal remedies by appeal as provided by the union constitution. This situation confined him within the narrow bounds of the *White v. Kuzych* case and he declared the court action as premature.

Next, Mr. Justice Wilson dealt with the second issue of the case, namely, whether the dismissal from employment of the expelled men was wrongful under the I.R.D.I. Act.

Subsection (1) of Section 6 of the Act provides that a collective agreement may contain a clause requiring a closed shop, that is, membership in a specified union as a condition of employment. Subsection (2) says that no collective agreement shall contain a provision forbidding membership in or support of a union other than a specified union, and requiring an employer to discharge an employee for dual unionism.

In Mr. Justice Wilson's opinion, the intention of Subsection (2) seems to be to enable an employee to belong to the accredited union while at the same time belonging or supporting another union. This attempt to give employees freedom of choice appeared to Mr. Justice Wilson to be laudable, but was the desired object achieved?

The collective agreement between the Seafarers' Union and British Yukon Navigation Company contained no clause that would contravene Sec. 6 (2) of the Act. But it did contain a clause creating a closed shop, as allowed by Sec. 6 (1) of the Act.

Article 1, Section 2 (a) of the collective agreement reads:

The Company agrees to maintain in their employ only members of the union in good standing. "Good standing" is here interpreted to mean that a member is not in arrears as to union dues or has not been expelled by the union.

Following the expulsion of the four members, the union wrote the company demanding their dismissal, pursuant to the above clause, and the company complied with this request.

It should be noted that the men had been discharged because of the sole fact of their expulsion by the union. As they were expelled by the union for giving support to another union, they have, in effect, been discharged because of their support or

allegiance to another union and the presumed intention of Sec. 6 (2) of the Act was perhaps defeated.

The resulting situation would indicate the use of certain methods by the union to evade the consequences of a statutory provision but the method used was not necessarily illegal.

A passage from *Maxwell on the Interpretation of Statutes*, 10th ed., pp. 114 and 117, seemed to be relevant to the issue at bar:

The office of the judge is, to make such construction as will suppress the mischief, and advance the remedy, and to suppress all evasions for the continuance of the mischief. To carry out effectually the object of a statute, it must be so construed as to defeat all attempts to do, or avoid doing, in an indirect or circuitous manner that which it has prohibited or enjoined.

It is, however, essential not to confound what is actually or virtually prohibited or enjoined by the language with what is really beyond the enacting part, though it may be within the policy, of the Act, for it is only to

the former case that the principle under consideration applies, and not to cases where, however manifest the object of the Act may be, the language is not co-extensive with it. An Act of Parliament is always subject to evasion in this sense, for there is no obligation not to do what the legislature has not really prohibited, and it is not evading an Act to keep outside it.

Mr. Justice Wilson noted that in the case under review there was (a) no illegal provision in the collective agreement, (b) a legal expulsion, (c) a legal right to demand the discharge of the expelled members. There was no act that he could brand as unlawful. The provisions of the collective agreement did not contravene the statute, and the provisions of the union constitution are not governed by the statute. Therefore, he concluded, the spirit of the law might have been frustrated, but the expressed provision of the law was complied with.

The court dismissed the action against the union. *Jurak et al. v. Cunningham et al.* (1960), 21 D.L.R. (2), Part 1, p. 58.

Recent Regulations under Provincial Legislation

Ontario issues new gas transmission and distribution pipe line code. Ontario and British Columbia both amend regulations dealing with stationary engineers

In Ontario, the new gas transmission and distribution pipe line code recently issued makes it mandatory for a gas company to file its plan of operating and maintenance procedures with the Ontario Fuel Board. Also in Ontario, new experience requirements were laid down for applicants for stationary engineers' certificates who have engineering degrees.

In British Columbia, the regulations dealing with stationary engineers under the Boiler and Pressure-Vessel Act were amended.

Other regulations deal with procedures for councils of arbitration in Quebec and apprentices in the sheet metal trade in Alberta.

Alberta Apprenticeship Act

Regulations under the Alberta Apprenticeship Act amending the rules for the sheet metal trade were gazetted on January 30 as Alta. Reg. 3/60.

One new provision sets a minimum educational requirement for apprentices in the sheet metal trade, providing that every apprentice must have completed Grade 9 or, in the opinion of the Director, its equivalent.

Another new provision permits persons with at least four years experience in the trade to apply for examination for a certificate of qualification. Previously, only

persons with four years' experience prior to May 1, 1955 were eligible.

British Columbia Boiler and Pressure-Vessel Act

The regulations under the British Columbia Boiler and Pressure-Vessel Act respecting stationary engineers were amended by B.C. Reg. 464/59, gazetted December 24.

The definition of "high-pressure boiler" was amended to cover steam boilers over 2 h.p. with a working pressure over 15 p.s.i. instead of boilers over 3 h.p., the result being that a qualified operator is now required for some steam boilers not previously covered.

Also, the definition of "low-pressure heating plant" was changed to mean any heating steam boiler in which the maximum working pressure does not exceed 15 p.s.i. Formerly, it applied to boilers where the maximum working pressure permitted was 15 p.s.i. for steel boilers and 10 for cast-iron boilers.

The duties of a Boiler Operator, Class A, were changed to permit him to take charge of a high-pressure boiler used for heating purposes only if not more than 100 h.p. Formerly, he was limited to high-pressure boilers of 50 h.p. or under.

Another new provision states that the owner of a high-pressure steam plant must not allow the engineer in charge to perform any duty unrelated to its operation if an

inspector considers the safety of the plant may be endangered.

Newfoundland Apprenticeship Act

Amendments to the regulations under the Newfoundland Apprenticeship Act clarifying the provisions respecting permits in the auto body and motor vehicle repair trade were gazetted January 26.

The regulations issued last fall (L.G., Dec. 1959, p. 1321) provide that, subject to certain exceptions, no person may work as an auto mechanic or auto body repair man after May 1, 1960 unless he is the holder of a valid certificate of qualification in the trade. The exceptions are (1) apprentices; (2) persons between 16 and 21 years who have been given special permission to work up to three months in any year and (3) persons with experience in the trade who have been granted permits to work without a certificate of qualification.

Permits to work without a certificate of qualification may be granted to persons who were engaged in the auto body and motor vehicle repair trade when the regulations came into force or within the previous year, provided applications are submitted within one year after May 1, 1960.

Permits issued before December 31, 1960 will expire on that date. Permits issued later must be renewed every two years. An application for renewal must be submitted to the Director of Apprenticeship within three months before or within one year after expiration of the permit. If not submitted within the prescribed period, a permit to work without a certificate of qualification will not be renewed.

Ontario Fuel Board Act

The Ontario Fuel Board recently issued a new gas transmission and distribution pipe line code, which was gazetted on February 6 as O. Reg. 20/60.

The new provisions replace the special rules for gas service lines issued in 1958 and the regulations adopting, with certain modifications, the CSA Code for Gas Burning Appliances and Equipment and the Canadian Gas Association Code for pressure piping (L.G., Feb. 1959, p. 167).

As well as some general provisions regarding reports and records, the new code sets out minimum standards for material and equipment, piping system components, compressor stations, service lines and valves. It also lays down requirements with respect to welding, the installation and testing of pipe lines, the control and limiting of gas pressure and operating and maintenance procedures.

The regulations apply to gas transmission and distribution pipe lines but do not cover any of the following: heat exchangers; piping beyond the outlet of a consumer's meter; pipe lines for oil or other liquids; piping installed to withstand metal temperatures above 450°F; casing and tubing in gas or oil wells; piping in a gas manufacturing plant, industrial plant, mine, oil refinery or other processing plant installed as part of a piping system.

General Provisions

No person may construct, alter, install or remove pipe lines, plant machinery or equipment for the transmission or distribution of gas except in accordance with the regulations.

Every company subject to these regulations must file with the Board its plan of operating and maintenance procedures; plans to scale of all pipe lines used primarily for transmitting gas constructed since January 1, 1957; and its current typical plans, typical construction specifications and typical material specifications for the construction of all types of pipe lines and consumer meter and regulator settings.

Plans of pipe lines and service lines are to be kept at a maintenance or operating office or shop near the pipe line and made available for inspection by the Board.

A survey of the work to be done in connection with installing the required service shut-offs on service lines must be made and a report sent to the Board, together with plans and schedules for completing the work. Progress reports are to be sent in monthly.

At the beginning of its fiscal year, every company must submit a report showing the pipe lines it proposes to install during the year.

Upon the request of the Board or an authorized inspector, every company must make available for inspection any plan, survey, specification, procedure, record, report or radiographic examination required under these regulations.

Records of leakage surveys are to be kept for seven years and radiographic examination results for at least two years from the date of completion of the pipe line or installation.

Materials and Equipment

The regulations stipulate that all material that becomes a part of a piping system must be suitable and safe for the conditions under which it is used.

Where the material or equipment is depended upon for safety, material that does not meet the specifications may not be used without the approval of the Board. If safety

is not a factor, such material may be used, subject to certain conditions, provided it is first tested and found suitable.

If no specifications are laid down, material may not be used unless recommended by the manufacturer and tested before use and found to be suitable, safe and in accordance with good engineering practice.

The regulations also stipulate that where piping systems are installed to withstand metal temperatures below 0°F, such additional precautions must be taken in material and design as may be necessary to ensure public safety.

Welding

The regulations prohibit any person from making a weld in any pipe or component of a piping system unless he is qualified to do welding under the Boilers and Pressure Vessels Act.

They further provide that in making a particular weld the procedure to be followed must be one approved for use on a pressure vessel by the Chief Inspector under the Boilers and Pressure Vessels Act.

Piping System Components; Fabrication Details

All components of piping systems must be designed and used in accordance with good engineering practice to withstand operating conditions and with good standards of safety. Detailed requirements are laid down with respect to fittings, prefabricated units, above-ground piping and buried piping.

Design, Installation and Testing

As well as setting out the precautions to be taken during the construction stage to protect the pipe line from natural hazards and damages from external forces, the regulations specify the safety measures to be followed wherever public safety might be endangered as a result of corrosion. They stipulate that a steel pipe line must be investigated for its resistance to external corrosion and approved protective measures taken where necessary. Companies are also required to make provision for suitable inspection by qualified persons during construction.

During installation of a pipe line care must be taken not to damage the pipe in handling, hauling, unloading and placing. Also, adequate inspection must be provided to minimize the possibility that gouged, grooved or dented pipe is installed and to make other special tests and inspections. All hot taps are to be installed by trained and experienced crews.

In addition to laying down specific safety procedures to guard against explosions and fires, the regulations provide that whenever the accidental ignition in the open air

of a gas-air mixture is likely to occur, precautions are to be taken to prevent personal injury or property damage.

Among other tests, pipe lines and related equipment must be tested to ensure that they are gas-tight before being placed in operation to operate at less than 100 psig. Records showing the type of fluid used, test pressure and the duration of the test are to be maintained for the useful life of each pipe line. The regulations further provide that all testing must be done with due regard for the safety of employees and the public.

Compressor Stations

The main compressor building for a gas compressor station must be located far enough from adjacent property to reduce the fire hazard. Enough open space must be provided around the building to permit the than two inches in diameter or equipment. All buildings that house gas piping larger than two inches in diameter or equivalent for handling gas must be constructed of noncombustible materials. Around each compressor station there is to be a fence at least six feet high and with at least two gates located so as to afford a convenient opportunity for escape to a place of safety. Any gates located within 200 feet of any compressor plant building must open outward and be capable of being opened from the inside without a key when the area within the enclosure is occupied.

Every compressor station other than an unattended field compressor station of 1,000 h.p. or less is to be provided with an emergency shutdown system meeting certain specifications. Other protective devices must be installed where specified, the regulations further providing that all emergency valves and controls are to be identified with signs indicating their function. Suitable provision must also be made to prevent fuel or starting air from entering the power cylinders of an engine and actuating moving parts while work is being done on the engine or on equipment driven by the engine.

Control and Limiting of Gas Pressure

In addition to specifying the type of pressure relieving and pressure limiting devices to be provided, and laying down detailed rules with respect to operating pressures, the regulations require periodic inspections to be made while pressure is being increased.

The regulations further state that the arrangement of piping and supports must be designed to provide safety under operating stresses and to provide protection against damage due to unusual service conditions.

Detailed requirements are also laid down with respect to service lines, vaults, pits and valves.

Operating and Maintenance Procedures

Every gas company is required to formulate a plan of operating and maintenance procedures which must include the following: a pipe line patrol program that includes regular surveys for detecting leaks likely to affect public safety; periodic inspections and tests for corrosion; sound procedures for starting, operating and shutting down gas compressor units and for isolating units of piping for maintenance purposes; systematic, periodic inspection and testing of holders, pressure limiting stations, pressure relief devices, pressure regulating stations, valves, and structures housing pressure regulating or pressure limiting equipment.

The regulations stipulate that every company must operate and maintain its facilities in accordance with this plan, modifying it from time to time to conform with changes in operating conditions. Operating and maintenance staff must also be trained to carry out the plan. Detailed records of failures, leaks, repairs, tests, inspections, pressure recording charts, odorant concentration tests and other relevant information must be kept.

If a leak, serious corrosion, or other condition that might endanger public safety is discovered, the defective part must be repaired or replaced immediately.

The regulations set out the procedures to be followed when a service line is abandoned. They further provide that no person may smoke or ignite a spark or flame or permit a flame to burn near a gas compressor station where gas may be present in the atmosphere. They also stipulate that gas that is distributed to consumers through service lines or used for domestic purposes in compressor plants and that does not have a distinctive odour must have an odour added to make it detectable by sense of smell at concentrations of one-fifth of the lower explosive limit or less.

Ontario Operating Engineers Act, 1953

Regulations under the Ontario Operating Engineers Act amending the qualifications for stationary engineers' certificates were gazetted February 20 as O. Reg. 35/60.

Where a person holds an engineering degree from a university, the amendment broadens the definition of "qualifying experience" in respect of stationary engineers' certificates to include training instruction in regular work periods.

New provisions have been added with respect to the minimum qualifying exper-

ience of an applicant for a first, second, third or fourth class stationary engineer's certificate who holds a degree in engineering from a Canadian university, or other university with a course of study considered equivalent by the Board of Examiners. If the applicant has qualifying experience approved by the Board in a high-pressure stationary steam-plant exceeding 18,000 registered h.p. that is generating electricity for the Ontario Hydro, the required experience is now 36 months for first class, 24 for second class, 12 for third class and three months for fourth class. Formerly a graduate in engineering could not get a first class certificate without seven years' qualifying experience.

Also, the minimum age of an applicant for a first class stationary engineer's certificate who holds a degree in engineering is reduced from 28 to 25 years, and the minimum mark required on his examination from 70 to 60 per cent. He must, as formerly, hold an Ontario second class stationary engineer's certificate or other certificate considered equivalent by the Board.

Quebec Trade Disputes Act

New regulations under the Quebec Trade Disputes Act which set higher fees for members of councils of arbitration and include provisions for speeding up procedure were approved by O.C. 88 on January 28 and gazetted February 6.

It is under this Act that councils of arbitration (similar to conciliation boards in other provinces) are appointed when collective bargaining reaches an impasse. A council of arbitration may also be appointed to resolve a dispute arising out of a collective agreement where no provision for the settlement of disputes has been included in the agreement.

The fee for a meeting in connection with the appointment of chairman of a council of arbitration is now \$10 instead of \$5. For each half day's sitting (including an evening sitting), the chairman will now receive \$20 and each of the other members \$10. The fee for each half day of travelling time except travelling in the evening is the same as for a sitting. If members use their own cars, they may be reimbursed at the rate of 10 cents a mile.

In addition to the other expenses, a maximum fee of \$100, including drafting costs, may now be paid to the member who drafts the award and a maximum of \$50 to a person who writes a dissenting opinion.

As before, the regulations also provide that in the case of arbitration under a collective agreement, the fees and expenses

of the members of the council of arbitration except those of the chairman must be paid by the parties involved in the dispute.

They further state that, except by special permission of the Minister or Deputy Minister of Labour, fees may be paid only for sittings held within three months following the date of appointment of the chairman.

Witnesses are entitled to the same fees and expenses as in the Superior Court, except in cases of arbitration under a collective agreement.

The chairman of the council of arbitration may determine the procedure, fixing the time and place for a meeting. He is also directed to refuse any request for delay or postponement that he deems unjustified and to proceed without an arbitrator or witness who, after being notified, has failed to appear.

The regulations also state that once started, procedures must be continuous except where, for very serious reasons, the chairman has ruled otherwise.

Handbook for Operating Engineers Issued by Ontario

The Ontario Department of Labour has published an 86-page *Operating Engineer's Handbook*, mainly for the use of men who want to become operating engineers or to advance to the next class of engineer but containing much valuable information for others who are concerned with the safe and efficient operation of power equipment or with administration of legislation enacted towards that end. It may be obtained free on request to the Department of Labour, 8 York Street, Toronto 1.

The pamphlet points out that it is mandatory for every power plant as defined in the Ontario Operating Engineers Act, 1953, to be operated and maintained by certified personnel. About 5,000 plants are registered in the province, and about 25,000 certified engineers are employed to operate them.

In an introductory section entitled "Why certify stationary and hoisting engineers?" the *Handbook* emphasizes that the operating engineer is the guardian of the potential dangers in power plant operation and that his knowledge, skill and sense of responsibility are also necessary for economy of operation and maintenance of equipment. An employer usually does not know the

qualifications needed by an engineer, and has to be guided by the grade of certificate held by a prospective employee for his power plant.

Other sections set out in convenient form the class of engineer required for the different types of plants, the experience needed by an applicant for examination for the different certificate, and how to apply. Then follows a section on the curricula for the various examinations—a list of the fundamental subjects on which each examination will be based. Text books are also suggested. Some very practical advice on preparing for and writing the examination follows, no doubt based on the experience and observations of the Board of Operating Engineers in their dealings with candidates over the years.

Another section describes the five books the Board has prepared and published "to give guidance to the engineer who is conscious of his responsibility and who is willing to benefit by serious study." The book tells how to obtain them.

The remaining sections set out useful information on a number of subjects, among them "Winter Maintenance of Power Shovels," "Precautions in using Air Tanks," and "Hand Signals for Crane Operations."

23 States Amend Unemployment Insurance Laws in 1959

During 1959 unemployment insurance laws were amended in 23 states of the American Union to provide larger benefits, longer benefit periods, or both. Six states provided for extension of the benefit period during specified emergencies affecting the state.

The maximum weekly benefits were raised in 21 states by amounts ranging from \$2 to \$15. In five states, with nearly a quarter of the total number of employees covered by state unemployment insurance laws, the maximum weekly benefit is now at least \$45. In one of these, California, the maximum is \$55. A maximum benefit of at least \$40 is paid in 16 states which have about 41 per cent of the country's total covered employees. In 14 other states, which have between them 23 per cent of the total insured workers, the maximum benefit is 50 per cent or more of the state's average weekly covered wage.

UNEMPLOYMENT INSURANCE

Monthly Report on Operations of the Unemployment Insurance Act

Number of claimants for unemployment insurance at month-end up between December and January but number of initial and renewal claims received during January smaller than month and year earlier totals, statistics* show. Revenue higher

Claimants† for unemployment insurance on January 29 numbered 782,500, of whom 177,100 were seasonal benefit claimants.

The January 29 total was 14 per cent greater than the total of 685,700 (116,500 seasonal benefit) on December 31, 1959 but slightly less than the total of 785,100 (203,000 seasonal benefit) on January 30, 1959.

Fishermen included in the seasonal benefit claimants on January 29 numbered 25,985; on December 31, 1959 they totalled 17,800, and on January 31, 1959 they numbered 25,445.

Initial and renewal claims for benefit received during January numbered 306,600 compared with 441,600 during December 1959 and 317,500 during January 1959. Initial claims comprised 77 per cent of the total during January. Not all initial claims, however, represented cases of new unemployment, as some were for the purpose of making computations for re-establishing credits.

Benefit periods established under the seasonal benefit provisions are at a lower level this year than last.

The average weekly number of beneficiaries was estimated at 620,000 for January, compared with 361,500 for December and 653,100 for January 1959.

The average weekly benefit payment was \$21.91 for January, \$21.51 for December 1959 and \$21.38 for January 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards had been issued to 4,889,149 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

At January 31 employers registered numbered 326,341, an increase of 635 since December 31, 1959.

Enforcement Statistics

During January 5,231 investigations were conducted by enforcement officers across Canada. Of these, 3,341 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 109 were miscellaneous investigations. The remaining 1,781 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 167 cases, 35 against employers and 132 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,543.*

Unemployment Insurance Fund

Revenue received in January totalled \$29,135,805.55 compared with \$28,576,933.39 in December 1959 and \$20,244,892.32 in January 1959.

Benefits paid in January totalled \$54,344,674.19 compared with \$32,661,332.95 in December 1959 and \$58,617,337.64 in January 1959.

The balance in the fund on January 31 was \$445,885,387.32; on December 31, 1959 it was \$471,094,255.96 and on January 31, 1959, \$586,990,920.89.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1720, February 17, 1960

Summary of the Main Facts: The claimant, 26 years of age, filed a renewal application for benefit on June 10, 1959, and was registered for employment as a packer. She stated she had worked as a machine operator for Fiberglas Canada Limited, Guelph, Ont., at a wage of \$1.25 an hour from March 4, 1959 to June 3, 1959, when she had voluntarily left her employment because of pregnancy, and that her expected date of confinement was January 20, 1960. She had also worked as a machine operator for the said employer from January 8, 1959 to February 13, 1959, when she was temporarily laid off because of a shortage of work.

The insurance officer disqualified the claimant from receipt of benefit effective June 7, 1959, on the ground that by having voluntarily left her employment because of pregnancy she was presumed to be not available for work (Section 54 (2) (a) of the Act).

Included in the records is a medical certificate dated June 12, 1959 to the effect that the claimant's expected date of confinement was January 20, that she was in good physical condition and was able to do light work.

The claimant appealed to a board of referees. In her undated appeal, which was received in the local office of the Commission on July 3, 1959, the claimant contended that she was "in perfect health" and also that she was available for work. She pointed out that her job at Fiberglas Canada Limited consisted of lifting articles up to 24 pounds in weight, which was too arduous for her as she was two and a half months pregnant, and that her doctor had suggested she obtain a lighter job, such as assembly work.

As a supplement to her appeal, the claimant wrote to the local office on July 16, 1959 and stated:

My husband had been out of work for over a week previous to my quitting my job. He had applied in every factory in Guelph for work during this time but without any luck. At the same time my doctor told me to get a lighter job.

I in turn consulted my personnel manager to see if my husband could get work at the Fiberglas factory. He informed me that he could get a job immediately, but both husband and wife could not work in the same factory.

I had to quit anyway within a short time in order to look for lighter factory work so I quit then and there in order to clear the way for my husband. He started within a couple days after I left.

During the time my husband had applied to other factories, it had been mentioned to him that there was no work for men anywhere, but there were jobs for women open. I made the rounds of the factories and had no luck either, so in turn applied for insurance.

In response to a request for further information, the employer informed the insurance officer by letter on July 20, 1959, as follows:

(The claimant) reported to the Personnel Department that she was pregnant and that she would be leaving voluntarily because during previous pregnancies she had had several miscarriages and her doctor had advised her to cease work and not risk a re-occurring miscarriage.

The Department in which (the claimant) did work, the Roving Department, does require the lifting of 24 lb. packages of Fiberglas; however, this I am sure is purely coincidental.

With regard to her husband: When she advised us that she would be leaving, she appealed to us to hire her husband on a permanent basis. As her leaving the employ of the Company would make this possible, we did hire her husband.

The board of referees heard the case in Hamilton, Ont., on July 22, 1959. The claimant, who was not present at the hearing, was represented thereat by Fred White of the Guelph Labour Council.

During the discussions, the claimant's representative contended that the claimant should not have been disqualified for voluntary leaving because she had done so on the advice of her doctor. He intimated that he was unable to understand why there was a difference in a claimant's leaving her employment voluntarily because of pregnancy and leaving it voluntarily for some other reason. He strongly objected to the imposition of the indefinite disqualification and held that it should not have been done. He further argued that the Act did not provide that an indefinite disqualification be imposed for voluntary leaving because of pregnancy. The board, after considering the written and oral evidence and keeping in mind the Umpire's decision CUB 620, by a unanimous decision dismissed the appeal on the ground that the claimant had failed to prove that she was available for work on June 7, 1959 and subsequently.

Local 1305 of the Textile Workers Union of America, of which the claimant is a member, appealed to the Umpire on August 26, 1959, contending "that the board of referees erred in applying decision CUB 620 and allied decision (CUB 530) quoted therein" and that "to say that the board had to abide by two factors only—pregnancy and resigning her employment—ignoring further references in the decision, wherein

it is plainly stated that at times other factors would have to be considered—in this case recommendation of her doctor. To place all pregnancy cases in any such strait jacket as the board of referees stated in its judgment would be grossly unfair and unwarranted . . .”

In a report dated October 6, 1959, the manager of the Commission's local office stated that according to that office's order register from July 1, 1959 to October 2, 1959 inclusive, no female assemblers were required, although several plants employed that type of worker, and that the claimant, whose registered occupation was changed to that of packer on August 18, 1959, would stand a good chance of finding work as such where she would be sitting down most of the time.

The records also contain a further medical certificate, dated October 22, 1959, which reads:

This lady has had a rather long history of incomplete pregnancies which have terminated either in miscarriages or premature without a live baby. At the present time she is pregnant and I feel that any work that she does must be of an exceedingly light character to guard against any such accidents of pregnancy that we have had in the previous several years.

Any attention that can be given to a light job for this young lady would be greatly appreciated.

The interested union requested a hearing of the case before the Umpire, which was held in Ottawa on January 20, 1960. The Union was represented by A. Andras of the Canadian Labour Congress, and the Unemployment Insurance Commission by F. G. Power.

Considerations and Conclusions—Section 54(2)(a) of the Act places on each individual claimant the burden of proving that he was capable of and available for work on every day for which he is claiming benefit, and as there are no statutory provisions specifically dealing with pregnant claimants, the question of their availability must be determined under the aforementioned section, in the light of the particular circumstances of each such case.

In the instant appeal, there is some kind of a contradiction between the evidence adduced by the claimant and that which is contained in her employer's letter of July 20, 1959. According to the letter, one can be led to believe that the fact that her job at times entailed lifting articles up to 24 pounds in weight had no bearing on her decision to quit her employment, that she rather did so because of her previous record of miscarriages and had decided on medical advice not to take any more work of any kind while she was pregnant.

On the other hand, the record shows that the claimant registered for lighter work of a kind she would stand “a good chance” of obtaining, and in the absence of her refusing to accept any such work, her statement is entitled to considerable credence.

The proof before me creates a situation of doubt which, after taking into account the fact that the claimant was in the early stage of pregnancy when she quit her employment, I am disposed to resolve in her favour up to and including October 22, 1959.

But for this change in the period of the disqualification, the Union's appeal is dismissed.

Decision CUB-1721, February 17, 1960

Summary of the Main Facts: The claimant, 61 years of age, filed an initial claim for benefit on January 2, 1959 and applied for the dependency rate of benefit in respect of his wife, Annie, stating that she was wholly or mainly maintained by him.

The insurance officer established a regular benefit period, effective December 28, 1958, at the dependency rate.

At the request of the local office of the Unemployment Insurance Commission, one of the Commission's enforcement officers interviewed the claimant on May 12, 1959, when the latter completed a written statement that reads in part:

... All weekly report forms for the receipt of benefit during the above period were signed by me. I also had previous applications for benefit in the past few years and as far as I can determine I have always made application for benefits at dependency rate on behalf of Ann —, my common-law wife. I have always considered Ann as my wife as we have lived together for past 22 years. My common-law wife does not work and is always cared for by me. We have had no children from our common-law living.

I have lived in Canada since 1921. I have my booklet “Information for Claimants”, but I did not understand the contents . . .

The enforcement officer's report reads in part:

On my return to the Local Office I checked claimant's previous applications for benefits dating back to the 31 October 1957 and at no time in the past did claimant make application for benefits at the dependency rate.

I checked the claim file of claimant's common-law wife, Ann —. Her application shows that she was employed during the month of December 1958, as a day worker and in December 1958 claimant's common-law wife received seasonal benefits at \$9.00 a week. The common-law wife was previously employed as a chambermaid at the Savoy Hotel from November 1957 to March 1958. Claimant's common-law wife was previously investigated by me in 1958 and as a result of my investigation, penalty under Section 65 was imposed. At the time of my interview with claimant's common-law wife she informed that she had been separated from her husband since June

1957 which is definitely contradictory to claimant's statement in which he stated that he had lived with his common-law wife Anne for the past 22 years.

The insurance officer notified the claimant by letter on May 19, 1959 to the effect that he was not entitled to the dependency rate of benefit effective December 28, 1958, as the person for whom he was claiming the dependency rate did not come within the provisions of Sections 47 (3) of the Act and 168 of the Unemployment Insurance Regulations. This disqualification created an overpayment of benefit in the amount of \$70.

The claimant appealed to a board of referees on July 27, 1959 and stated that he had been the sole support of his son until recently, when his son left school and became employed. He stated also that he had lived with and continuously supported his common-law wife since 1937, with the exception of a short period when he was employed away from home by a construction company and during which he sent her \$100 every two weeks.

Following receipt of the claimant's appeal, the insurance officer requested a further investigation by an enforcement officer. As a consequence thereof, the claimant made a written statement on August 3, 1959, which reads in part:

From the year we met, we have resided together and even though we have never gone through a form of marriage, I have always considered her as my wife. From our common-law marriage, we had a son, born 10 March, 1939... Ann, during the past 3 years, has had a mental disorder, and she, from time to time, does and says things she is not responsible for, and at times she leaves me and takes up residence at other addresses, but usually returns to me at a later date. At present, Ann is undergoing treatment at General Hospital... When I made application for benefits on 2 January, 1959, Ann was residing with me, and had been for approximately since August, 1958, and before that off and on...

In referring the case to the board of referees, the insurance officer drew attention to the Umpire's decision CUB 1174.

The board of referees heard the case on September 22, 1959. The board, after dealing with the case at great length, unanimously held that the claimant was entitled to receive benefit at the dependency rate, commencing December 28, 1958, and allowed the appeal:

(1) on the ground that the claimant's common-law wife is not a married woman and CUB 1174 is distinguishable from the present case,

(2) on the ground that the word "wife" in said sub-paragraph (i) (Section 47 (3) (a) of the Act) means a woman whose relationship with the claimant is within what is the basis for the statutory enactments, regulations and

manuals, federal and provincial, above discussed, or, to quote Webster, means a woman whose relationship with the claimant is a marriage by conduct.

The board also expressed the following opinion:

If it is held that CUB 1174 is the law, whether there was a prior marriage or not, then the Board humbly suggests that the question be reviewed and, if necessary, that the Act be amended so as to make clear the intent of the Parliament of Canada.

The insurance officer appealed to the Umpire on the following grounds:

The Umpire concluded in CUB 1174 that in order to be entitled to benefit at the rate for a person with a dependent under the terms of the Act, a claimant must prove that the person claimed for is his wife by reason of a valid legal marriage.

The board of referees was aware of the jurisprudence established in CUB 1174 but in reaching its decision in the appeal, considered that this jurisprudence applied only where the circumstances of the case were the same as those in CUB 1174. On the basis of this reasoning, the board decided that the application of the principle in CUB 1174 should only be made when a common-law wife is not already legally married to another person.

As this person claimed as a dependent by this claimant had not legally married at any time, the board decided that CUB 1174 did not apply and allowed the appeal of the claimant on the grounds that certain specific federal and provincial legislation recognized a common-law wife as being a "wife" for the purpose of such legislation.

It is submitted that CUB 1174 established the basic principle that benefit at the dependency rate is not payable in respect of a common-law wife, and the board has shown no valid reasons for failing to follow this jurisprudence. In referring to various statutes and regulations, the board apparently failed to properly appreciate that each of these statutes and regulations specifically provides for the status of a common-law wife. Had it been the intent of the legislators to make similar provision in the Unemployment Insurance Act it seems reasonable to presume that specific reference would have been included in the Unemployment Insurance Act. It is submitted, therefore, that the decision of the board of referees should be set aside.

Considerations and Conclusions: While I wish to commend the board of referees for their elaborate and interesting decision which is so well and clearly expressed, I cannot agree with it for reasons which I will describe.

First of all, it seems to me that the board exceeded its power in deciding that the person in respect of whom the claimant requested the dependency rate of benefit was a "wife" within the meaning of that word in subsection (3) (a) (i) of Section 47 of the Act.

Under subsection (3) (b) of Section 67 of the Act, the Unemployment Insurance Commission alone is vested with the power to make regulations "for defining 'adopted

(Continued on page 394)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during February Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 200 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 122 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows

Department	No. of Contracts	Aggregate Amount
CMHC	1	\$ 6,324.00
Defence Production	70	\$ 45,842.00
Post Office	13	\$302,885.14
RCMP	2	\$ 3,759.95

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during February

During February the sum of \$16,271.20 was collected from 17 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 401 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Agassiz B C: Beaver Construction Co Ltd, supply & erection of various bldgs (dairy cattle housing unit), Experimental Farm.

Atomic Energy of Canada Limited

Chalk River Ont: Foster Wheeler Ltd, extension to central heating plant, bldg 420.

Central Mortgage and Housing Corporation

Greenwood N S: Dell Construction Co Ltd, construction of 300 housing units & ground services (DND 10/59). *Ottawa Ont:* L M Bryan, *snow removal, Strathcona Heights. *Uplands Ont:* Wm D'Aoust Construction Ltd, construction of four classroom & gymnasium addition to school (DND 4/58). *Edmonton Alta:* Arnold Floor Co Ltd, *sanding & finishing hardwood floors, Highlands Court. *Vancouver B C:* Buckerfield's Ltd, *supply of fertilizer. *Victoria B C:* G A Barker Construction, *supply & installation of plastic laminated counter tops in rental units, Veterans Projects 6A & 7.

Department of Citizenship and Immigration

Nakina Indian Agency Ont: Hakala Construction, construction of prefabricated bldg, Landsdowne House (ACC) IDS, on Attawapiskat Lake. *Blood Indian Agency Alta:* Whitticks Mechanical Contractors Ltd, repairs & alterations to heating system, St Paul's IRS. *Fort Vermilion Indian Agency Alta:* St Laurent Construction Ltd, erection of staff residence & construction of power plant bldg, Fox Lake. *Peigan Indian Agency Alta:* Remington Construction Co Ltd, installation of water supply system, Town of Brocket.

Defence Construction (1951) Limited

Bedford Basin N S: The Ellis Don Ltd, construction of addition to bldg No 169, RCN Magazine. *Halifax N S:* James F Lahey Ltd, interior painting of "A" Block, Bldg S-21, HMCS *Stadacona*; Central Construction Co, construction of firefighting mock-up, ABCD school, Sandwich Point. *Bouchard Que:* Gagnon & Fils Ltee, construction of sewage lagoon & renovation to existing pumphouse. *Nicolet Que:* J S Mitchell & Co Ltd, supply & erection of prefabricated bldg. *Valcartier Que:* C Jobin Ltee, extension to CHP & installation of coal handling system, Camp. *Clinton Ont:* The Ellis Don Ltd, construction of superstructure for tower & passageway, RCAF Station; Warneke Decorating Co,

application of fire retardant paint, RCAF Station. *Petawawa Ont*: Universal Electric, installation of electrical system. *Shirley Bay Ont*: M Sullivan & Son Ltd, supply & erection of structural steel & steel joists for Electronics Laboratory extension.

Building and Maintenance

Clinton Ont: D A Kay & Son, interior painting of 60 PMQ's, RCAF Station. *Kingston Ont*: Industrial Electrical Contractors Ltd, rewiring & relighting bldgs Nos 1 (Annex), 12 & 13, Headquarters, Eastern Ontario Area, 440 King St W. *Boundary Bay B C*: F B Stewart & Co Ltd, rewiring & relighting bldgs Nos 16 & 17, Vancouver Wireless Station.

Department of Defence Production

Cornwallis N S: Standard Sprinklers Ltd, installation of sprinkler system, Bldg No 24, HMCS *Cornwallis*. *St Hyacinthe Que*: Roger Charbonneau, interior painting, sanding & finishing hardwood floors at Armoury. *St Johns Que*: Desourdy Freres Ltee, supply & installation of 4 open fire escapes, RCAF Station. *Senneterre Que*: La Societe D'Entreprises Generales Ltee, construction of extension to guard house, RCAF Station. *Barriefield Ont*: Jos Downey & Son, painting interior of Bldgs C-31 & H-29, RCEME School. *Gloucester Ont*: Bannermount Co, replacement of antenna poles, HMCS *Gloucester*. *Mount Hope Ont*: Overhead Door Co of Hamilton Ltd, replacement of overhead doors in Bldg No A20, RCAF Station. *Kingston Ont*: K R McGowan Electric, supply & installation of equipment to relight Syndicate & Sub-Syndicate Rooms, "B" Block, CASC, & installation of acoustic tile ceiling in Room No 110, "B" Block. *Trenton Ont*: E W Vanner & Son, interior painting of Barrack Block No 1, RCAF Station; E W Vanner & Son, interior painting of Barrack Block No 2, RCAF Station. *Uplands Ont*: Hugh M Grant Ltd, moving bldg, connection of services, etc; Alf Grodde Ltd, painting interior of recreation hall bldg No 16; Goldstein Bros Ltd, installation of block heater outlets in parking lots adjacent to Bldgs 316, 320 & 323. *Gimli Man*: Fort Rouge Decorating & Sandblasting Co, interior painting of Barrack Blocks, 3, 4, 13 & 69 with fire retardant paint, RCAF Station. *Claresholm Alta*: Charleton & Hill Ltd, repairing roofs of Hangars Nos 5 & 6 & Barrack Block No 52, RCAF Detachment. *Ralston Alta*: Werts & Dieterle, *refinishing of floors & stairs, housing units. *Nanaimo B C*: Canadian Wood Pipe & Tanks Ltd, replacement of water tank at Military Camp. *Rocky Point B C*: M P Paine Co, construction of concrete foundations, walls, etc for two butler rigid frame steel bldgs, RCNAD. *Vancouver B C*: F Drexel Co Ltd, installation of suspended acoustical tile, RCAF Station. *Vernon B C*: R E Postill & Sons Ltd, repairing roads, Military Camp Area.

National Harbours Board

Churchill Harbour Man: C A Pitts General Contractor Ltd, dredge repairs & dredging. *Vancouver B C*: Amundson Construction Co Ltd, renewal of cold storage plant, Fishermen's Wharf.

Northern Affairs and National Resources

Frobisher Bay N W T: The Carter Construction Co Ltd, restoration of departmental bldg No 71.

Department of Public Works

Champney's West Nfld: Louis Briffett & Sons Ltd, construction of wharf. *Eastport Nfld*: William A Trask Ltd, wharf repairs & extension. *Newtown Nfld*: B & F Way, construction of post office bldg. *Rose Blanche Nfld*: Towne & Country Construction Co Ltd, harbour improvements, Diamond Cove. *Bloomfield Station P E I*: R H Rankin Construction, construction of post office. *Brookfield N S*: Owen Fisher, erection & completion of post office. *Dartmouth N S*: Cameron Contracting Ltd, alterations & addition to federal bldg. *Halifax N S*: Standard Construction Co Ltd, alterations & addition to admission & discharge section, Camp Hill Hospital. *Hantsport N S*: Ralph & Arthur Parsons Ltd, wharf improvements. *North West Cove N S*: L G & M H Smith Ltd, wharf improvements. *Three Fathom Harbour N S*: Naugle's Sand & Gravel Co Ltd, harbour improvements. *Fredericton N B*: S C R Construction Engineering Ltd, alterations to staircases, Headquarters, "J" Division, RCMP. *Manouan Que*: Melancon & Fils Inc, construction of three classroom school & duplex, Abitibi Agency. *Montreal Que*: Mathews Conveyer Co Ltd, installation of bag conveyor chutes, postal terminal; Noma Construction Co Ltd, improvements & alterations to postal space & screen, Postal Station "D". *Riverbend Que*: Antonio Fleury & Raoul Bherer, erection of post office bldg. *St Emile de Montcalm Que*: Henri Louis Martel, wharf construction. *St Gregoire de Nicolet Que*: Jean L Beliveau, construction of post office.

Ste Rose du Nord Que: Gulf Maritime Construction Ltd, wharf extension. *Sherbrooke Que*: Romeo Paquet, interior painting, federal bldg. *Cookstown Ont*: E B Doran, construction of post office. *Ear Falls Ont*: S Flostrand, construction of post office. *London Ont*: The Frid Construction Co Ltd, construction of new wing, Westminster Hospital. *Ottawa Ont*: Ron Construction Co Ltd, additions & alterations to third floor, DBS, Tunney's Pasture; Leopold Beaudoin Construction Ltd, installation of new partitions, etc, Finance Bldg, Tunney's Pasture; Ontario Building Cleaning Co, interior cleaning of Postal Station "E"; Leopold Beaudoin Construction Ltd, construction of ceiling & installation of ventilation system, boiler room, Forest Products Laboratory, Montreal Road; J R Statham Construction Ltd, alterations to No 8 Temporary Bldg. *Port Rowan Ont*: Backus Construction Co Ltd, construction of post office. *Stevensville Ont*: S E Zimmerman & Son Ltd, construction of post office. *Toronto Ont*: Taylor Bros, alterations to Postal Station "R", Leaside. *Dauphin Agency Man*: Arthur A Erickson, construction of two duplex residences, Pine Creek Indian Reserve. *Hartney Man*: Steinback Lumber Yards Ltd, construction of post office. *Melfort Sask*: H Roy Construction, construction of headerhouse, Experimental Station. *Regina Sask*: Alberta Bldg Co Ltd, construction of sewage pumphouse, RCMP Barracks. *Southend Sask*: Gall's Lumber Yard, construction of three classroom school, staff residence & power house. *Rocky Mountain House Alta*: Bird Construction Co Ltd, construction of federal bldg. *Glacier National Park B C*: Dawson & Hall Ltd, construction of portals & concrete liner for Bear Creek Diversion Tunnel, Mile 8.7, Trans-Canada Highway. *Harrison Lake B C*: Fraser River Dredging Co Ltd, driftwood removal. *Hope B C*: Dyck Construction Co Ltd, construction of federal bldg. *Revelstoke B C*: Mackie & Hooper Construction Co Ltd, alterations & additions to federal bldg. *Shawinigan Lake B C*: W J Dick Ltd, construction of post office. *Vancouver B C*: Metro Construction Co Ltd, alterations to Postal Station "O"; Modern Building Cleaning Service of Canada Ltd, cleaning interior of General Post Office Bldg. *Flatt Creek-Eagle Plain Y T*: John A MacIsaac Construction Co Ltd, development road construction.

Contracts Containing the General Fair Wages Clause

Lockeport N S: Elmer L Stewart, interior painting, federal bldg. *Armstrong Que*: Poulin & Bergin, interior painting, Customs & Immigration bldg. *Buckingham Que*: Hector Strevey Construction, alterations, federal bldg. *Jonquiere Que*: Gerard Raymond, interior painting, federal bldg. *Lauzon Que*: Geo T Davie & Sons Ltd, construction & delivery of pipeline dredge to replace dredge No 12, PEI. *Montreal Que*: St Lawrence Steeplejacks Ltd, interior painting, Converters bldg; George Cauchon, general alterations, Mail Carrier Depot. *Noranda Que*: Eloi Desilets, alterations, federal bldg. *Brockville Ont*: Art Fleck, renovations, Postal Annex. *Napanee Ont*: Dorland Jackson, installation of stokers, federal bldg. *Ottawa Ont*: Able Construction Ltd, alterations, Kent-Albert bldg; Louis G Fortin Construction Co, renovations, Kent-Albert bldg; J R Statham Construction Ltd, repairs to bathroom, Rideau Hall; Thos Gregoire, general repairs, New Supreme Court Bldg; Roger Boivin Painters Ltd, redecoration of Public Archives, Sussex St; Ottawa Typewriter Co Ltd, erection of private offices, DBS bldg; R A Bingham & Son, general alterations, British American Bank Note Bldg; Oak Construction Co Ltd, renovations, Imperial Optical Bldg, 246 Queen St. *Vancouver B C*: Jackson Sheet Metal & Roofing, roof repairs, Customs House; Finning Tractor & Equipment Co Ltd, replacement of engine for workboat "Tsekoa".

The St. Lawrence Seaway Authority

St Catharines Ont: Provincial Engineering Ltd, modification of wire rope fenders, Welland Canal. *Sault Ste Marie Ont*: Soo Foundry & Machine Co Ltd, rehabilitation of valve machinery, Sault Ste Marie Canal.

Department of Transport

Yarmouth N S: Central Construction Co, construction of remote transmitter bldg & related work, Cheboque Point. *Montreal Que*: The Foundation Company of Canada Ltd, erection of superstructure of loading fingers & aeroquay, New Terminal Bldg, Airport; The Foundation Company of Canada Ltd, installation of central heating system, Airport. *Rouyn Que*: Bedard-Girard Ltd, installation of LI lighting for approaches 08 & 26 & MI lighting, runway 08-26 extension. *North Bay Ont*: Alger, Leckie Associates Ltd, installation of air conditioning system, IFR Room, Control Tower, Airport. *Cranbrook B C*: Wirtanen Electric Co Ltd, installation of medium intensity lighting on Runway 18-36. *Penticton B C*: Cooper & Gibbard Electric Ltd, installation of medium intensity runway & taxiway lighting on Runway 16-34.

PRICES AND THE COST OF LIVING

Consumer Price Index, March 1960

A drop of 1.2 per cent in the food index between February and March caused a decline of 0.2 per cent in the consumer price index (1949=100), from 127.2 to 126.9. The other four group indexes recorded little or no change.*

Despite this fourth successive drop in the total index, it was still higher than in March last year, when it stood at 125.5.

The food index moved from 120.8 to 119.4, as further price declines, averaging nearly 2 cents a pound, were reported for beef and pork cuts. Bacon was down 7 cents a pound. Price decreases occurred on a wide range of fresh vegetables; potatoes were down slightly from February levels after a series of price increases in previous months. Egg prices, after reaching a record low in February of 41 cents a dozen, climbed 6 cents a dozen in March.

This year's March food index is 0.5 per cent below the March 1959 level of 120.0. Compared with a year ago, prices for beef were 8 per cent lower, pork 8 per cent lower, eggs 10 per cent lower, dairy items 2 per cent higher, cereals 1 per cent higher, fresh and canned fruits 5 per cent higher, and vegetables, largely because of potatoes, 10 per cent higher.

The shelter index was unchanged at 142.9.

The clothing index increased 0.5 per cent from 109.8 to 110.4. Most of this movement reflected price advances from end-of-season sales for women's and girls' coats.

The household operation index increased a fractional 0.2 per cent from 123.2 to 123.4, as higher prices were reported for a number of items of household utensils and equipment, including glassware, saucepans and garbage cans. Some furniture and floor covering items were up somewhat from sale prices of previous months. Laundry rates and shoe repair prices both advanced 1 per cent.

The other commodities and services index was unchanged at 137.0, as lower quotations on new passenger cars balanced price increases for a number of automobile operation items.

Other groups indexes one year earlier (March 1959) were: shelter 140.3, clothing 109.4, household operation 122.3 and other commodities and services 133.4.

City Consumer Price Indexes, February 1960

Seven of the ten regional city consumer price indexes (1949=100) were lower between the beginning of January and February 1960.* Declines ranged from 0.1 per cent in Halifax to 0.5 per cent in Winnipeg. Indexes in both Saint John and Toronto were unchanged and the index for St. John's rose a fractional 0.1 per cent.

Food indexes were lower in seven regional cities, unchanged in Saint John, and up 0.2 per cent in both Halifax and St. John's. Shelter indexes were down in both St. John's and Halifax, up fractionally in Saint John, unchanged in four cities, and up in the three westernmost regional cities. Clothing indexes showed mixed results: three regional city indexes were higher, four lower and the remaining three unchanged. The household operation group indexes experienced similar movements as three city indexes increased, four decreased and three were at the same levels as the previous month. Other commodities and services group indexes recorded little or no movement: six of the ten regional city indexes were unchanged, two were up a fractional 0.1 per cent and the other two were down 0.1 per cent.

Regional consumer price index point changes between January and February were as follows: Winnipeg -0.6 to 124.1; Ottawa -0.5 to 127.6; Edmonton-Calgary -0.4 to 123.2; Montreal -0.3 to 127.5; Saskatoon-Regina -0.3 to 123.5; Vancouver -0.2 to 129.1; Halifax -0.1 to 127.0; and St. John's +0.1 to 114.8†. Saint John and Toronto remained unchanged at 129.1 and 129.7 respectively.

Wholesale Price Index, February 1960

Canada's general wholesale price index (1935-39=100) edged down 0.2 per cent in February to 230.0 from 230.5 in January. The index stood at 230.8 in February last year.

Two of the major group indexes were down during the month, four were up, and the remaining two were unchanged.

*See Table F-2 at back of book.

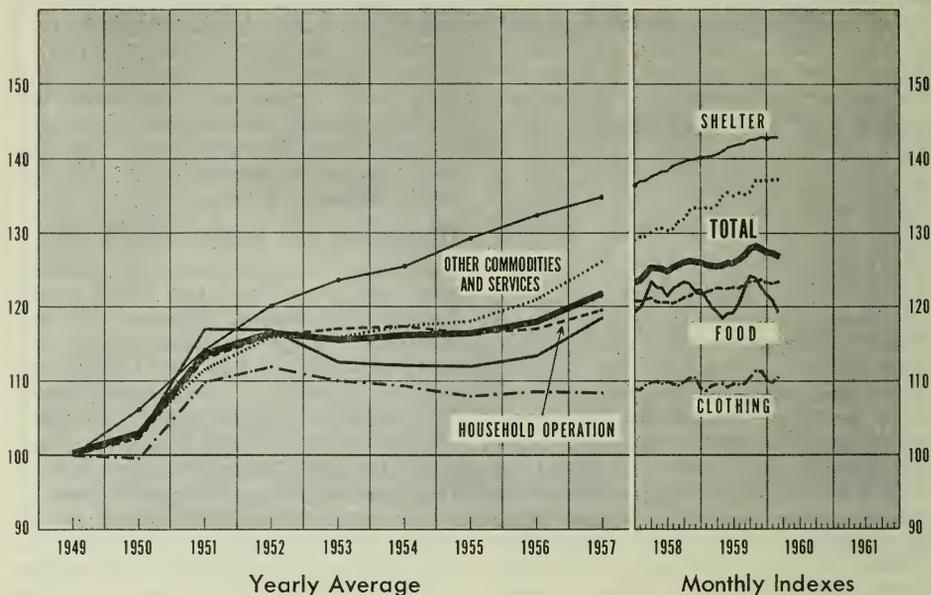
†On base June 1951=100.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The animal products group index recorded its fifth consecutive decline, moving down 1.5 per cent to 242.6 from 246.4. This decrease was the main factor in the drop in the total index and was largely attributable to lower prices for dressed fowl, fresh and cured meats, hides and skins, and livestock. The textile products group index eased 0.3 per cent to 228.5 from 229.2 as a result of lower prices for imported raw wool and worsted yarns.

Higher prices for copper and its products and tin moved the non-ferrous metals group index up 1.0 per cent to 178.2 from 176.5. Price increases for explosives and fertilizer materials more than offset decreases for tanning and dyeing materials to raise the chemical products index to 188.3 from 187.8. The wood products and vegetable products groups were slightly higher at 304.8 and 202.4, respectively.

The indexes for the iron products and non-metallic minerals groups were unchanged at 256.3 and 186.2, respectively.

The index of Canadian farm product prices at terminal markets (1935-39=100) rose 3.4 per cent, from 210.5 to 217.7, between February 25 and March 26. The field products index rose 3.5 per cent from 171.3 to 177.3, reflecting higher prices for potatoes, particularly in the East, western

flax and eastern peas and corn, which were partly offset by declines for eastern rye, oats and wheat. The animal products index increased 3.4 per cent from 249.7 to 258.1; price increases were reported for eggs, hogs, lambs, steers and eastern poultry.

U.S. Consumer Price Index, February 1960

After two successive declines of 0.1 per cent, the United States consumer index (1947-49=100) rose 0.2 per cent between mid-January and mid-February to return to the record high of 125.6 first reached in November 1959. December's index was 125.5 and January's, 125.4. The index in February 1959 was 123.7.

Mostly responsible for the latest rise was the cost of services, especially hospital insurance and mortgage interest rates. Food prices were down for the fifth consecutive month; they were at their lowest since December 1957 and 5.1 per cent below the peak reached in 1958.

U.K. Index of Retail Prices, January 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) dropped 0.3 per cent between mid-December and mid-January, from 110.2 to 109.9. A year earlier, January 1959, it was 110.4.

The fall in the index resulted mainly from a reduction in egg prices.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

Agriculture

List No. 138

1. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Agricultural Economics in Asia and the Far East: Study prepared by the ECAFE/FAO Agriculture Division*. Bangkok, United Nations, 1958. Pp. 100.

2. U.S. DEPARTMENT OF LABOR. *Farm Labor Fact Book*. Washington, GPO, 1959. Pp. 240.

Contents: Farm Work Force. Farm Operators. Unpaid Family Workers. Hired Farm Workers. Migrant Farm Workers. Imported Farm Workers. Hours, Wages, Earnings, Incomes.

Annual Reports

3. ALBERTA. BUREAU OF STATISTICS. *Annual Review of Business Conditions, Alberta, 1959*. Edmonton, 1960. Pp. 12, 4.

4. AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY. *Report for the Year ended 30th June 1959. With Financial Accounts*. Sydney, 1959. Pp. 107.

5. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1959*. Ottawa, Queen's Printer, 1959. Pp. 90.

6. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1958*. London, HMSO, 1959. Pp. 130.

7. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1959, reflecting Rates contained in Final September 1959 Payroll*. Winnipeg [1959?] Pp. 74.

8. NATIONAL INSTITUTE OF HOUSEWORKERS. *Annual Report, 1958-59*. Harrow-on-the-Hill, Eng., 1959. Pp. 27.

9. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on Prices, Wages, and Labour Statistics of New Zealand for the Year 1958*. Wellington, Government Printer, 1959. Pp. 104.

10. QUEBEC (PROV.). DEPARTMENT OF LABOUR. *General Report of the Minister of Labour ... on the Activities of his Department during the Year ending March 31, 1959*. Quebec, 1959. Pp. 315.

11. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *WCOTP Annual Report including a Summary of the Proceedings of the Assembly of Delegates, Washington, 1959*. Washington, 1959. Pp. 92.

Arbitration, Industrial

12. LEVINSON, MARTIN L. *A Digest of Arbitration Board Decisions involving Discharge and Discipline in Ontario*. Toronto, 1959. Pp. 83.

An account of legal decisions dealing with discharge or dismissal of employees in Ontario.

13. U.S. BOARD OF INQUIRY ON THE 1959 LABOR DISPUTE IN THE STEEL INDUSTRY. *Final Report to the President, the 1959 Labor Dispute in the Steel Industry. Submitted by the Board of Inquiry under Executive Order 10843*. January 6, 1960. Washington, 1960. 1 Volume (various pagings).

Some of the issues in dispute between the United Steelworkers of America and the steel companies were wages, insurance, pensions, and supplemental unemployment benefits, subcontracting, contract duration, etc.

Automation

14. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. RESEARCH DEPARTMENT. *Labor looks at Automation*. Rev. ed. Washington, 1959. Pp. 28.

15. DIEBOLD, JOHN. *Automation: Its Impact on Business and Labor, by John Diebold, and a Statement by the NPA Committee on Automation*. Washington, National Planning Association, 1959. Pp. 64.

The author describes some of the developments of automation that have already occurred and suggests further developments which might be studied and he also discusses some current arguments on the economic and social consequences of automation.

Disabled—Rehabilitation

16. JEWISH VOCATIONAL SERVICE AND EMPLOYMENT CENTER, CHICAGO. *Adjusting People to Work. [The Operations and Results of the Vocational Adjustment Center]* by William Gellman [and others] 2d ed. Chicago, 1957. Pp. 139.

A study of 246 people suffering from various handicaps who worked in the Vocational Adjustment Center workshop of the Jewish Vocational Service and Employment Center in Chicago during the period July 1951 and December 31, 1954.

17. PAN-PACIFIC REHABILITATION CONFERENCE, SYDNEY, 1958. *Conquering Physical Handicaps. Official Proceedings of the First Pan-Pacific Rehabilitation Conference held*

in Sydney, Australia, Nov. 10-14, 1958. [Sydney?] Australian Advisory Council for the Physically Handicapped [1959?] Pp. 591.

Economic Conditions

18. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. *Australian Development*. Adelaide, The Griffin Press, 1959. Pp. 48.

Partial Contents: Australian Development and Secondary Industry, by W. A. Westerman. Agricultural Development, by F. G. Jarrett. Mineral Development, by E. A. Rudd.

19. CANADA. PARLIAMENT. SENATE. STANDING COMMITTEE ON FINANCE. *Proceedings of the Standing Committee on Finance on the Threat of Inflation in Canada*. Ottawa, Queen's Printer, 1959. Pp. 485.

The Senate Standing Committee on Finance which heard various authorities on the question of the threat of inflation in Canada concluded that inflation is not inevitable.

20. LINDSAY, FRANKLIN A. *The Growth of Soviet Economic Power and Its Consequences for Canada and the United States; [Report prepared for] Canadian-American Committee*. [Washington? 1959] Pp. 27.

The author concludes that the Russians could be formidable competitors in the world markets in the latter part of this decade.

21. U.S. OFFICE OF BUSINESS ECONOMICS. *U.S. Income and Output; a Supplement to the Survey of Current Business*. Washington, 1958. Pp. 241.

Partial Contents: Economic Growth and Progress. Expansion of Regional Markets. Family Income and Buying Power. Progress in Past Quarter Century. How the Estimates were made. Strengthening the Gross National Product Measure. Developments in the Estimation of National Income. Measurement of Quarterly and Monthly Movements. Recommendations for Improvement of Primary Source Data. National Income and Product Tables.

22. U.S. PRESIDENT, 1953- (EISENHOWER). *Economic Report of the President transmitted to the Congress, January 20, 1960*. Washington, GPO, 1960. Pp. 243.

Industrial Relations

23. EUROPEAN COAL AND STEEL COMMUNITY. HIGH AUTHORITY. *La représentation des travailleurs sur le plan de l'entreprise dans le droit des pays membres de la CECA*, par G. Boldt [and others] Luxembourg, 1959. Pp. 348.

Deals with labour laws as they concern employees' representation in management in West Germany, Belgium, France, Italy, Luxembourg, and The Netherlands.

24. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Guttman-Type Scales for Union and Management Attitudes toward Each Other*, by Ross Stagner, W. E. Chalmers, and Milton Derber. Urbana, 1959. Pp. 293-300.

An analysis of the answers to fourteen multi-choice questions which were submitted to 76 executives and 81 union officials in 41 firms.

25. LABOR-MANAGEMENT CONFERENCE, WEST VIRGINIA UNIVERSITY. 9TH, 1959. *Proceedings of the Ninth Annual Labor-Management Conference, April 10-11, 1959. Arranged in cooperation with the College of Commerce, the College of Law [and] the Department of Political Science*. Morgantown, Institute of Industrial Relations, West Virginia University, 1959. Pp. 89.

Contents: The Impact of Unions and Technological Change on Wage Payment Systems. Wage Changes and Economic Stability. Changing Work Force Requirements in West Virginia.

International Agencies

26. COLOMBO PLAN BUREAU. *The Seventh Year; Progress of the Colombo Plan*. Colombo, 1959. Pp. 96.

27. SPAAK, PAUL HENRI. *Why NATO?* [Harmondsworth, Eng.] Penguin Books, 1959. Pp. 62.

Mr. Spaak is Secretary-General of NATO. He reviews the history of the NATO Alliance during its ten-year existence.

Labour Laws and Legislation

28. HICKS, R. V. *Labour Relations and The Law. Address [to the] 30th Annual meeting [of the] Canadian Chamber of Commerce, Toronto, October 19, 20, 21, 1959*. Montreal, 1959. Pp. 9.

The author comments on current Canadian labour legislation and makes certain suggestions for its amendment.

29. GOLDBERG, ARTHUR JOSEPH. *Analysis of Labor-Management Reporting and Disclosure Act of 1959. (Public Law 86-257, 86th Congress, 1st Session) effective September 14, 1959* [by] Arthur J. Goldberg and Kenneth A. Meiklejohn. Washington, Industrial Union Department, AFL-CIO, 1959. Pp. 72.

Text of act: p. 45-72.

Labour Organization

30. AMERICAN FEDERATION OF LABOUR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION. *How to run a Union Meeting*. Washington, 1959. Pp. 63.

Partial Contents: Let's plan Meetings. What makes a Good Chairman? The Recording Secretary. The Local Treasurer. Committees and their Reports. Basic Rules of Order—How Motions get Action. How Action takes Place. Motions to help keep Order. Motions for Unusual Action. Nominations and Elections. Voting for Officers. A List of Motions with Peculiar Characteristics. All the Rules at a Glance.

31. AUSTRALIA WORKERS' UNION. *Official Report of the 73rd Annual Convention...*

Queensland, January 21, 1959 together with Head Office and "Worker" Accounts. Sydney, 1959. Pp. 156.

32. CONFEDERATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-verbal, Trente-huitième session du Congrès de la CTCC, Québec, P.Q., 1959.* Québec, 1959. Pp. 318.

Congress held Sept. 13 to 19, 1959.

33. INDIAN NATIONAL TRADE UNION CONGRESS. *Some Facts about INTUC.* New Delhi, 1959. Pp. 32.

A brief history of the Indian National Trade Union Congress tracing its development from its formation in 1947 to 1959.

34. INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS. *Le mouvement syndical chrétien dans le monde. [Procès-verbaux] XIII^e Congrès, Vevey (La Suisse) 25-28 juin 1958. [Courtrai, Belgium? 1959?]* Pp. 463.

35. NEWFOUNDLAND FEDERATION OF LABOUR. *Report of the Proceedings of the Twenty-third Annual Convention held at Corner Brook, July 20-23, 1959.* St. John's, 1959. Pp. 24.

36. SASKATCHEWAN FEDERATION OF LABOUR. *Minutes and Proceedings of the Fourth Convention . . . held in Regina, October 22- 23 and 24, 1959.* [Moose Jaw?] 1959. 1 Volume (various pagings).

37. SWEDISH CONFEDERATION OF PROFESSIONAL ASSOCIATIONS. *Swedish Professional Associations as Trade Unions.* Stockholm, 1959. Pp. 24.

A history of the Swedish Confederation of Professional Associations.

38. UNITED MINE WORKERS OF AMERICA. WELFARE AND RETIREMENT FUND. *Report for the Year ending June 30, 1959.* Washington, 1959. Pp. 40.

39. U.S. OFFICE OF INTERNATIONAL LABOR AFFAIRS. *The International Union of Food and Drink Workers' Associations.* Washington, GPO, 1959. Pp. 104.

Contents: Brief History. Structure of the IUF. Trade Groupings. Membership. Finances and Publications. Relations with International Trade Union Organizations. Relations with International Government Organizations. Outlook.

Labouring Classes

40. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Compensation Handbook for Workmen.* Vancouver, 1959. Pp. 30.

41. LOCKWOOD, DAVID. *The Blackcoated Worker; a Study in Class Consciousness.* London, Allen & Unwin, 1958. Pp. 224.

A study of the economic position, working environment and social status of office workers in Great Britain.

Management

42. BENNET, CARRIE LYNN. *Defining the Manager's Job; the AMA Manual of Position Descriptions.* New York, American Management Association, 1958. Pp. 447.

Based on an AMA survey of 140 companies, this book contains about 150 position descriptions for all levels of management. Contains information "on creating and using position descriptions; companies establish and gain acceptance for a description program; how descriptions are actually prepared, etc."

43. DALTON, MELVILLE. *Men who manage; Fusions of Feeling and Theory in Administration.* New York, Wiley, 1959. Pp. 318.

A study of managers in several commercial and industrial firms. Discusses typical and recurring problems which arise in management.

44. U.S. DEPARTMENT OF LABOR. OFFICE OF PERSONNEL ADMINISTRATION. *Training Supervisors to write Performance Requirements; Conference Leader's Guide.* Washington, 1959. Pp. 38.

The objectives of this pamphlet are, "1. To learn how to write performance requirements covering each position in the office. 2. To assist supervisors in the use of performance requirements in managing work and supervising people."

Occupations

45. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Forge Shop Occupations.* Rev. ed. Ottawa, Queen's Printer, 1959. Pp. 24.

Describes types of jobs, preparation and training, qualifications, working conditions, wages, and outlook in the occupation.

46. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Physical and Occupational Therapist.* Ottawa, Queen's Printer, 1959. Pp. 24.

Provides information about nature of the work, duties, personal qualities, educational requirements, working conditions, places of employment, organizations, and, trends in the profession.

47. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Teacher.* Ottawa, Queen's Printer, 1959. Pp. 32.

Provides information about the field of work, duties and responsibilities, personal qualities, training, qualifications, advancement, working conditions, earnings, teacher organizations, and trends in the profession.

48. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Tool and Die Maker.* Rev. ed. Ottawa, Queen's Printer, 1959. Pp. 24.

Describes types of jobs, qualifications, preparation and training, working conditions, related occupations, and outlook.

Older Workers

49. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Age and Performance in Retail Trade. Two Case Studies of the Relation between Age and Selected Characteristics of Sales Personnel in Two Department Stores.* Ottawa, Queen's Printer, 1959. Pp. 16.

A study of two large department stores in two Canadian cities showed that the older sales employee had as good a sales record as the younger employee, if not better.

50. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The Aging Worker in the Canadian Economy*. Ottawa, 1959. Pp. 61.

Contents: The Age Composition of the Canadian Population. The Age Composition of the Canadian Labour Force. The Occupations of Older Workers. Unemployment of Older Workers. The Income Position of Older People.

51. U.S. FEDERAL COUNCIL ON AGING. *Programs, Resources for Older People; Report to the President*. Washington, GPO, 1959. Pp. 83.

Contains a short review of federal activities and resources dealing with the problems of the aging with suggestions for meeting some of the problems, and a detailed analysis of the programs and resources of the Federal Government which have to do with the problems of older people.

Productivity

52. AMERICAN ASSEMBLY. *Wages, Prices, Profits, and Productivity; Background Papers and the Final Report of the Fifteenth American Assembly, Arden House, Harriman Campus of Columbia University, Harriman, New York, April 30-May 3, 1959*. Final ed. New York, American Assembly, Columbia University, 1959. Pp. 193.

Contents: Central Issues in Wage-Price Relationships, by Charles A. Myers. Patterns of Wages, Prices and Productivity, by Albert Rees. Productivity, Costs and Prices: Concepts and Measures, by John W. Kendrick. Underlying Factors in the Postwar Inflation, by James S. Duesenberry. The Impacts of Unions on the Level of Wages, by Clark Kerr. Wage Behavior and Inflation: an International View, by Lloyd G. Reynolds. Policy Problems: Choices and Proposals, by John T. Dunlop. Productivity and the Consumer, by James P. Mitchell. Labor Costs and Prices, by Sumner H. Slichter.

53. HAYTHORNE, GEORGE VICKERS. *Productivity and Employment. [An Address] to the Eleventh Annual Conference of Provincial Governments Trade and Industry Council, Halifax, Nova Scotia, September 30, 1959*. [Ottawa, Dept. of Labour? 1959] Pp. 17.

The author suggests five ways that government agencies can help to increase productivity and employment: 1. by encouraging the training of workers; 2. by encouraging technical improvements in industry; 3. by encouraging research into economic and social conditions; 4. by supplying information on various aspects of labour and working conditions; and, 5. by encouraging the establishment and maintenance of Labour-Management Committees in plants.

Scientists

54. CONFERENCE ON SCIENTIFIC MANPOWER. 5TH, NEW YORK, 1956. *Scientific Manpower, 1956; Significant Developments, Views and Statistics*. [Papers of the Fifth Conference on Scientific Manpower. 123d meeting of the American Association for the Advancement of Science, New York, December 1956.] Washington, National Science Foundation, 1957. Pp. 62.

Covers significant developments, views and statistics concerned with scientists and engineers during the year 1956.

55. CONFERENCE ON SCIENTIFIC MANPOWER. 6TH, INDIANAPOLIS, IND., 1957. *Scientific Manpower, 1957. Papers of the Sixth Conference on Scientific Manpower*. [124th Meeting of the American Association for the Advancement of Science, Indianapolis, Ind., December 1957.] Washington, National Science Foundation [1958] Pp. 46.

"Problems of the impact of science and scientific research on industry, government, and education were examined together with some of their implications for scientists, including the positive role that scientists themselves play in the determination of this influence."

56. CONFERENCE ON SCIENTIFIC MANPOWER. 7TH, WASHINGTON, D.C., 1958. *Papers of the Seventh Conference on Scientific Manpower*. [125th Meeting of the American Association for the Advancement of Science, Washington, D.C., December 1958] *Symposium on Demographic and Sociological Aspects of Scientific Manpower*. Washington, National Science Foundation, 1959. Pp. 87.

Partial Contents: Engineering and Science Degrees, 1959—a Projection, by Henry H. Armsby. Trends in the Employment of College and University Graduates, 1959, by Frank S. Endicott. Technical Manpower Accession and Utilization Analysis in an Expanding Decentralized Company, by Phil N. Scheid. Trends in Industrial Requirements for Scientists and Engineers, by Clarence H. Linder. Requirements of Higher Educational Institutions for Faculty in Science, by Ray C. Maul. Requirements of the Federal Government for Scientists and Engineers, by N. J. Oganovic. The Influence of Government on the Demand for Scientists and Engineers, by Irving H. Siegel.

57. MCCRENSKY, EDWARD. *Scientific Manpower in Europe; a Comparative Study of Scientific Manpower in the Public Service of Great Britain and Selected European Countries*. New York, Pergamon Press, 1958. Pp. 188.

Contents: Scientists in Government. Attracting and holding Scientists. The Payment of Professional Public Service. Representation of Scientists. Higher Education of Engineers. Organization for Research. Comparison among Countries including United States and Russia.

58. MONSAROFF, BORIS. *Economics, Science, and Production; Science as a Politico-Economic Factor of Production*. 1st ed. New York, Vantage Press, 1958. Pp. 196.

"The present work has in view a two-fold purpose: first, to acquaint scientists with some economic theories; second, to draw the attention of the economists to their fallacy of disregarding science. It will also point out ways in which modern economic concepts might be altered or modified in the light of scientific development." cf. Introduction.

59. U.S. OFFICE OF EDUCATION. *Junior-Year Science and Mathematics Students by Major Field of Study: Fall 1957* [by] M. Clemens Johnson and Hazel C. Poole. Washington, GPO, 1958. Pp. 56.

Social Workers

60. AMERICAN PUBLIC WELFARE ASSOCIATION. *Competent Staff, a Responsibility of Public Welfare Administration. Summary of Material presented by all Participants in an Institute sponsored by the American Public Welfare Association under a grant made by the Rockefeller Brothers Fund, December 3, 4, 5, 1958, Chicago, Illinois, Institute leaders: Corinne H. Wolfe [and] Paul V. Benner.* Chicago, 1959. Pp. 59.

61. HORWITZ, JOHN J. *Education for Social Workers in the Rehabilitation of the Handicapped.* New York, Council on Social Work Education, 1959. Pp. 76.

Statistics

62. AMERICAN STATISTICAL ASSOCIATION. *Methodological Aspects of Statistics on Research and Development Costs and Manpower. Based on Papers presented at a Session of the American Statistical Association Meetings, December 1958.* Washington, U.S. National Science Foundation, 1959. Pp. 132.

Partial Contents: Problem of Definition, Concept, and Interpretation of Research and Development Statistics, by Willis H. Shapley. Development of Statistics relating to Research and Development Activities in Private Industry, by Kenneth P. Sanow. Methods used in a Survey of Research and Development Expenditure in British Industry, by Ernest Rudd. Financial Data on Research and Development—their Uses and Limitations, by Kathryn S. Arnow. The Annual McGraw-Hill Research and Development Survey, by Douglas Greenwald. Canadian Surveys of Research and Development, by George T. McColm.

63. AMERICAN STATISTICAL ASSOCIATION. BUSINESS AND ECONOMIC STATISTICS SECTION. *Proceedings. Papers presented at the Annual Meeting of the American Statistical Association, Chicago, Illinois, December 27-30, 1958, under the Sponsorship of the Business and Economic Statistics Section.* Washington, 1959. Pp. 376.

Partial Contents: Major Economic Indicators: Canadian Experience. Adequacy of Monetary and Financial Statistics for Business Cycle and Money Market Analysis. Statistical Guides to Non-Inflationary Wage Bargaining. Estimating Federal Government Receipts and Expenditures. Significance of Postwar Productivity Trends.

Wages and Hours

64. ALBERTA. BUREAU OF STATISTICS. *Survey of Wage and Salary Rates—Alberta. Range of Wages and Weighted Averages by Type of Business and Hours worked per Week—by Position, Type of Business and Salary or Wage Rate, Alberta-Calgary-Edmonton. 1 May 1959.* Edmonton, 1959. 1 Volume (unpagged).

65. CANADA. DEPARTMENT OF LABOUR. ECONOMIC AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour. Annual*

Report No. 41, October 1958. Ottawa, Queen's Printer, 1959. Pp. 280.

66. PEN, JAN. *The Wage Rate under Collective Bargaining.* Translated by T. S. Preston. Cambridge, Harvard University Press, 1959. Pp. 216.

The author examines the factors involved in wage negotiation and develops a theory about wage negotiation.

67. U.S. BUREAU OF LABOR STATISTICS. *Earnings in Wholesale Trade, June 1958.* Washington, GPO, 1959. Pp. 33.

A study of straight-time hourly earnings of nonsupervisory workers employed by merchant wholesalers, agents and brokers, and assemblers of farm produce.

Women

68. HOLMES, VERENA. *Training and Opportunities for Women in Engineering,* by Verena Holmes and Lesley S. Souter. London, Women's Engineering Society, 1958. Pp. 41.

Describes various types of engineering such as mechanical, electrical or civil, and discusses the necessary professional training.

69. KLEIN, VIOLA. *Working Wives; a Survey of Facts and Opinions concerning the Gainful Employment of Married Women in Britain.* Carried out in co-operation with Mass Observation Ltd. London, Institute of Personnel Management, 1959. Pp. 63.

Based on a survey of about two thousand men and women in 1957 in Great Britain. Some of the questions discussed are: Why do married women go out to work? Do they do it to supplement the family income? Do they enjoy working outside their home? Do they find the strain of housework and outside work too much? Would more married women like to have a job, either full-time or part-time? What provision, if any, do working mothers make for their children to be looked after while they are out at work? What influence has the employment of the wife had on a marriage?

70. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1959.* Ottawa, 1959. Pp. 160.

Youth—Employment

71. U.S. BUREAU OF LABOR STANDARDS. *History of Federal Regulation of Child Labor.* Washington, 1959. Pp. [7].

72. U.S. BUREAU OF LABOR STANDARDS. *Self-Training Unit on Child-Labor Laws for Youth Placement Workers.* Washington, GPO, 1959. Pp. 18.

Briefly describes the child labour provisions of the U.S. Fair Labor Standards Act and the Public Contracts Act.

73. U.S. BUREAU OF LABOR STANDARDS. *Some Facts for Young Workers about Work and Labor Laws.* Washington, GPO, 1959. Pp. 21.

Prepared for beginner workers. Briefly describes what the young person will find when he starts to work and provides general information about State and Federal labor laws.

74. U.S. BUREAU OF LABOR STANDARDS. *Young Workers under 18. 1958 supplement.* Washington, GPO, 1959. Pp. 9.

Miscellaneous

75. BRITISH COLUMBIA. RESEARCH COUNCIL. *Interim Report on a Study of Seasonal Unemployment in British Columbia.* Vancouver, 1959. Pp. 71.

Discusses causes of seasonal unemployment and mentions some of the industries in which it occurs. Suggests some methods of dealing with seasonal unemployment.

76. EDITORIAL RESEARCH REPORTS. *Fringe Benefits*, by William R. McIntyre. Washington, 1959. Pp. 613-629.

Discusses the types and trends, the cost and effect of fringe benefits.

77. EDITORIAL RESEARCH REPORTS. *Religion in Politics*, by Norman I. Gelman. Washington, 1959. Pp. 673-694.

Mostly a discussion of a Catholic presidential candidate's chances of being elected in the 1960 election in the U.S.

78. NATIONAL CONFERENCE OF CANADIAN UNIVERSITIES AND COLLEGES. *Proceedings, Thirty-fifth Meeting, 8, 9, 10 June 1959, University of Saskatchewan.* Ottawa, 1959. Pp. 142.

79. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Credit Bureau and Collection Service*, by Harold A. Wallace. Washington, GPO, 1959. Pp. 187.

80. WERMEL, MICHAEL THEODORE. *The Outlook for Labor Costs in Local Governments.* Pasadena, Industrial Relations Section, California Institute of Technology, 1958. Pp. 14.

Contents: Effect of Economic Conditions on Municipal Operations. The Short-Run Economic Outlook. The Long-Run Economic Trend. Trends in Local Government Labor Costs. Local Governmental Labor Cost Problems in the Coming Few Years. The Longer View ahead.

DBS Issues New Reference Paper on Labour Income

A new reference paper, *Labour Income, 1926-58*, was released last month by the Dominion Bureau of Statistics.

The publication presents for the first time a complete record of annual estimates of labour income from 1926, together with monthly figures from 1947 to 1958 by industry and province or region. Monthly series have been seasonally adjusted and

are presented in both unadjusted and adjusted form.

In addition to the statistical tables the reference paper contains explanations of sources, methods and concepts.

The publication (catalogue number 72-502) is available from the Queen's Printer, Ottawa, at a price of 75 cents.

Decisions of Umpire

(Continued from page 382)

child' and the words and expressions in subparagraphs (i) to (iv) of paragraph (a) of subsection (3) of section 47". Now,—and this point stands out quite clearly in the statutes as quoted in the decision of the board of referees—the duration of the cohabitation must be an essential part of any statutory definition of the expression "common-law wife." In fact, it varies from one to seven years in the respective provisions of the aforementioned statutes and I believe the variation of the period was not so much the result of an absolutely arbitrary decision but rather the legislator's intent to introduce a condition carefully calculated to fulfil the specific or general purpose of each such statute referred to.

From the foregoing, it can be seen that if I were to decide, as the board did, that the person in respect of whom the claimant

requested the dependency rate of benefit is or was his dependent for the purposes of the Unemployment Insurance Act, I would, by the same token, be entering the field of definitions, in that I would be determining that the duration of the cohabitation in the present case was sufficient, without first knowing whether the Commission would be willing to recognize common-law wives as dependents, since it has not yet defined the word "wife".

Therefore, until such time as the Commission has exercised its exclusive power in that connection, I consider that the word "wife" for the purpose of subsection (3) of Section 47 of the Act should be given the same normal and restrictive meaning as did the Umpire in decision CUB 1174.

For all those reasons, I allow the Insurance Officer's appeal.

LABOUR STATISTICS

	PAGE
Tables A-1 to A-4—Labour Force.....	395
Table B-1—Labour Income.....	397
Tables C-1 to C-6—Employment, Hours and Earnings.....	398
Tables D-1 to D-5—Employment Service Statistics.....	402
Tables E-1 to E-4—Unemployment Insurance.....	408
Tables F-1 and F-2—Prices.....	410
Tables G-1 to G-4—Strikes and Lockouts.....	411
Tables H-1 and H-2—Industrial Accidents.....	413

A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 16, 1960

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.B. N.S.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,203	106	435	1,738	2,317	1,049	558
Agricultural.....	608	*	46	132	163	245	20
Non-Agricultural.....	5,595	104	389	1,606	2,154	804	538
Males.....	4,628	86	336	1,313	1,678	792	423
Agricultural.....	577	*	45	125	151	235	19
Non-Agricultural.....	4,051	84	291	1,188	1,527	557	404
Females.....	1,575	20	99	425	639	257	135
Agricultural.....	31	*	*	*	12	10	*
Non-Agricultural.....	1,544	20	98	418	627	247	134
All Ages.....	6,203	106	435	1,738	2,317	1,049	558
14-19 years.....	574	13	43	202	189	92	35
20-24 years.....	784	18	58	253	261	131	63
25-44 years.....	2,881	51	182	803	1,085	480	270
45-64 years.....	1,752	22	130	438	683	306	173
65 years and over.....	212	*	22	42	89	40	17
<i>Persons with Jobs</i>							
All status groups.....	5,699	79	387	1,546	2,189	991	507
Males.....	4,184	59	291	1,146	1,568	740	380
Females.....	1,515	20	96	400	621	251	127
Agricultural.....	594	1	44	127	161	242	19
Non-Agricultural.....	5,105	78	343	1,419	2,028	749	488
Paid Workers.....	4,647	67	306	1,270	1,874	691	439
Males.....	3,265	50	220	910	1,299	464	322
Females.....	1,382	17	86	360	575	227	117
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	504	27 ⁽¹⁾	48	192	128	58	51
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,475	166	471	1,565	1,789	954	530
Males.....	1,193	57	109	318	350	228	131
Females.....	4,282	109	362	1,247	1,439	726	399

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended January 16, 1960		Week Ended December 12, 1959		Week Ended January 17, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	527	499	395	377	565	536
Without Jobs.....	504	478	370	354	538	512
Under 1 month.....	148	—	132	—	130	—
1— 3 months.....	252	—	162	—	257	—
4— 6 months.....	63	—	41	—	93	—
7—12 months.....	24	—	20	—	37	—
13—18 months.....	*	—	*	—	13	—
19—and over.....	12	—	11	—	*	—
Worked.....	23	21	25	23	27	24
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	15	13	16	15	18	16

(¹) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.
* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476

(¹) Total includes 3,883 whose destination is not specified

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Jan.....	44.8	400.9	146.1							1,386.0
Feb.....	45.1	402.0	136.9	62.0	292.3	71.3	603.0	1,160.8*	185.8*	1,386.7
Mar.....	44.7	405.4	137.0							1,398.5
Apr.....	44.9	409.2	140.2							1,427.2
May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4*	191.7	1,482.3
June.....	46.5	429.2	150.7							1,527.4
July.....	47.2	419.0	152.9							1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3*	195.1	1,515.4
Sept.....	47.0	433.0	151.8							1,549.6
Oct.....	47.0	434.0	150.7							1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5							1,482.1
1960—Jan.†....	46.0	418.9	140.3							1,458.7

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at December, 1959 employers in the principal non-agricultural industries reported a total employment of 2,726,275. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C 1 to C 3 relate to salaried employees as well as to all wage earners in the reporting firms

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December*.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January†.....	115.2	202.2	174.7	75.04	108.5	194.4	177.3	77.95

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1959	Nov. 1959	Dec. 1958	Dec. 1959	Nov. 1959	Dec. 1958
Provinces				\$	\$	\$
Newfoundland.....	119.5	133.7	112.5	62.14	63.65	60.80
Prince Edward Island.....	120.2	132.7	115.6	54.52	55.55	51.16
Nova Scotia.....	97.0	99.7	94.6	58.30	60.84	54.93
New Brunswick.....	105.8	104.8	100.5	60.17	60.44	58.83
Quebec.....	116.9	122.4	114.4	69.89	71.92	66.10
Ontario.....	120.0	122.3	118.0	75.27	76.78	71.47
Manitoba.....	109.7	113.2	107.9	69.10	70.59	66.24
Saskatchewan.....	123.6	129.4	123.1	70.70	70.42	68.25
Alberta (including Northwest Territories).....	151.7	155.1	148.4	74.69	76.43	71.99
British Columbia (including Yukon).....	114.2	117.3	110.9	79.29	81.70	74.35
Canada.....	118.3	121.8	115.8	72.55	74.23	68.91
Urban Areas						
St. John's.....	131.3	146.6	125.7	51.03	52.20	49.84
Sydney.....	93.6	94.7	90.2	67.26	75.40	60.94
Halifax.....	118.9	119.7	119.8	58.89	58.73	56.28
Moncton.....	103.3	109.8	98.1	57.49	56.80	54.96
Saint John.....	108.0	101.4	102.9	55.44	57.24	53.63
Chicoutimi-Jonquiere.....	108.8	113.3	112.5	88.72	88.93	82.96
Quebec.....	108.6	111.9	104.3	61.19	63.11	57.25
Sherbrooke.....	100.2	100.7	97.9	56.87	59.88	54.18
Shawinigan Falls.....	102.9	104.1	95.1	81.75	82.31	77.02
Three Rivers.....	110.2	119.0	104.1	66.38	70.12	58.70
Drummondville.....	76.7	78.7	78.0	59.12	59.89	57.46
Montreal.....	122.2	126.9	119.5	70.92	73.34	66.76
Ottawa-Hull.....	126.2	127.9	123.7	66.38	68.42	63.24
Kingston.....	109.1	111.0	108.2	70.70	72.37	69.00
Peterborough.....	99.2	101.6	99.3	82.13	83.27	75.58
Oshawa.....	184.0	116.9	180.9	84.87	81.82	84.29
Toronto.....	130.6	134.4	131.8	74.91	76.73	72.25
Hamilton.....	111.2	113.8	106.6	80.44	82.15	75.81
St. Catharines.....	112.2	107.5	104.1	80.80	83.14	74.63
Niagara Falls.....	93.3	98.8	95.6	73.19	78.50	74.77
Brantford.....	85.7	88.4	88.1	68.19	69.86	64.64
Guelph.....	125.0	128.7	122.3	66.58	69.61	60.96
Galt.....	111.1	115.6	108.3	65.34	66.43	60.76
Kitchener.....	121.9	124.7	116.1	67.26	70.08	62.40
Sudbury.....	142.9	142.3	71.3	90.71	87.23	69.26
Timmins.....	94.2	93.9	93.7	65.10	68.53	62.57
London.....	121.8	126.8	118.8	67.83	70.14	64.76
Sarnia.....	123.2	126.0	124.0	93.08	96.00	89.51
Windsor.....	79.2	78.1	79.1	80.66	80.01	73.37
Sault Ste. Marie.....	149.1	155.5	139.0	94.42	94.81	86.52
Ft. William—Pt. Arthur.....	104.2	108.3	111.8	73.49	76.26	70.65
Winnipeg.....	111.2	113.7	109.8	66.56	67.49	62.95
Regina.....	129.2	134.4	122.0	68.07	67.48	64.06
Saskatoon.....	134.2	140.0	129.3	67.00	66.42	63.55
Edmonton.....	183.6	189.3	177.4	69.01	71.52	66.40
Calgary.....	170.5	173.6	164.9	70.91	71.82	67.11
Vancouver.....	117.0	118.2	113.9	78.50	80.10	74.64
Victoria.....	113.3	112.8	118.1	70.98	71.59	67.53

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1959	Nov. 1959	Dec. 1958	Dec. 1959	Nov. 1959	Dec. 1958
				\$	\$	\$
Mining	121.8	123.7	115.4	89.13	93.24	84.13
Metal mining.....	138.2	140.8	123.3	92.29	95.10	87.40
Gold.....	72.3	73.4	72.9	73.54	75.48	71.35
Other metal.....	199.0	203.5	170.3	98.69	101.69	93.81
Fuels.....	98.5	96.3	102.7	87.26	83.18	82.82
Coal.....	51.8	52.1	55.5	60.41	74.76	58.59
Oil and natural gas.....	299.7	286.5	288.3	107.24	107.61	100.81
Non-metal.....	115.6	126.6	117.2	76.66	84.04	72.43
Manufacturing	108.5	110.6	106.8	75.34	76.86	70.91
Durable goods.....	114.0	114.4	111.4	80.91	82.79	75.82
Non-durable goods.....	103.8	107.4	102.8	70.18	71.53	66.35
Food and beverages.....	107.4	115.9	104.6	68.91	68.23	65.25
Meat products.....	138.7	144.4	129.8	80.18	77.80	73.08
Canned and preserved fruits and vegetables.....	80.1	110.6	74.1	59.03	53.87	59.38
Grain mill products.....	99.5	102.7	104.5	70.96	75.23	68.75
Bread and other bakery products.....	109.4	110.8	108.9	66.30	66.48	63.04
Distilled and malt liquors.....	103.1	107.6	102.9	91.55	89.97	85.58
Tobacco and tobacco products.....	110.0	94.2	108.9	65.60	71.17	61.76
Rubber products.....	103.7	106.0	98.6	74.45	80.81	71.95
Leather products.....	83.3	87.0	84.7	47.81	51.80	44.69
Boots and shoes (except rubber).....	89.9	92.8	90.4	45.09	49.40	41.48
Textile products (except clothing).....	76.0	77.0	78.2	60.27	62.07	56.43
Cotton yarn and broad woven goods.....	63.6	64.7	75.6	56.99	58.43	51.77
Woolen goods.....	61.8	63.9	67.8	56.37	58.32	54.14
Synthetic textiles and silk.....	81.8	84.7	80.6	67.33	68.88	66.43
Clothing (textile and fur).....	86.5	90.9	87.3	44.12	47.63	41.42
Men's clothing.....	85.6	92.2	87.6	43.56	46.21	39.94
Women's clothing.....	90.0	91.2	91.1	43.83	48.07	41.19
Knit goods.....	74.4	78.9	76.2	44.57	48.32	42.27
Wood products.....	101.0	104.6	97.4	63.07	66.88	58.09
Saw and planing mills.....	101.4	104.7	97.4	65.39	68.67	59.77
Furniture.....	110.6	115.0	107.1	60.12	65.39	56.37
Other wood products.....	81.2	84.5	79.1	57.04	60.35	52.80
Paper products.....	122.3	123.7	120.4	87.39	89.91	82.16
Pulp and paper mills.....	123.2	124.2	120.6	94.82	96.92	88.73
Other paper products.....	119.8	122.6	119.9	68.30	72.19	65.97
Printing, publishing and allied industries.....	122.4	124.3	118.4	82.22	83.35	77.55
Iron and steel products.....	109.2	111.7	102.4	84.56	87.70	79.11
Agriculture implements.....	76.6	78.3	65.5	84.85	86.36	82.18
Fabricated and structural steel.....	152.1	156.4	151.7	85.40	87.46	78.24
Hardware and tools.....	100.9	102.1	95.9	76.23	79.29	71.42
Heating and cooking appliances.....	98.8	110.0	93.1	72.65	75.90	67.46
Iron castings.....	98.7	100.7	94.9	79.17	83.81	74.49
Machinery, industrial machinery.....	118.5	119.1	109.3	81.86	84.40	78.88
Primary iron and steel.....	125.1	126.3	110.0	99.14	100.83	94.53
Sheet metal products.....	105.6	111.2	99.7	79.39	84.90	74.57
Wire and wire products.....	118.6	116.8	112.3	85.11	90.92	79.38
Transportation equipment.....	109.9	101.1	119.4	86.53	86.49	80.99
Aircraft and parts.....	243.4	246.7	355.7	92.35	92.50	86.24
Motor vehicles.....	117.0	88.3	109.0	96.30	94.07	87.76
Motor vehicles parts and accessories.....	107.6	86.6	106.9	80.97	83.11	76.21
Railroad and rolling stock equipment.....	63.1	67.0	64.5	78.45	80.08	74.82
Shipbuilding and repairing.....	117.8	119.1	118.2	78.60	80.32	73.11
Non-ferrous metal products.....	126.1	128.0	114.4	88.84	87.88	82.17
Aluminum products.....	141.0	147.8	130.1	79.81	83.28	77.61
Brass and copper products.....	106.3	109.0	107.1	78.50	80.45	77.30
Smelting and refining.....	144.1	143.9	120.9	101.07	96.95	92.19
Electrical apparatus and supplies.....	136.4	139.9	131.6	80.69	82.60	76.47
Heavy electrical machinery.....	111.7	113.8	111.3	87.56	89.44	83.66
Telecommunication equipment.....	205.8	215.5	204.9	79.72	79.12	74.51
Non-metallic mineral products.....	136.5	144.3	131.0	75.54	79.54	72.68
Clay products.....	97.0	102.3	98.6	74.27	76.54	68.89
Glass and glass products.....	152.4	150.8	142.6	71.68	75.76	70.46
Products of petroleum and coal.....	134.2	134.7	137.4	114.41	113.74	107.39
Chemical products.....	130.0	131.2	127.5	88.82	88.07	84.63
Medicinal and pharmaceutical preparations.....	118.7	120.6	116.2	77.33	77.14	74.26
Acids, alkalis and salts.....	150.0	149.9	140.4	102.56	99.77	98.47
Miscellaneous manufacturing industries.....	124.7	129.6	119.9	66.38	68.40	62.52
Construction	114.6	133.5	108.0	70.36	78.24	65.31
Building and general engineering.....	113.3	134.0	108.2	74.14	84.84	68.02
Highways, bridges and streets.....	116.7	132.7	107.7	64.37	67.39	60.95
Electric and motor transportation.....	130.2	132.8	124.9	76.99	78.95	73.40
Service	137.1	139.7	131.8	51.28	51.44	48.68
Hotels and restaurants.....	124.3	126.6	122.0	40.49	40.72	39.77
Laundries and dry cleaning plants.....	110.4	112.5	110.7	43.57	45.17	40.80
Industrial composite	118.3	121.8	115.8	72.55	74.23	68.91

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1959	Nov. 1959	Dec. 1958	Dec. 1959	Nov. 1959	Dec. 1958	Dec. 1959	Nov. 1959	Dec. 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	39.4	42.6	38.6	2.08	2.06	1.99	82.01	87.57	76.83
Metal mining.....	40.8	42.6	40.3	2.15	2.14	2.05	87.68	90.98	82.40
Gold.....	41.9	43.3	40.7	1.64	1.62	1.60	68.60	70.40	65.26
Other metal.....	40.4	42.4	40.1	2.35	2.32	2.24	94.76	98.50	89.91
Fuels.....	36.2	42.1	35.1	1.97	1.93	1.94	71.34	81.28	68.10
Coal.....	32.3	42.0	31.3	1.74	1.75	1.75	56.37	73.49	54.73
Oil and natural gas.....	42.1	42.3	41.3	2.24	2.23	2.19	94.41	94.40	90.38
Non-metal.....	38.0	43.4	37.5	1.86	1.86	1.78	70.85	80.74	66.91
Manufacturing	38.7	40.9	37.3	1.78	1.74	1.71	68.78	71.08	63.71
Durable goods.....	39.2	41.2	37.5	1.92	1.89	1.84	75.18	77.62	68.99
Non-durable goods.....	38.3	40.7	37.0	1.63	1.60	1.58	62.52	64.95	58.99
Food and beverages.....	39.1	40.8	37.8	1.60	1.54	1.55	62.76	62.67	58.47
Meat products.....	41.3	40.7	37.8	1.86	1.83	1.79	77.00	74.57	67.73
Canned and preserved fruits and vegetables.....	36.0	39.3	34.6	1.38	1.18	1.39	49.46	46.52	48.13
Grain mill products.....	38.8	42.0	38.3	1.66	1.68	1.63	64.42	70.64	62.58
Bread and other bakery products.....	42.2	42.1	41.6	1.42	1.42	1.39	59.92	59.65	57.94
Distilled liquors.....	37.2	40.3	35.9	1.93	1.86	1.82	71.89	74.91	65.47
Malt liquors.....	40.1	39.1	39.2	2.21	2.20	2.12	88.57	86.01	83.17
Tobacco and tobacco products.....	36.0	37.3	36.0	1.64	1.74	1.55	59.33	64.84	55.85
Rubber products.....	36.7	41.6	36.4	1.82	1.82	1.76	66.60	75.78	64.19
Leather products.....	35.4	39.6	34.5	1.20	1.19	1.16	42.53	47.34	39.87
Boots and shoes (except rubber).....	34.8	39.2	33.9	1.16	1.16	1.09	40.34	45.33	37.07
Other leather products.....	37.0	40.6	35.8	1.29	1.27	1.29	47.71	51.79	46.13
Textile products (except clothing).....	40.9	43.1	38.9	1.31	1.30	1.27	53.67	55.93	49.28
Cotton yarn and broad woven goods.....	40.1	41.2	36.8	1.28	1.30	1.26	51.54	53.53	46.23
Woolen goods.....	41.9	44.1	40.8	1.22	1.22	1.19	51.25	53.65	48.47
Synthetic textiles and silk.....	42.7	44.7	43.2	1.42	1.39	1.37	60.84	62.27	59.10
Clothing (textile and fur).....	33.6	36.9	31.6	1.13	1.12	1.09	38.37	42.80	35.77
Men's clothing.....	31.7	36.5	30.0	1.13	1.14	1.10	38.56	42.29	34.91
Women's clothing.....	37.3	42.1	36.2	1.18	1.16	1.15	37.36	42.36	34.64
Knit goods.....	38.2	41.6	36.3	1.05	1.04	1.03	39.28	43.87	37.36
*Wood products.....	37.7	40.6	35.6	1.55	1.54	1.48	59.28	64.10	53.72
Saw and planing mills.....	38.8	43.5	37.3	1.66	1.65	1.58	62.82	66.90	56.36
Furniture.....	39.3	42.4	37.9	1.40	1.40	1.36	54.57	61.11	50.64
Other wood products.....	39.9	41.8	38.0	1.30	1.32	1.24	51.20	55.96	46.88
Paper products.....	40.5	41.9	38.4	2.03	2.02	1.98	80.90	84.53	75.08
Pulp and paper mills.....	38.2	41.6	36.9	1.58	1.59	1.53	60.14	65.95	56.61
Other paper products.....	38.5	39.6	37.5	2.10	2.10	2.01	80.63	83.35	75.43
Printing, publishing and allied industries.....	39.0	41.2	37.4	2.04	2.04	1.96	79.71	83.99	73.13
*Iron and steel products.....	38.3	39.6	39.4	2.06	2.03	1.94	78.73	80.31	76.49
Agricultural implements.....	38.3	40.4	36.3	1.98	1.99	1.89	77.12	80.31	68.55
Fabricated and structural steel.....	40.1	42.1	38.1	1.76	1.77	1.69	70.71	74.69	64.31
Hardware and tools.....	38.8	41.4	37.0	1.71	1.74	1.64	66.51	72.11	60.82
Heating and cooking appliances.....	38.5	41.3	36.7	1.94	1.95	1.88	74.71	80.49	68.78
Iron castings.....	39.7	41.7	35.7	1.91	1.92	1.82	75.66	79.87	64.77
Machinery, industrial.....	39.9	40.8	39.0	2.40	2.40	2.32	95.61	97.79	90.44
Primary iron and steel.....	37.2	40.9	36.0	1.93	1.95	1.87	71.91	79.76	67.49
Sheet metal products.....	39.7	40.2	37.9	2.03	1.99	1.95	80.81	80.01	74.07
*Transportation equipment.....	42.2	42.4	39.1	2.00	2.00	1.97	84.53	85.08	77.25
Aircraft and parts.....	39.9	37.1	37.0	2.26	2.24	2.12	90.11	83.23	78.62
Motor vehicles.....	38.0	40.6	35.9	1.98	1.88	1.93	75.02	76.29	69.37
Motor vehicle parts and accessories.....	39.3	40.1	39.0	1.93	1.94	1.86	75.96	77.99	72.60
Railroad and rolling stock equipment.....	39.2	40.4	37.6	1.94	1.94	1.87	76.12	78.12	70.39
Shipbuilding and repairing.....	40.2	41.2	37.9	2.09	2.00	1.96	83.98	82.26	74.16
*Non-ferrous metal products.....	39.6	42.8	37.7	1.76	1.75	1.71	69.70	74.82	64.51
Aluminum products.....	41.1	39.3	39.3	1.86	1.86	1.82	71.80	74.23	71.72
Brass and copper products.....	38.6	40.9	37.8	2.26	2.23	2.21	96.99	91.31	83.70
Smelting and refining.....	39.0	41.0	37.4	1.79	1.79	1.74	69.73	73.36	65.29
*Electrical apparatus and supplies.....	38.9	40.5	37.9	1.99	1.99	1.95	77.53	80.62	73.94
Heavy electrical machinery and equipment.....	39.8	40.4	36.7	1.64	1.61	1.59	65.14	65.20	58.17
Telecommunication equipment.....	38.4	40.0	35.9	1.83	1.79	1.74	70.21	71.38	62.66
Refrigerators, vacuum cleaners and appliances.....	38.4	41.9	35.4	1.90	1.98	1.92	72.97	83.15	67.84
Wire and cable.....	38.9	41.8	38.7	1.68	1.70	1.63	65.48	71.23	63.07
Miscellaneous electrical products.....	39.1	43.2	38.7	1.77	1.73	1.74	69.39	74.86	67.13
*Non-metallic mineral products.....	40.9	43.7	39.6	1.66	1.64	1.61	67.77	71.76	63.72
Clay products.....	38.4	42.2	38.5	1.74	1.68	1.71	66.72	70.90	65.77
Glass and glass products.....	41.7	42.1	41.0	2.50	2.47	2.37	104.21	103.78	96.90
Products of petroleum and coal.....	40.4	40.8	40.1	1.94	1.90	1.87	78.21	77.77	75.12
Chemical products.....	39.3	40.3	39.0	1.46	1.46	1.40	57.58	58.63	54.66
Medicinal and pharmaceutical preparations.....	41.7	41.2	41.8	2.26	2.21	2.17	94.33	91.05	90.81
Acids, alkalis and salts.....	34.1	42.2	37.6	1.45	1.42	1.41	55.85	59.75	53.07
Miscellaneous manufacturing industries.....	34.6	40.5	32.7	1.88	1.88	1.79	65.19	76.34	58.65
Construction	32.8	40.4	30.6	2.06	2.05	1.97	67.46	82.58	60.36
Building and general engineering.....	38.0	40.8	36.7	1.60	1.58	1.51	60.83	64.29	55.48
Highways, bridges and streets.....	42.5	44.3	42.4	1.80	1.77	1.73	76.61	78.49	73.42
Electric and motor transportation.....	38.7	39.4	38.5	1.02	1.01	0.99	39.44	39.92	38.05
Hotels and restaurants.....	39.2	39.4	39.2	1.00	0.99	0.97	39.18	39.17	38.17
Laundries and dry cleaning plants.....	38.4	40.2	36.9	0.98	0.98	0.97	37.54	39.32	36.01

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours & Hourly Earnings: Prices & Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December ⁽¹⁾	39.8*	1.78	69.93*	167.5	127.9	131.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.7 and \$68.78.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
March 1, 1958.....	7,389	8,459	15,848	686,041	171,170	857,211
March 1, 1959.....	9,007	10,816	19,823	625,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,888	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,456	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	150,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960 ⁽¹⁾	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960 ⁽¹⁾	8,431	10,676	19,107	634,332	182,721	817,053

*Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JANUARY 29, 1960⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				December 31, 1959	January 30, 1959
Agriculture, Fishing, Trapping	175	68	243	+ 16	- 93
Forestry	1,065	6	1,071	- 138	- 765
Mining, Quarrying and Oil Wells	420	48	468	- 24	+ 81
Metal Mining.....	242	15	257	- 43	+ 64
Fuels.....	70	19	89	- 20	- 18
Non-Metal Mining.....	60	1	61	+ 55	+ 33
Quarrying Clay and Sand Pits.....	5	0	5	+ 2	- 7
Prospecting.....	43	13	56	- 18	+ 9
Manufacturing	2,435	1,616	4,051	+ 429	+ 338
Foods and Beverages.....	139	110	249	+ 45	+ 32
Tobacco and Tobacco Products.....	0	5	5	- 5	- 15
Rubber Products.....	27	13	40	- 9	- 7
Lenther Products.....	35	112	147	+ 8	- 2
Textile Products (except clothing).....	55	61	116	- 6	- 14
Clothing (textile and fur).....	59	683	742	+ 207	+ 137
Wood Products.....	253	46	279	- 3	+ 22
Paper Products.....	70	33	103	+ 3	- 1
Printing, Publishing and Allied Industries.....	103	68	171	- 4	+ 10
Iron and Steel Products.....	512	134	646	+ 86	+ 168
Transportation Equipment.....	530	41	571	+ 16	+ 123
Non-Ferrous Metal Products.....	190	40	230	+ 48	+ 51
Electrical Apparatus and Supplies.....	188	94	282	+ 3	+ 77
Non-Metallic Mineral Products.....	53	23	76	- 6	- 16
Products of Petroleum and Coal.....	13	10	23	- 12	- 18
Chemical Products.....	152	65	217	+ 27	+ 53
Miscellaneous Manufacturing Industries.....	76	78	154	+ 66	+ 12
Construction	614	68	712	+ 142	- 32
General Contractors.....	454	40	494	+ 142	+ 10
Special Trade Contractors.....	190	28	218	0	- 42
Transportation, Storage and Communication	336	239	625	+ 6	- 206
Transportation.....	238	82	320	- 33	- 316
Storage.....	19	8	27	- 1	- 28
Communication.....	129	149	278	+ 40	+ 138
Public Utility Operation	63	28	91	+ 25	+ 8
Trade	1,272	1,401	2,673	+ 453	- 213
Wholesale.....	455	416	871	+ 149	- 2
Retail.....	817	985	1,802	+ 304	- 211
Finance, Insurance and Real Estate	418	664	1,082	+ 76	+ 3
Service	1,836	6,242	8,078	- 987	+ 703
Community or Public Service.....	218	1,794	2,012	+ 155	+ 685
Government Service.....	963	355	1,321	- 1,036	- 322
Recreation Service.....	31	35	66	0	- 14
Business Service.....	295	346	641	+ 4	- 53
Personal Service.....	329	3,709	4,038	- 130	+ 407
GRAND TOTAL	8,714	10,380	19,094	- 12	- 176

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JANUARY 28, 1960⁽¹⁾

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional & Managerial Workers.....	1,491	1,444	2,935	8,498	2,119	10,617
Clerical Workers.....	734	2,993	3,727	20,376	52,642	73,018
Sales Workers.....	902	547	1,449	9,205	21,721	30,926
Personal & Domestic Service Workers...	411	4,048	4,459	43,541	32,929	76,470
Seamen.....				6,656	36	6,692
Agriculture, Fishing, Forestry (Ex. log.)...	173	9	182	7,793	1,033	8,826
Skilled and Semiskilled Workers.....	3,178	981	4,159	288,690	30,804	319,494
Food and kindred products (incl. tobacco).....	35	4	39	2,625	844	3,469
Textiles, clothing, etc.....	55	733	788	4,073	19,551	24,304
Lumber and lumber products.....	379	3	382	32,675	216	32,891
Pulp, paper (incl. printing).....	47	6	53	1,430	711	2,141
Leather and leather products.....	29	64	93	1,895	1,469	3,364
Stone, clay & glass products.....	4		4	1,140	68	1,208
Metalworking.....	399	11	410	24,247	1,255	25,502
Electrical.....	148	15	163	4,246	1,501	5,747
Transportation equipment.....	3		3	1,297	38	1,335
Mining.....	117		117	3,019		3,019
Construction.....	294		294	98,059	19	98,078
Transportation (except seamen).....	302	11	313	51,394	164	51,558
Communications & public utility.....	30		30	1,620	3	1,623
Trade and service.....	88	105	193	7,761	3,021	10,782
Other skilled and semiskilled.....	678	20	698	35,714	1,527	37,241
Foremen.....	32	4	36	6,414	423	6,837
Apprentices.....	28		28	10,381	14	10,395
Unskilled Workers.....	1,317	303	1,620	221,406	38,845	260,251
Food and tobacco.....	15	49	64	10,011	12,327	22,338
Lumber & lumber products.....	89	7	96	24,047	600	24,647
Metalworking.....	153	11	164	8,809	1,037	9,846
Construction.....	622		622	122,600	3	122,603
Other unskilled workers.....	438	236	674	55,939	24,878	80,817
GRAND TOTAL.....	8,206	10,325	18,531	606,165	180,129	786,294

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 28, 1960

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Jan. 28, 1960	Previous Month Dec. 31, 1959	Previous Year Jan. 29, 1959	(1) Jan. 28, 1960	Previous Month Dec. 31, 1959	Previous Year Jan. 29, 1959
Newfoundland	277	294	217	28,313	22,749	29,210
Corner Brook	36	38	2	5,920	4,457	6,256
Grand Falls	13	8	4	2,464	2,053	2,641
St. John's	228	248	211	19,929	16,239	20,313
Prince Edward Island	99	74	95	6,244	5,136	5,918
Charlottetown	53	52	48	4,008	3,283	3,791
Summerside	46	22	47	2,236	1,853	2,127
Nova Scotia	479	502	591	37,170	30,155	36,630
Amherst	12	14	9	1,381	1,380	1,377
Bridgewater	22	14	19	2,496	2,244	2,392
Halifax	290	311	380	7,262	5,795	6,781
Inverness	3	3	1	1,472	1,194	1,433
Kentville	30	36	68	4,225	3,008	4,061
Liverpool	3	7	5	958	732	836
New Glasgow	25	18	19	5,462	4,612	4,951
Springhill	3	3	1	1,349	1,408	1,526
Sydney	14	13	14	6,511	4,808	7,227
Truro	16	20	19	2,225	2,151	2,150
Yarmouth	67	69	58	3,829	2,823	3,896
New Brunswick	732	712	760	36,755	30,858	38,725
Bathurst	11	11	25	6,175	5,117	6,784
Campbellton	56	13	36	2,761	1,703	2,726
Edmundston	8	4	4	2,798	1,994	2,779
Fredericton	88	97	123	2,799	2,299	2,462
Minto	38	38	35	678	675	673
Moncton	249	383	288	10,483	8,952	11,043
Newcastle	1	2	13	3,608	2,976	3,926
Saint John	231	101	179	2,758	2,615	3,227
St. Stephen	18	17	15	2,005	2,160	2,396
Sussex	30	23	31	798	743	798
Woodstock	2	23	11	1,892	1,624	1,911
Quebec	4,112	4,011	5,008	250,495	221,400	256,749
Alma	4	9	20	2,812	2,796	2,984
Asbestos	1	1	2	1,023	913	1,212
Baie Comeau	4	2	1	1,200	961	1,160
Beauharnois	9	11	19	1,703	1,638	1,860
Buckingham	23	7	8	1,521	1,225	1,591
Causapscal	16	45	6	3,143	1,793	3,572
Chandler	1	19	11	2,712	2,135	2,661
Chicoutimi	75	91	186	2,385	2,132	3,140
Cowansville	14	10	20	638	939	1,745
Dolbeau	78	6	20	1,623	1,262	3,105
Drummondville	21	17	16	2,974	2,920	1,519
Farnham	11	14	14	956	884	3,069
Forestville	102	65	12	1,263	867	2,363
Gaspé	7	15	3	2,523	1,741	2,574
Granby	48	58	49	2,471	2,826	5,261
Hull	21	21	31	5,485	4,531	5,347
Joliette	49	68	53	6,064	5,799	3,785
Jonquiére	43	11	27	2,872	2,809	1,218
Lachute	19	14	22	1,000	993	3,203
La Malbaie	7	7	17	3,024	2,349	1,373
La Tuque	151	437	987	1,027	877	5,958
Lévis	21	33	45	5,489	4,873	1,835
Louiseville	11	10	5	1,786	1,614	1,042
Magog	12	63	20	946	871	1,136
Maniwaki	96	15	6	939	815	5,054
Matane	13	22	11	4,692	3,255	1,500
Mégantic	8	22	1	1,812	1,460	1,203
Mont-Laurier	4	16	12	1,112	890	2,318
Montmagny	9	1	12	2,230	2,272	86,050
Montreal	1,941	1,500	1,607	86,066	75,805	3,091
New Richmond	1	2	1	2,882	2,225	1,441
Port Alfred	5	4	3	1,530	1,321	1,825
Quebec	286	268	311	18,088	15,757	6,115
Rimouski	87	73	45	6,016	4,810	6,560
Rivière du Loup	32	9	64	6,234	5,023	1,485
Roberval	7	23	89	1,536	1,287	3,476
Rouyn	67	86	242	2,673	2,467	1,604
Ste. Agathe	6	28	8	1,663	1,319	1,753
Ste. Anne de Bellevue	26	40	27	1,625	1,338	3,101
Ste. Thérèse	22	7	23	3,401	3,312	3,337
St. Hyacinthe	34	27	451	3,500	4,568	2,833
St. Jean	22	47	43	3,477	2,998	2,659
St. Jérôme	38	60	28	2,778	2,989	2,263
Sept-Iles	150	162	35	2,728	1,925	6,664
Shawinigan	32	29	9	5,481	5,087	6,653
Sherbrooke	121	136	120	6,594	6,730	5,076
Sorel	36	34	30	3,441	3,433	2,875
Thetford Mines	35	31	28	3,526	2,808	7,665
Trois-Rivières	115	117	121	7,173	6,572	

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 28, 1960

(Source: Form UIC 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) Jan. 28, 1960	Previous Month Dec. 31, 1959	Previous Year Jan. 29, 1959	(1) Jan. 28, 1960	Previous Month Dec. 31, 1959	Previous Year Jan. 29, 1959
Quebec—Cont'd.						
Val d'Or.....	72	57	39	2,089	1,821	1,930
Valleyfield.....	44	41	22	3,096	2,834	3,448
Victoriaville.....	14	14	9	3,654	3,525	2,904
Ville St. Georges.....	32	129	50	3,814	3,006	3,903
Ontario	7,041	7,835	6,339	243,709	217,066	241,387
Arnprior.....	27	32	24	519	387	532
Barrie.....	8	8	27	2,062	1,712	1,685
Belleville.....	18	34	21	2,696	2,235	2,521
Bracebridge.....	62	22	43	1,888	1,616	1,729
Brampton.....	8	8	30	2,405	2,115	1,569
Brantford.....	87	103	91	3,466	3,636	2,896
Brockville.....	25	21	20	902	761	937
Carleton Place.....	33	3	7	690	464	673
Chatham.....	33	21	42	2,857	2,474	3,008
Cobourg.....	33	20	14	1,224	1,148	1,044
Collingwood.....	8	8	5	1,244	1,153	1,301
Cornwall.....	103	102	83	4,720	4,071	5,126
Elliot Lake.....	52	49	.....	564	427	.....
Fort Erie.....	13	5	6	1,030	876	987
Fort Frances.....	16	17	17	770	685	744
Fort William.....	151	131	102	3,794	3,406	3,751
Galt.....	64	104	69	1,628	1,655	1,742
Gananoque.....	11	7	12	504	438	510
Goderich.....	14	7	5	1,033	771	766
Guelph.....	740	47	46	2,340	2,165	2,060
Hamilton.....	46	636	542	16,746	15,853	18,224
Hawkesbury.....	10	14	14	1,337	1,197	1,504
Kapuskasing.....	76	63	32	788	737	729
Kenora.....	12	14	19	1,078	952	1,025
Kingston.....	68	78	62	2,967	2,593	3,009
Kirkland Lake.....	97	66	82	1,829	1,590	1,867
Kitchener.....	143	129	82	3,579	4,511	3,319
Leamington.....	35	27	30	1,317	1,363	1,476
Lindsay.....	16	26	15	947	891	1,053
Listowel.....	8	11	25	641	564	603
London.....	352	370	444	7,313	6,351	6,704
Long Branch.....	147	127	104	5,386	4,994	4,697
Midland.....	24	10	10	1,778	1,475	1,842
Napanee.....	7	3	2	1,027	852	982
Newmarket.....	62	32	39	2,204	2,048	1,619
Niagara Falls.....	56	200	44	3,511	3,314	3,784
North Bay.....	27	4	9	2,470	2,078	2,610
Oakville.....	121	82	49	1,126	1,347	1,053
Orillia.....	25	23	21	1,517	1,268	1,558
Oshawa.....	104	261	54	5,442	5,815	4,197
Ottawa.....	625	1,609	664	8,688	7,050	8,253
Owen Sound.....	46	48	15	2,885	2,570	2,777
Parry Sound.....	.....	1	2	881	744	808
Pembroke.....	60	60	69	2,688	2,214	2,551
Perth.....	18	17	16	850	796	954
Peterborough.....	38	41	70	4,391	3,633	4,154
Pictou.....	9	9	10	786	745	729
Port Arthur.....	147	118	106	4,820	4,438	5,510
Port Colborne.....	15	9	5	1,217	1,241	1,881
Prescott.....	16	20	13	1,400	1,244	1,483
Renfrew.....	8	5	.....	901	843	.....
St. Catharines.....	134	76	76	5,455	5,457	5,885
St. Thomas.....	36	36	54	1,460	1,626	1,315
Sarnia.....	69	57	53	3,387	2,746	3,565
Sault Ste. Marie.....	201	155	180	2,865	2,293	3,491
Simcoe.....	42	54	18	1,777	1,518	1,725
Sioux Lookout.....	7	10	8	267	248	268
Smiths Falls.....	15	14	16	682	576	710
Stratford.....	30	18	36	1,340	1,243	1,324
Sturgeon Falls.....	2	2	1	1,226	1,201	1,422
Sudbury.....	105	104	283	5,174	4,308	8,103
Tillsonburg.....	6	10	.....	615	488	.....
Timmins.....	47	78	52	2,734	2,365	2,543
Toronto.....	1,953	1,977	1,820	63,829	53,203	59,852
Trenton.....	42	48	33	1,221	1,051	1,324
Walkerton.....	21	13	30	1,247	1,050	1,050
Wallaceburg.....	2	6	4	1,188	956	1,078
Welland.....	45	38	20	2,184	1,646	3,185
Weston.....	99	85	151	5,859	4,945	4,074
Windsor.....	239	164	133	10,608	10,716	12,785
Woodstock(2).....	30	26	.....	1,745	1,629	.....
Manitoba	1,809	1,575	1,715	33,039	26,711	32,154
Brandon.....	99	106	121	3,497	2,955	3,129
Dauphin.....	18	15	7	2,360	1,994	2,260
Flin Flon.....	11	5	35	362	316	328
Portage la Prairie.....	36	24	24	1,731	1,441	1,589
The Pas.....	69	22	49	518	406	520
Winnipeg.....	1,576	1,403	1,479	24,571	19,599	24,328

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 28, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Jan. 28, 1960	Previous Month Dec. 31, 1959	Previous Year Jan. 29, 1959	(1) Jan. 28, 1960	Previous Month Dec. 31, 1959	Previous Year Jan. 29, 1959
Saskatchewan	608	556	630	27,109	22,628	25,737
Estevan.....	23	34	34	674	631	632
Lloydminster.....	5	3	.....	601	508	.....
Moose Jaw.....	89	54	96	2,316	1,886	2,031
North Battleford.....	52	14	28	1,667	1,427	2,255
Prince Albert.....	36	39	38	3,271	2,666	2,975
Regina.....	174	180	161	6,327	5,332	6,363
Saskatoon.....	144	126	153	6,004	4,877	5,498
Swift Current.....	34	35	46	1,431	1,178	1,348
Weyburn.....	7	11	20	714	617	672
Yorkton.....	44	55	54	4,104	3,506	3,963
Alberta	1,908	1,849	1,981	38,435	30,877	37,772
Blairmore.....	.....	8	13	641	568	722
Calgary.....	600	618	683	11,862	9,410	10,540
Drumheller.....	17	13	23	571	439	494
Edmonton.....	1,018	892	939	18,099	14,691	18,686
Edson.....	24	54	54	601	627	523
Lethbridge.....	85	109	122	3,506	2,717	3,530
Medicine Hat.....	91	80	79	1,555	1,133	1,650
Red Deer.....	73	75	68	1,600	1,292	1,627
British Columbia	1,466	1,468	1,384	85,025	72,588	87,030
Chilliwack.....	45	17	47	2,743	2,306	2,801
Courtenay.....	23	7	3	1,924	1,792	1,787
Cranbrook.....	14	6	15	1,431	1,296	1,358
Dawson Creek.....	8	10	8	1,363	1,256	1,681
Duncan.....	18	20	9	1,336	980	1,288
Kamloops.....	12	2	10	1,840	1,416	2,339
Kelowna.....	14	3	5	1,998	1,831	2,239
Kitimat.....	59	39	10	246	226	403
Mission City.....	30	10	22	1,997	1,627	1,659
Nanaimo.....	13	10	15	2,009	1,668	1,898
Nelson.....	15	18	3	1,527	1,386	1,664
New Westminster.....	144	141	133	11,637	9,886	11,859
Penticton.....	8	4	5	2,218	1,993	2,338
Port Alberni.....	21	15	21	1,194	856	1,185
Prince George.....	63	34	91	2,053	2,048	2,770
Prince Rupert.....	7	14	17	1,902	1,857	2,353
Princeton.....	12	7	1	626	571	656
Quesnel.....	19	17	.....	1,021	925	.....
Trail.....	35	34	27	1,562	1,359	1,422
Vancouver.....	723	873	748	35,257	29,324	35,712
Vernon.....	15	5	10	2,806	2,266	3,143
Victoria.....	138	151	173	5,657	5,059	5,812
Whitehorse.....	30	31	11	628	660	713
Canada	18,531	18,876	18,720	786,294	680,168	791,362
Males.....	8,206	9,097	9,425	606,165	522,206	615,788
Females.....	10,325	9,779	9,295	180,129	157,962	175,574

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for January 29, 1959 due to changes in the local office area.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form UIC 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (1 month).....	57,717	38,281	19,436	4,679	15,094	21,177	11,746	5,021
1960 (1 month).....	56,705	37,403	19,302	5,645	16,251	19,431	10,780	4,598

E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS
BY PROVINCE, JANUARY 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	26.9	107,634	2,337,308
Prince Edward Island.....	7.9	31,665	649,682
Nova Scotia.....	34.2	136,975	2,742,938
New Brunswick.....	33.0	132,091	2,743,412
Quebec.....	195.6	782,316	17,243,296
Ontario.....	185.0	739,900	16,313,859
Manitoba.....	24.2	96,941	2,111,179
Saskatchewan.....	21.3	85,050	1,824,006
Alberta.....	28.3	112,982	2,579,810
British Columbia.....	63.6	254,554	5,799,184
Total, Canada, January 1960.....	620.0	2,480,108	54,344,674
Total, Canada, December 1959.....	361.5	1,518,168	32,661,333
Total, Canada, January 1959.....	653.1	2,742,907	58,651,915

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, SEX AND PROVINCE, JANUARY 29, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	January 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	782,542	188,848	111,011	257,619	105,080	44,158	23,415	52,411	38.9	785,071
Male.....	616,304	149,570	90,647	216,398	85,053	31,431	14,526	28,679	42.6	623,947
Female.....	166,238	39,278	20,364	41,221	20,027	12,727	8,889	23,732	25.3	161,124
Newfoundland.....	36,693	7,299	5,512	17,652	3,122	1,196	601	1,311	82.5	34,845
Male.....	34,949	6,921	5,271	17,185	2,947	1,071	514	1,040	84.1	33,181
Female.....	1,744	378	241	467	175	125	87	271	48.7	1,664
Prince Edward Island....	7,948	1,072	1,042	4,407	845	244	113	225	80.1	7,517
Male.....	6,818	934	890	3,905	697	198	82	112	82.2	6,331
Female.....	1,130	138	152	502	148	46	31	113	67.6	1,186
Nova Scotia.....	42,049	10,352	6,663	14,552	4,850	1,959	1,035	2,638	60.2	42,471
Male.....	36,474	8,998	5,966	13,160	4,276	1,528	738	1,808	62.9	37,117
Female.....	5,575	1,354	697	1,392	574	431	297	830	42.7	5,354
New Brunswick.....	38,424	8,007	4,905	16,241	4,718	2,026	767	1,760	72.3	40,535
Male.....	31,907	6,808	4,165	14,028	3,923	1,442	463	1,078	76.0	33,848
Female.....	6,517	1,199	740	2,213	795	584	304	682	54.4	6,687
Quebec.....	246,599	58,780	33,773	83,156	33,069	14,034	7,641	16,146	38.9	251,682
Male.....	196,529	47,258	28,403	70,633	26,800	10,180	4,818	8,437	42.4	204,398
Female.....	50,070	11,522	5,370	12,523	6,269	3,854	2,823	7,709	25.1	47,284
Ontario.....	232,233	58,692	33,778	68,813	30,426	13,046	7,740	19,738	23.7	230,662
Male.....	169,838	43,716	25,834	53,550	23,221	8,555	4,428	10,534	25.0	171,039
Female.....	62,395	14,976	7,944	15,263	7,205	4,491	3,312	9,204	20.2	59,623
Manitoba.....	31,613	8,094	4,774	9,797	5,000	1,792	651	1,505	37.1	31,630
Male.....	24,655	6,044	3,660	8,155	4,155	1,365	379	897	42.6	23,760
Female.....	6,958	2,050	1,114	1,642	845	427	272	608	17.4	7,870
Saskatchewan.....	26,085	6,103	3,792	8,828	4,441	1,447	548	926	53.9	24,677
Male.....	21,338	4,832	3,075	7,699	3,892	1,076	298	466	58.3	20,172
Female.....	4,747	1,271	717	1,129	549	371	250	460	33.8	4,505
Alberta.....	38,939	11,757	5,716	10,630	5,988	2,229	930	1,689	33.3	38,362
Male.....	30,707	9,405	4,656	8,866	4,926	1,479	481	894	35.9	30,979
Female.....	8,232	2,352	1,060	1,764	1,062	750	449	795	23.6	7,383
British Columbia.....	81,959	18,692	11,056	23,543	12,621	6,185	3,389	6,473	30.9	82,690
Male.....	63,089	14,654	8,727	19,217	10,216	4,537	2,325	3,413	32.9	63,122
Female.....	18,870	4,038	2,329	4,326	2,405	1,648	1,064	3,060	24.1	19,568

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JANUARY, 1960

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	10,189	8,785	1,404	16,383	13,410	2,973	3,210
Prince Edward Island.....	1,824	1,583	241	2,781	2,512	269	190
Nova Scotia.....	16,250	13,618	2,632	21,083	18,668	2,415	2,876
New Brunswick.....	13,150	10,859	2,291	15,454	13,035	2,419	3,352
Quebec.....	93,037	73,227	19,810	117,370	101,956	15,414	23,004
Ontario.....	99,811	74,057	25,754	119,541	105,028	14,513	20,603
Manitoba.....	12,974	10,298	2,676	15,822	13,629	2,193	2,672
Saskatchewan.....	9,566	7,909	1,657	11,395	9,714	1,681	2,371
Alberta.....	17,363	13,213	4,150	19,287	16,810	2,477	4,288
British Columbia.....	32,400	23,838	8,562	36,756	31,529	5,227	7,200
Total, Canada, January 1960....	306,564	237,387	69,177	375,872	326,291	49,581	69,766
Total, Canada, December 1959....	441,645	338,584	103,061	401,608	341,973	59,635	139,074
Total, Canada, January 1959....	317,533	238,642	78,891	384,587	333,248	51,339	65,673

* In addition, revised claims received numbered 54,840.

† In addition, 53,391 revised claims were disposed of. Of these, 4,731 were special requests not granted and 1,269 were appeals by claimants. There were 9,137 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of	Total	Employed	Claimants
1959—December.....	4,366,900	3,681,200	685,700
November.....	4,151,000	3,733,500	417,500
October.....	4,049,000	3,798,400	250,600
September.....	4,028,000	3,826,400	201,600
August.....	4,009,000	3,799,000	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1960

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities & Services
	February 1950	January 1960	February 1960					
(1) St. John's, Nfld.	113.2	114.7	114.8	111.7	115.7	105.9	109.7	127.6
Halifax	125.2	127.1	127.0	117.5	134.3	119.0	129.6	129.6
Saint John	127.0	129.1	129.1	122.6	138.5	117.4	124.6	143.4
Montreal	126.2	127.8	127.5	126.3	144.9	103.9	118.9	137.4
Ottawa	126.1	128.1	127.6	120.2	147.9	113.8	121.2	137.4
Toronto	128.5	129.7	129.7	119.8	153.3	114.1	123.7	138.8
Winnipeg	123.2	124.7	124.1	117.3	133.8	116.1	119.6	134.0
Saskatoon-Regina	122.4	123.8	123.5	117.7	124.8	120.4	125.2	129.7
Edmonton-Calgary	122.2	123.6	123.2	114.9	124.6	118.5	126.7	133.1
Vancouver	127.7	129.3	129.1	122.8	138.6	114.8	134.6	136.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951-100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May 1959 issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: February.....	9	29	7,068	123,180	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,430	0.07
May.....	20	32	5,359	60,830	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05

* Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS, FEBRUARY 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	17	50
Fishing.....			
Mining.....	1	50	50
Manufacturing.....	10	2,380	38,300
Construction.....	9	1,193	11,480
Transportation, etc.....	2	290	290
Public utilities.....	1	58	130
Trade.....	1	6	20
Service.....			
All industries.....	25	3,994	50,320

TABLE G-3.—STRIKES AND LOCKOUTS, FEBRUARY 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	2	70	270
New Brunswick.....			
Quebec.....	3	1,784	36,650
Ontario.....	12	1,783	10,500
Manitoba.....	5	292	2,640
Saskatchewan.....			
Alberta.....			
British Columbia.....	2	25	220
Federal.....	1	40	40
All jurisdictions.....	25	3,994	50,320

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
FEBRUARY 1960**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Feb- ruary	Accu- mulated	Termina- tion Date	
<i>MANUFACTURING— Food and Beverages— Brandon Packers, Brandon, Man.</i>	Packinghouse Workers Loc 255 (AFL-CIO/CLC)	100	100	100	Feb. 29	Wages~
<i>Rubber Products— General Tire and Rubber Co., Welland, Ont.</i>	Rubber Workers Loc, 455 (AFL-CIO/CLC)	359	720	1,080	Jan. 29 Feb. 3	Disciplinary suspension of some workers~Return of workers.
<i>Textile Products— Dominion Textile Mills, Magog, Que.</i>	Textile Federation (CCCL)	1,725 (85)	36,330	164,790	Sep. 28 Feb. 13	Wages~13c an hour over 2 years of which 10c an hour is retroactive to June 1958 excluding strike period.
<i>CONSTRUCTION— Hamilton Contractors, Hamilton, Ont.</i>	Carpenters Loc. 18 (AFL-CIO/CLC)	950	8,550	59,850	Nov. 13 Feb. 12	Wages~30c an hour in- crease, an additional 5c an hour May 1, 1960, a further 13c May 1, 1961; contract to run to April 30, 1962.
Foundation Company of Canada, Thompson, Man.	I.B.E.W. Loc. 735 (AFL-CIO/CLC)	115	2,010	3,930	Jan. 4	Hours~
<i>TRANSPORTATION, ETC.— Transportation— Overland Express Co., Various points South-Western Ontario.</i>	Teamsters Loc. 879 (CLC)	250	250	250	Feb. 5 Feb. 8	Change in pay period ~Return of workers.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FOURTH QUARTER OF 1959, BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....						1							1
Struck by—													
(a) Tools, Machinery, Cranes, etc.....		2			1	3		1					7
(b) Moving Vehicles.....		1			3	4		3					16
(c) Other Objects.....		20		12	5	5	1	2			2		51
Caught In, On or Between Machinery, Vehicles, etc.....	4	1		4	2	10		2	2			1	27
Collisions, Derailments, Wrecks, etc.....	13	4		4	5	19		20	1		1		67
Falls and Slips—													
(a) On Same Level.....													
(b) To Different Levels.....	1	2	3	8	4	17		6			2		43
Conflagrations, Temperature Extremes, Explosions.....		2	2	2	8	2	2	2					20
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....	1			4	1	1					1		8
Electric Current.....					4	5	2	1					12
Over-exertion.....								1			1		2
Miscellaneous Accidents.....				1	1	2		1					5
Total, Fourth Quarter—1959.....	24	32	5	35	34	69	5	44	3		8		259
Total, Fourth Quarter—1958.....	24	38	3	115	39	53	6	43	9	1	18		349

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1959

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					1	14	2	1	5	1		24
Logging.....					5	5				21		32
Fishing and Trapping.....			2	1						2		5
Mining and Quarrying.....			4		3					12		35
Manufacturing.....	1				8	13	1		1	7		34
Construction.....	4			1	17	21	4	5	10	4		69
Public Utilities.....							2	1		2		5
Transportation, Storage and Communications.....			2	2	14	11		2	6	7		44
Trade.....				1	1					1		3
Finance.....												
Service.....				2		1	1	1	1	2		8
Unclassified.....												
Total.....	7		12	9	49	75	11	10	27	59		259*

*Of this total 160 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board Transport Commissioners; details of the remaining 99 were obtained from other non-official sources.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0; 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 333.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Mont-real includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

OCCUPATIONAL MONOGRAPHS

in the

“CANADIAN OCCUPATIONS” SERIES

This Series is prepared by the Economics and Research Branch of the Department of Labour to help young people choose a career, and as an aid to those engaged in vocational guidance work. Each booklet covers an occupation or occupational field, outlining the kind of work done, the preparation and training needed, how to enter the occupation, career opportunities and employment outlook.

MONOGRAPHS

TITLE	Catalogue No.
1 Carpenter, 1957.....	L43-0157
*2 Bricklayers and Stone-Masons, 1954.....	L43-0254
3 Plasterer, 1954.....	L43-0354
4 Painter, 1957.....	L43-0457
*5 Plumber, Pipe Fitter and Steam Fitter, 1957.....	L43-0557
6 Sheet-Metal Worker, 1954.....	L43-0654
7 Electrician, 1954.....	L43-0754
8 Machinist and Machine Operators (Metal), 1958.....	L43-0858
*9 Printing Trades, 1957.....	L43-0957
*10 Motor Vehicle Mechanic, 1957.....	L43-1057
11 Optometrist, 1958.....	L43-1158
*12 Social Worker, 1957.....	L43-1257
13 Lawyer, 1958.....	L43-1358
*14 Mining Occupations, 1957.....	L43-1457
15 Foundry Workers, 1957.....	L43-1557
*16 Technical Occupations in Radio and Electronics, (being revised).....	L43-16
17 Forge Shop Occupations, 1959.....	L43-1759
18 Tool and Die Makers, 1959.....	L43-1859
19 Railway Careers, 1954.....	L43-1954
*20-35 Careers in Natural Science and Engineering, 1953 (one booklet).....	L43-2053
36 Hospital Workers (Other than Professional), 1954.....	L43-3654
*37 Draughtsman, 1955.....	L43-3755
38 Welder, 1955.....	L43-3855
*39 Careers in Home Economics, 1956.....	L43-3956
40 Occupations in the Aircraft Manufacturing Industry, 1956.....	L43-4056
*41 Careers in Construction, 1957.....	L43-4157
42 Medical Laboratory Technologist, 1957.....	L43-4257
*43 Careers in Meteorology, 1958.....	L43-4358
44 Teacher, 1959.....	L43-4459
45 Physical and Occupational Therapist, 1959.....	L43-4559

All monographs in the “Canadian Occupations” series are priced at 10 cents per copy, with the exception of *Careers in Natural Science and Engineering*, which is 25 cents. A discount of 25 per cent is allowed on quantities of 100 or more of the same title.

Send remittance by cheque or money order, made payable to the Receiver General of Canada, to The Queen’s Printer, Ottawa, Canada.

School guidance counsellors should inquire from their provincial Department of Education for supplies.

FILMSTRIPS

*The Department of Labour, in collaboration with the National Film Board, has prepared a number of occupational filmstrips based on titles in the “Canadian Occupations” series. Titles covered to date are indicated by an asterisk. Monographs 20-35 have been covered in two filmstrips, entitled *Careers in Natural Science* and *Careers in the Engineering Profession*.

Filmstrips are priced at \$1.50 each and may be purchased from the National Film Board, Box 6100, Montreal.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from The Queen's Printer, Superintendent of Government Publications

The Labour Gazette (monthly)

The Official Journal of the Department of Labour of Canada. Contains items of current interest, statistics and articles on a wide variety of subjects in the labour field, including industrial relations, conciliation and disputes, prices and the cost of living, employment, wages and hours of work, activities of labour organizations, labour legislation, legal decisions affecting labour, activities of the National Employment Service and the Unemployment Insurance Commission, labour demand and supply, immigration, social, industrial and economic conditions in other countries, activities of the International Labour Organization.

Subscription Rates: \$2.00 per annum in Canada; \$4.00 per annum, other countries. Groups of 5 or more, \$1.00 per annum. Single copies, 25 cents. (English or French).

Reprints from the Labour Gazette

Proportion of Married Women in Canada's Female Labour Force.

Canadian Labour Papers on Microfilm in Department of Labour Library.

Salaries and Qualifications of Women Teaching in Canadian Universities.

Women Workers' Opportunities and Needs.

Industrial Pension Plans in Canada. (Four articles) (English or French). 25 cents a copy.

Provincial Minimum Wage Orders: A Survey of Rates and Related Provisions. (English or French). 20 cents a copy.

Number of Workers Covered by Pension Plans. Rehabilitation Services in Canada.

Vocational Training for Girls and Women. (English).

10 cents a copy; orders of 20 or more, 5 cents; 100 or more, 4 cents (English or French).

Annual Report of The Department of Labour

(Covers fiscal year ending March 31).

25 cents a copy (English or French).

Annual Report on Labour Organization in Canada (Covers calendar year).

Deals with growth of labour organization in Canada, distribution of local unions and union membership, structure and membership of labour organization, the labour press and international unions, and contains a directory of trade union officials.

35 cents a copy (English or French).

Labour Legislation in Canada (Consolidated volume, published at intervals of from 5 to 10 years since 1915, and annual supplements).

Provides in convenient form the text of labour law in Canada. Text or a summary of all federal and provincial labour laws and statutory orders made under them. Latest consolidation includes all labour laws on statute books at December 31, 1948. \$2.

Strikes and Lockouts in Canada

Furnishes a complete record of all strikes and lockouts occurring in Canada during current year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc.

35 cents a copy (English or French).

Wage Rates and Hours of Labour

An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupation are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and wage rates for labourers in manufacturing in 40 cities are also shown. Trends in wage rates are indicated in tables of index numbers by industry.

The information is available in two ways:

1—Through a subscription to a loose-leaf service (\$7.50 per year with indexed binder or \$5.00 per year without binder). Tables from the previous October 1 survey are distributed in loose-leaf form as they become available from, March to July. Subscribers later receive a paper-bound volume. (Bilingual).

2—In paper bound volume, available about one year after survey date.

One dollar a copy. (Bilingual).

Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation (annual).

Provides a ready comparison of the legislative standard in effect in all provinces concerning the subjects listed in the title.

25 cents a copy. (English or French).

Workmen's Compensation in Canada—A Comparison of Provincial Laws (annual).

Sets out similarities and differences in provincial Workmen's Compensation Acts and contains tables showing the benefits payable under each Act and the industrial diseases compensated.

25 cents a copy. (English or French).

Apprenticeship in Canada

This bulletin outlines the provincial apprenticeship plans and gives details of their methods of operation.

25 cents a copy. (English or French).

Provisions for Income Security in Canadian Manufacturing Industries.

25 cents a copy. (English).

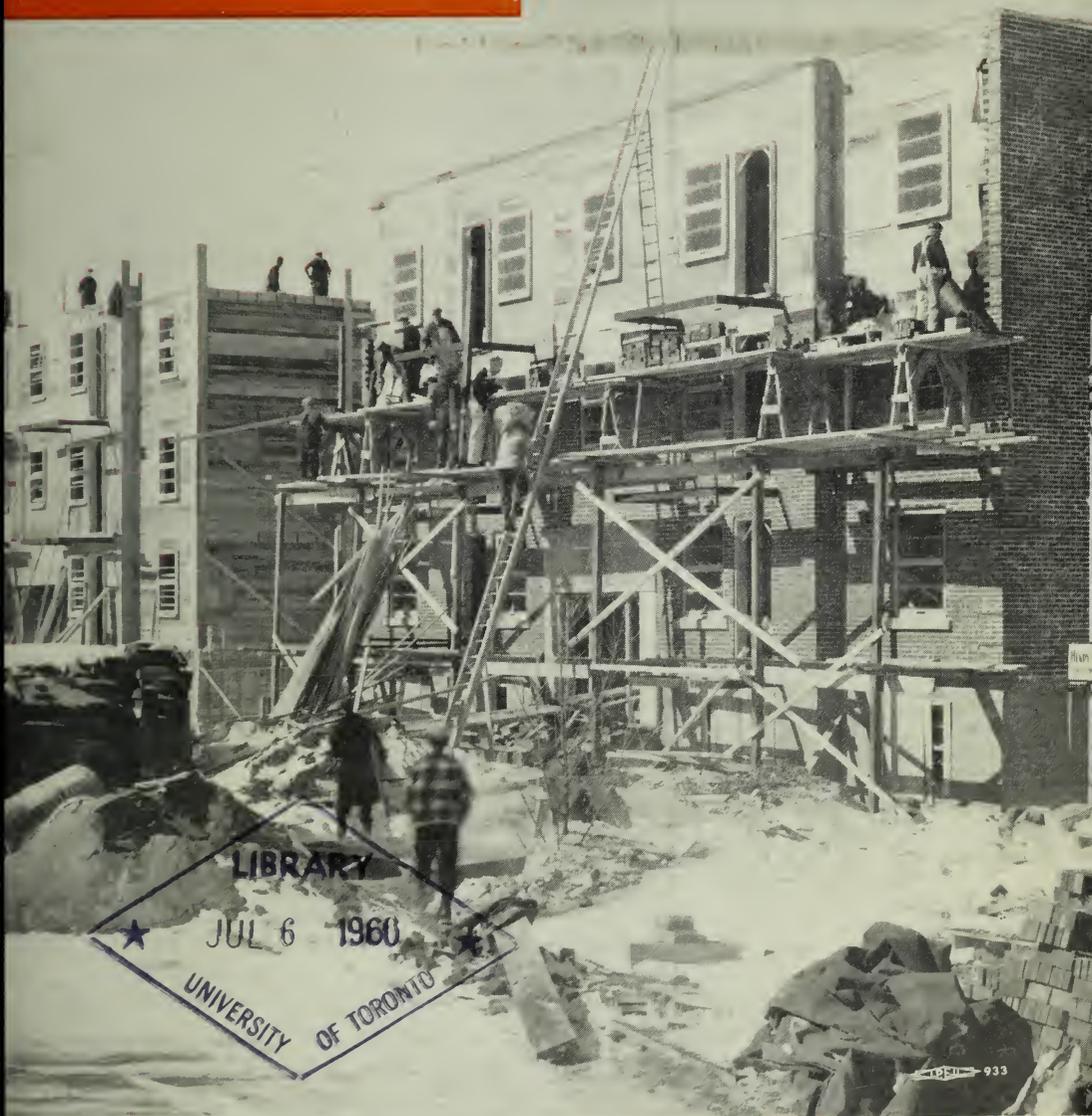
(List Continued on next page)



CANADA

THE

LABOUR AZETTE



LIBRARY

JUL 6 1960

UNIVERSITY OF TORONTO

Stimulation of Winter Employment (p. 441)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 5

MAY 31,

1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph

Courtesy

"National Builder"

Vol. LIX, No. 5	CONTENTS	May 31, 1960
	Employment Review	417
	Collective Bargaining Review	430
	Notes of Current Interest	436
	House of Commons Debates of Labour Interest: A Guide ...	439
	Stimulation of Winter Employment	441
	Seasonal Unemployment in Canada—1	444
	Industrial Fatalities in Canada, 1959	457
	Minister's Campaign Produces Results	459
	Women Non-Manual Workers	460
	50 Years Ago This Month	461
	International Labour Organization:	
	144th Session of Governing Body	462
	International Institute for Labour Studies	463
	Teamwork in Industry	464
	Industrial Relations and Conciliation:	
	Certification Proceedings	465
	Conciliation Proceedings	467
	Labour Law:	
	Legal Decisions Affecting Labour	477
	Recent Regulations under Provincial Legislation	479
	Unemployment Insurance:	
	Monthly Report on Operations	486
	Decision of the Umpire	487
	Labour Conditions in Federal Government Contracts	492
	Prices and the Cost of Living	496
	Publications Recently Received in Department's Library	498
	Labour Statistics	504

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

Between March and April, employment increased by an estimated 74,000 to 5,742,000. Most of the increase was in outdoor activities, with agriculture accounting for 52,000 of the total.

The estimate of female workers outside of agriculture showed a drop of 32,000 during the month; this was contrary to the normal trend for this time of year. The fact that the Labour Force Survey was conducted during the Easter holidays, when a relatively large number of women are away from work, appears to be the main reason for this movement.

The number of men with jobs in non-farm industries increased by an estimated 54,000 during April, which was about normal for the month. Employment in the construction industry expanded seasonally despite continued weaknesses in housebuilding. A number of small layoffs in manufacturing were reported, and forestry operations declined seasonally.

As indicated below, the change in employment of men during the first four months of the year has varied considerably in the past six years depending to some extent on the phase of the business cycle in which these months fell. The outstanding gains of 1955 and 1959, for example, reflected the recovery of business activity following previous recessions. Unfavourable weather can be blamed, in part, for the relatively poor showing in 1960. It is clear, however, that the rapid growth of employment opportunities characteristic of boom years is lacking so far this year.

Persons With Jobs, Males, Non-Farm

Year	January	April	Change
1955	3,155,000	3,186,000	+31,000
1956	3,369,000	3,367,000	- 2,000
1957	3,483,000	3,494,000	+11,000
1958	3,461,000	3,456,000	- 5,000
1959	3,525,000	3,568,000	+43,000
1960	3,621,000	3,611,000	-10,000

Compared with a year earlier, there were 78,000 more persons with jobs, the result of substantially higher employment in the trade and service industries. Women accounted for more than two-thirds of the increase.

The number of persons without jobs and seeking work decreased by an estimated 49,000 over the month to 517,000 in April. The decline was smaller than during the corresponding periods in 1958 and 1959. Almost half of the drop took place in Quebec. The April estimate of persons without jobs and seeking work represented 8.3 per cent of the labour force, compared with 7.3 per cent in April 1959 and 8.6 per cent in April 1958.

Of the 517,000 seeking work in April, 464,000 were men and 53,000 were women. Seasonal industries continued to be the main source of unemployment. Construction and the primary industries, which are heavily influenced by

weather conditions, combined to account for 45 per cent of the total of persons seeking work in April; in March they accounted for 47 per cent of the total. Labourers were the largest occupational group of job seekers in April; at an estimated 109,000 they accounted for just over one fifth of the total. About one out of seven job seekers came from manufacturing and mechanical occupations. Persons who never worked before were responsible for a very small part of the total, less than 4 per cent.

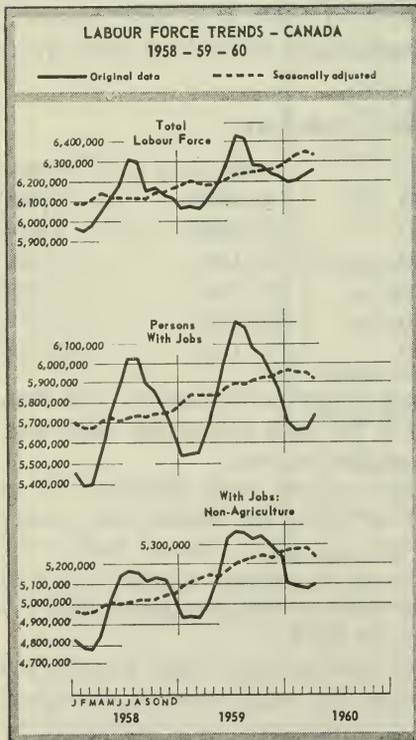
Developments in Pulp and Paper Products Industry

The increasing output of pulp and paper products during the past decade has been an important contribution to economic growth in Canada. This industry has accounted for more than 15 per cent of new productive capacity put in place in manufacturing over this period. The expansion has had far-reaching effects, many of which are not immediately discernible. Apart from direct requirements for heavy machinery, building materials, and construction labour, the new plants generate additional demands for power and transportation services; in many instances, these are prior requirements.

The upsurge in investment during the past decade was largely in response to a sharp increase in world demand for paper products, particularly newsprint. This resulted in a rapid build-up of capital facilities, particularly in the period 1955-1957, which in the light of the following two years proved to be overly ambitious. In fact, demand from the domestic and traditional export markets began to subside even before some of the expansion programs were completed. Consequently, in almost all paper products plants, production cutbacks and short time were instituted. Quotas have been stepped up again during the course of the past year or so, but even in early 1960 existing plant capacities are not fully utilized.

In certain areas and regions, the pulp and paper products industry occupies a dominant position in the local economy. For the most part, the mills are situated in the more remote areas, close to the supply of raw materials. The distance from markets generally makes such areas less suitable for other lines of manufacturing. This situation has a tendency to produce "one-industry towns" that are sometimes subject to acute labour shortages and surpluses as the demand for the product fluctuates.

As a source of economic activity that, to a large extent, has its basis in foreign demand, paper products play a particularly important role in Canada's external trade. Accounting for only about 12 per cent of the net value of all goods produced in Canada, they were responsible for more than 20 per cent of the total value of exports in 1959. Last year's value of newsprint shipments ranked far



ahead of that of wheat, the second most important export commodity. Exports of woodpulp were valued at \$26 million and were only slightly less important than lumber, which placed third in terms of value of foreign trade.

For most grades of pulp and paper, domestic and export markets began showing signs of renewed strength early in 1959, setting the stage for advances in output and employment. Pulp production registered a 6-per-cent increase in volume, equalling the record level of output achieved in 1956. More than three fourths of the pulp produced in Canada during the past year was converted into finished products in the form of newsprint, paperboard, and fine, wrapping and other papers. The remaining 23 per cent was exported, chiefly to the United States. The dominant position of the United States as an export market was maintained: in 1959 the U.S. took 80 per cent of the total output of pulp and paper products compared with 83 per cent in 1958.

Production of chemical pulp showed a striking increase of 8 per cent last year, rising about 4 per cent above the 1956 record. The main supporting influence came from increased demands for paper and paperboard in Canada and the United States. Shipments overseas also increased during the year, although they still accounted for a relatively small part of the total market of chemical pulp; shipments consisted mainly of dissolving and sulphate grades. Sulphate pulp, used mainly in the production of paper board, paper boxes and wrapping papers, registered a strong advance in output with bleached and semi-bleached grades showing particularly marked gains. Production and shipments of sulphite pulp, used most extensively in fine papers and textile fibres, showed little improvement from the reduced level of 1958. Groundwood, the principle ingredient in newsprint, registered a 5-per-cent increase in output during 1959. The fact that the demand for newsprint rose more slowly than some other grades of paper accounts for the relatively modest increase in the production of groundwood.

Newsprint production averaged nearly 5 per cent higher in 1959 than in the previous year, but remained slightly below the record level of 1956. The declining trend of Canadian newsprint consumption that began towards the end of 1957 was halted in the early months of 1959, and consumption increased as the year advanced, recouping virtually all of the earlier losses. Meanwhile, world demand for newsprint became stronger. The United States, which consumes about four fifths of the output of Canadian newsprint mills, registered a 7.6-per-cent increase in newsprint consumption during 1959. Canada's share of the U.S. market declined again during 1959 as a result of the expansion of the U.S. newsprint industry, but this country benefited nonetheless by the increased requirements of the United States; a little better than half of the additional requirements of the past year were produced in Canada. Canadian shipments to markets overseas also showed a substantial rise during 1959 despite marked increases in capacity and production in the Scandinavian countries.

Paperboard production, which reached a record level in 1958, continued to expand last year, with increases in practically every variety of boxboard and container board. The increase in domestic requirements of the "board" industry were close to the long-term growth rate despite greater competition from new packaging materials. Between 1954 and 1958 the output of paperboard mills increased by 30 per cent.

The demand for fine papers has strengthened noticeably during the past year or more. Domestic shipments in 1959 were about 7 per cent higher than the year before and exports were up about 12 per cent. Output of wrapping paper was up about 12 per cent as demand increased in both the domestic and export markets. Roughly 10 per cent of the wrapping paper produced in Canada was destined for the export market.

For the industry as a whole, the expansion of productive capacity slowed down still further in 1959, after registering a marked decline during 1958. Total capacity of the mills increased by less than 2 per cent, less than half the expansion in demand for pulp and paper products. Thus the reserve capacity of the industry showed a moderate decline over the year.

The over-all expansion of output was accomplished in part by a lengthening of the work week; it had been reduced considerably during the recent business downturn. In the fourth quarter of 1959, the work week averaged almost 1 hour longer than in the corresponding quarter of 1958. Pulp and paper mills, which were responsible for the drop in hours during the recent recession, figured prominently in the recent advance. Other paper products plants (paper boxes and bags, roofing paper and wallpaper) registered a slight increase in hours during the latter part of 1959, making up for the relatively small losses that occurred during the recent business downturn.

Total employment in the industry increased by less than 2 per cent last year and was still slightly below the record level established in 1956. Average employment (estimated at close to 100,000) was about 23 per cent higher than ten years earlier. The distribution of employment in the industry did not change appreciably during the course of the year; pulp and paper mills continued to account for more than two thirds of the total of persons employed.

The strongest employment advance in the industry over the course of the past year occurred in the Pacific region, followed by Ontario, Quebec and the Atlantic region in that order. Quebec now occupies a less dominant position in the industry than it did ten years ago, although it still accounts for 40 per cent of total employment. In British Columbia, on the other hand, employment in pulp and paper products plants has increased by more than 40 per cent in this period, and this province's share of total employment has increased from 8 to 11 per cent.

To sum up, employment in the pulp and paper products industry continued to expand in 1959, though not as rapidly as production. Indications are that consumption of paper products in Canada's traditional markets will continue to grow. Although productive capacity in other countries is expanding, Canadian plants will probably continue to share in the increasing demand. The resulting production gains would utilize the capacity of the industry more fully, and might create conditions conducive to further expansion.

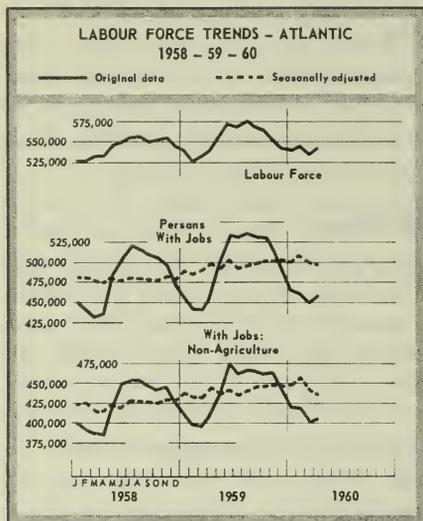
CLASSIFICATION OF LABOUR MARKET AREAS—APRIL 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Montreal Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	Halifax Hamilton → OTTAWA-HULL → TORONTO		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Brantford Corner Brook Cornwall Farnham-Granby Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Timmins- Kirkland Lake Trois Rivieres	Guelph Kingston Kitchener London → NIAGARA PENINSULA Oshawa Saint John → SARNIA Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Barrie Charlottetown Chatham Prince Albert Red Deer Riviere du Loup Theftord-Megantic- St. Georges Yorkton	→ BRANDON → LETHBRIDGE Moose Jaw North Battleford Regina → SASKATOON		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Drummondville Belleville-Trenton Bracebridge Brampton Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Edmundston Fredericton Gaspe Grand Falls Kentville Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Quebec North Shore Rimouski Ste. Agathe- St. Jerome St. Hyacinthe St. Jean St. Stephen Simcoe Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Central Vancouver Island → CHILLIWACK Drumheller Galt → GODERICH Kamloops Lachute-Ste. Therese Listowel Medicine Hat Prince Rupert St. Thomas Sault Ste. Marie Stratford → SWIFT CURRENT → TRAIL-NELSON → WALKERTON → WEYBURN Woodstock- Tillsonburg	Kitimat	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 414, April issue.

Employment Situation in Local Areas

ATLANTIC



In the Atlantic region the spring pickup in employment began early in April and proceeded slowly as the month advanced. Between March and April, the total number of persons with jobs increased by an estimated 10,000 to 459,000. Construction and agriculture were mainly responsible for the increase in employment. Weight restrictions on roads were still in force in most rural areas, preventing an upturn in activity in sawmills and road transportation. Activity in the fishing industry remained at a seasonally low level, although preparations for the lobster season resulted in some job openings during the month. Forestry employment showed a further decline during April as hauling operations ended in

various areas; activity was expected to increase again in May when river drives get underway. Aside from these seasonal influences, the employment situation did not change materially during the month. Shipbuilding and iron and steel plants showed additional strength, but coal production was curtailed owing to the shortage of orders.

The over-all employment situation in the region differed very little from last year. Coal mining, which was a major source of weakness last year, continued to be hampered by reduced markets due to increased competition from other fuels. The first of a series of production cutbacks that were scheduled to take place this year began late in April and resulted in the release for one week of several thousand coal miners in the Sydney area. Manufacturing employment in April was maintained at a slightly higher level than last year in most parts of the region; significant gains were made in iron and steel and paper products. Construction employment was somewhat lower than in the spring of 1959, although the outlook for the rest of the year was quite encouraging.

The total value of construction planned for 1960 was virtually the same as that accomplished last year. However, the composition of this year's investment program has changed significantly. Outlays for housing and industrial building are expected to be somewhat smaller than last year, while modest gains are anticipated in engineering, business and commercial building.

Employment and unemployment were virtually the same as in April 1959 in most local labour market areas. The classification of the 21 areas in the region at the end of April was unchanged from the previous month and the previous year; two areas were in the moderate surplus and 19 in the substantial surplus category.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	April 1960	April 1959	April 1960	April 1959	April 1960	April 1959
Metropolitan.....	8	4	4	8	—	—
Major Industrial	16	15	10	10	—	1
Major Agricultural.....	8	7	6	7	—	—
Minor.....	39	33	18	20	1	5
Total.....	71	59	38	45	1	6

Local Area Developments

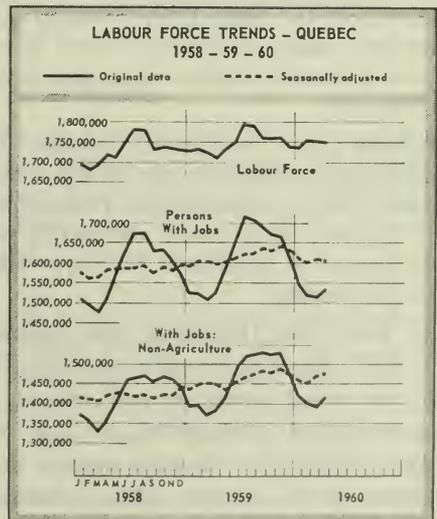
St. John's (metropolitan) remained in Group 1. Apart from seasonal influences, the employment situation changed very little in this area. Unemployment was heavier than a year ago owing to reduced activity in construction. It will be remembered that in the winter and spring months of 1959, activity in the construction industry was maintained at a very high level. At the end of April 1960, the number of construction workers registered at the NES office was about 8 per cent greater than a year before.

Halifax (metropolitan) remained in Group 2. The opening of the navigation season on the St. Lawrence resulted in reduced activity on the Halifax waterfront and partly offset the expansion in other seasonal industries. The employment situation in the Halifax area remained much more favourable than in other parts of the region. Manufacturing, which accounts for roughly one third of total industrial employment in the area, showed little employment change during the month. Except for shipbuilding, where employment contracted slightly during the month, all manufacturing plants were reported to be operating at capacity.

QUEBEC

In the Quebec region the employment increase between March and April was smaller than usual for this period. The total number of persons with jobs rose by an estimated 19,000 to 1,536,000 and was at about the same level as a year earlier. Male workers accounted for the entire rise in employment, offsetting a decline in female employment. The employment expansion occurred in non-agricultural industries; farm employment registered little change during the month.

Activity in pulpwood logging declined quite sharply between March and April, releasing a substantial number of workers until the start of the river drives. Sawmilling activity was also curtailed owing to diminished supplies of sawlogs.



The seasonal rise in construction employment was retarded by slackness in housebuilding. In the first quarter of this year the number of houses under construction in urban centres was 14 per cent lower than in the corresponding period of 1959. Other types of construction continued to show strength. In metal mining, employment continued at a higher level than last year, while in asbestos mining further hirings were reported in April. The opening of the navigation season meant the rehiring of seamen, longshoremen and stevedores.

In the early months of this year, manufacturing employment was about the same as a year earlier. In April, employment was maintained in the primary textile industry although some small layoffs were reported in synthetic plants. Layoffs and short time were more prevalent than last year in the clothing and leather industry. Employment continued at a high level in the aircraft and shipbuilding industry.

Unemployment declined moderately during the month in virtually all parts of the region but was higher than last year. At the end of April the classification of 24 labour market areas was unchanged from the previous month and was as follows (last year's figures in brackets): in substantial surplus, 23 (18); in moderate surplus, 1 (6).

Local Area Developments

Montreal (metropolitan) remained in Group 1. Unemployment declined slightly as a result of seasonal hirings in construction, transportation and in parts of manufacturing. Employment in manufacturing continued to be slightly higher than a year before, with activities at a high level in the aircraft and shipbuilding industry. In the clothing and leather industries employment at the end of February was 2 and 5 per cent lower, respectively, than in February 1959, and there has been little apparent improvement in these industries during recent months.

Quebec-Levis (metropolitan) remained in Group 1. Unemployment showed a less-than-usual decline and remained at a higher level than last year. Total employment was slightly higher than a year ago. In construction the pick-up in employment was not as strong as last year. At Lauzon, a 40,000-ton ship was launched, the biggest ever built in Canada. Employment was steady in primary textiles, while layoffs and short time were registered in the apparel industry. In a plywood factory more than 100 workers were laid off because of reorganization.

Joliette (major industrial) remained in Group 1. Labour surpluses were a good deal higher than last year at the same time. Most of the increase in unemployment was in construction occupations. There was also an increased surplus of loggers, lumbermen and textile workers. One of the largest employers in this area, a munitions factory, reduced employment by more than 100 in recent months.

St. Jean, Ste. Hyacinthe, Ste. Agathe-St. Jerome (minor) remained in Group 1. NES registrations were markedly higher in these areas during the month than in the same month a year before. In all these areas lower employment in construction contributed to the higher level in unemployment. Activities were reported to be also weaker than a year earlier in clothing and knitting plants. In St. Jerome alone, a knitting mill laid off some 150 workers. There was lack of strength in the leather industry also.

ONTARIO

In Ontario, construction, agriculture, transportation and other outdoor activities increased during April. In many centres, however, the extent of the seasonal pick-up in employment was moderated by layoffs in several manufacturing industries. The total number of persons with jobs in the province was estimated to be 2,212,000 in April, an increase of about 20,000 from the previous month. In the northern areas of the region, the seasonal pick-up was not yet in progress to any great extent and small layoffs were reported in manufacturing; employment in most of the centres of the region continued well ahead of last year's figures.

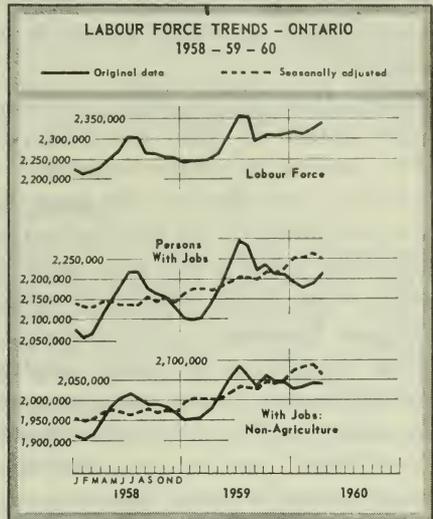
The employment position of the region relative to last year did not change appreciably in the first four months. Employment was up almost 4 per cent over the same period last year, and almost 6 per cent over 1958. The major part of this increase was in services (particularly education and health services) and trade. Manufacturing employment was stable through the first quarter, at about the same average level as a year earlier. Construction activity in the province was still down from last year. This was especially true of residential construction, the volume of housebuilding underway at the end of March being down about 17 per cent over the year.

The number of unemployed in the region was still higher than last year, although it declined sufficiently during the month to reduce labour surpluses from substantial to moderate proportion in six areas. Slackness in housebuilding was the major factor contributing to the higher level of unemployment in the province. The classification of the 34 areas in the region at the end of April was as follows (last year's figures in brackets): in substantial surplus, 15 (11); in moderate surplus, 19 (19); in balance, 0 (4).

Local Area Developments

Toronto (metropolitan) reclassified from Group 1 to Group 2. The reclassification was mainly the result of a pick-up in construction, although the advance was reported to be slow for the time of year. Employment was a little higher than last year, the drop in aircraft plants being matched by a series of small gains in other manufacturing industries, and in trade and services.

Hamilton (metropolitan) remained in Group 2. A series of small layoffs in a number of manufacturing industries slowed down the seasonal improvement. In the past year textile employment has fallen steadily in this area, partly because of the transfer of operations to other areas. The latest plant closure was in April and affected 60 workers. Employment is also down from last year in the electrical apparatus industry. These losses have been more than offset by substantial employment gains in non-residential construction and steel manufacturing, which have raised total employment in the area above last year's level.

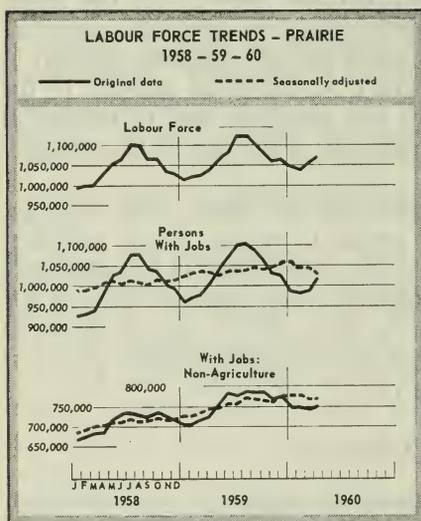


Windsor (metropolitan) remained in Group 1. Employment and unemployment in this area was virtually unchanged from a year ago. During the month there were several short-term layoffs in two of the three motor vehicle firms in the area.

Ottawa-Hull (metropolitan) reclassified from Group 1 to Group 2. The employment upturn in April was disappointing owing to slackness in construction. The number of workers registered at the National Employment Service office was up 19 per cent over the same time last year; more than half of this increase was accounted for by construction workers. Total employment in the area was about the same as last year, small declines in manufacturing and construction being offset by an increase in services.

Niagara Peninsula (major industrial) reclassified from Group 1 to Group 2. Small layoffs in agriculture implements, steel manufacturing, textiles, automobile manufacturing and pipe manufacturing hampered the seasonal upswing in this area. The most recent figures indicate a considerable improvement in employment over last year, particularly in iron and steel products. Construction employment, however, has advanced more slowly than usual.

PRAIRIE



The usual large seasonal increase in employment occurred in the Prairie region from March to April. The estimate of persons with jobs rose by 27,000, bringing the total to 1,018,000. The year-to-year increase, which was 30,000 in January, amounted to only 6,000 in April. This narrowing year-to-year increase in employment was due largely to weakness in housing construction but also to the strength of the employment growth during the early months last year. Unemployment exhibited a similarly smaller reduction in the early months of 1960, compared with 1959. Agricultural employment was down 15,000 from a year earlier both in January and in April.

About three-quarters of the March-to-April increase in employment was due to hirings on farms for spring work, including the harvesting of an estimated 111 million bushels of grain caught by the snow last fall and not salvaged during the winter. Rain and snow late in the month temporarily suspended field work, but the moisture, added to the already abundant reserves acquired during the wet spell last fall, makes early crop prospects appear very favourable.

Construction accounted for most of the increase in non-farm employment during April. Logging was at the low between-season levels; river drives were due to begin in May. The closure of two uranium mines at Uranium City affected more than 200 miners.

Unemployment dropped seasonally, the most notable change taking place in the small centres most affected by the expansion in agriculture and road work. Total unemployment remained higher than a year earlier. Five of the 20 labour market areas were reclassified to categories of reduced unemployment. The area classification at the end of April was as follows (last year's figures in brackets): in substantial surplus, 10 (8); in moderate surplus, 10 (11); in balance, 0 (1).

Local Area Developments

Edmonton (metropolitan) remained in Group 1. A heavy drop in housing construction from year-earlier levels lessened the seasonal demand for construction workers this spring. Recent figures show a drop of more than 10 per cent from 1959 in total construction employment. Farmers had good weather through most of the month for combining and spring work. Primary steel production was at capacity and pipe production went up in anticipation of pipeline construction this summer. Production of cement and cement products increased seasonally.

Winnipeg (metropolitan) remained in Group 1. A late spring, with generally cool weather during the first three weeks of April followed by heavy precipitation, delayed construction and other outdoor industries. Some fairly extensive flooding of farm land near the Assiniboine and Red Rivers delayed the beginning of farm work in the districts affected. Some post-Easter decline occurred in packing plant employment. Textiles, clothing, and leather manufacturing remained weak during the month.

Fort William-Port Arthur (major industrial) remained in Group 1. Lakehead navigation opened on April 10, allowing stevedores, grain handlers and other waterfront workers to return to their jobs. More than 70 boats with about 30 million bushels of grain cleared port, and the first iron ore shipment moved out on April 23. Another iron mine went into production near Atikokan.

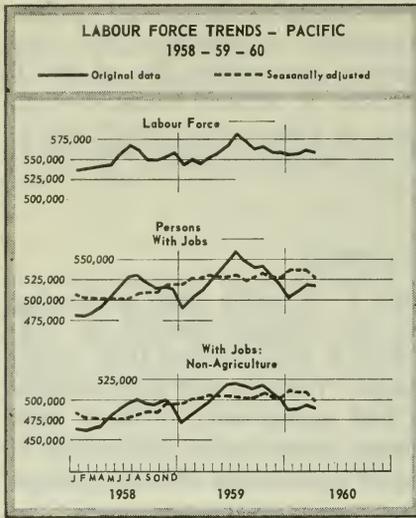
Brandon, Saskatoon and Lethbridge (major agricultural) and **Swift Current and Weyburn** (minor) were reclassified from Group 1 to Group 2. Unemployment in these centres was reduced by seasonal hirings in agriculture, construction, and railway transportation.

PACIFIC

Employment showed little change from March to April. The number of persons with jobs was estimated to be 517,000, some 5,000 less than a year earlier. Employment in agriculture, forestry, and wood products manufacturing was ahead of last year but offsetting declines were apparent, chiefly in the construction, shipbuilding, and smelting industries.

Demand for workers in agriculture strengthened seasonally during the month as men were hired to work on dairy farms and to continue preparations for seeding. Prolonged wet weather hampered field work in many districts.

Except for the southern interior, where weather conditions allowed forestry activity to expand, seasonal suspensions in logging and the curtailment of road transportation due to road restrictions contributed to some weakening in non-agricultural employment on much of the mainland and Vancouver Island during the month. Because of the low levels of housebuilding—units under construction



in urban centres at the beginning of April were down 40 per cent from a year earlier—construction employment did not expand as strongly as usual at this time of year.

Except for some developing weaknesses in the local market brought on by housebuilding declines, a generally heavy demand continued for forestry products. The volume of lumber inspected for shipment in the first quarter of this year was 17 per cent above the same year-earlier period and water-borne lumber shipments were up 69 per cent. Pulpwood production in the first two months of the current year was 34 per cent above the corresponding months of last year. In other manufacturing, metal

fabricating shops were busy filling orders for a heavy schedule of bridge building in the coming summer. Minor layoffs occurred in textiles, shipbuilding, and especially some industries auxiliary to home building, such as sash and door makers and furniture manufacturers.

During the month a small decline occurred in unemployment, which, however, remained substantially higher than last year. Two labour market areas were reclassified during the month to categories denoting reduced unemployment. At the end of April the classification of the 11 areas was as follows (last year's figures in brackets): in substantial surplus, 4 (3); in moderate surplus, 6 (7); in balance, 1 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 1. Sizable numbers of unemployed carpenters, trowel tradesmen, sheet metal workers, plumbers and unskilled construction labourers continued as a result of the weaknesses in housebuilding activity in the area. Weakness was also apparent in steel shipbuilding, housebuilding materials manufacturing and fish canneries. Some improvement occurred in sales and services employment, although the demand in these occupations was not as strong as usual at this time of year. Lumber production and longshoring continued to provide a main support to employment. Thirty-two halibut vessels left for fishing grounds in the Bering Sea, a record sailing to this area from Vancouver. Good catches were reported although prices were lower than anticipated. Herring fishing and whaling have been discontinued because of marketing factors.

Chilliwack and Trail-Nelson (minor) were reclassified from Group 1 to Group 2 as improved weather conditions allowed logging operations to be stepped up on the southern mainland. Farm hirings also picked up, although cool, damp weather retarded ploughing and seeding.

Current Labour Statistics

(Latest available statistics as of May 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	April 23	6,259,000	+ 0.4	+ 2.5
Persons with jobs.....	April 23	5,742,000	+ 1.3	+ 1.4
Agriculture.....	April 23	641,000	+ 8.8	- 3.0
Non-Agriculture.....	April 23	5,101,000	+ 0.4	+ 2.0
Paid Workers.....	April 23	4,673,000	+ 1.3	+ 2.8
Usually work 35 hours or more.....	April 23	5,382,000	+ 1.8	+ 1.8
At work 35 hours or more.....	April 23	4,683,000(b)	- 4.4	- 5.5
At work less than 35 hours, or not at work due to short time and turnover for other reasons.....	April 23	84,000	0.0	+ 12.0
Not at work due to temporary layoff...	April 23	581,000(b)	+118.4	+147.2
Usually work less than 35 hours.....	April 23	34,000	- 19.1	+ 54.5
Without jobs and seeking work.....	April 23	360,000	- 5.0	- 4.0
Registered for work, NES				
Atlantic.....	April 21	110,100	- 5.5	+ 3.3
Quebec.....	April 21	264,900	- 4.7	+ 5.2
Ontario.....	April 21	229,100	- 4.8	+ 9.5
Prairie.....	April 21	109,600	- 7.4	+ 10.8
Pacific.....	April 21	73,600	- 4.8	+ 9.4
Total, all regions.....	April 21	787,300	- 5.2	+ 7.3
Claimants for Unemployment Insurance benefit.....	March 31	823,005	+ 1.1	+ 7.3
Amount of benefit payments.....	March	\$74,844,833	+ 19.6	+ 13.6
Industrial employment (1949=100).....	February	114.5	- 0.5	+ 1.3
Manufacturing employment (1949=100).....	February	108.8	+ 0.2	+ 1.2
Immigration.....	1st Qtr. 1960	16,599	-	- 2.1
Destined to the labour force.....	1st Qtr. 1960	8,087	-	+ 0.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	April	29	+ 7.4	+ 31.8
Number of workers involved.....	April	2,476	- 23.5	- 71.7
Duration in man days.....	April	26,870	+ 0.2	- 62.9
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	February	\$ 77.69	- 0.3	+ 2.8
Average hourly earnings (mfg.).....	February	\$ 1.77	- 0.0	+ 3.6
Average hours worked per week (mfg.).....	February	40.4	- 0.7	- 1.2
Average weekly earnings (mfg.).....	February	\$ 71.50	- 0.6	+ 2.4
Consumer price index (av. 1949=100).....	April	127.2	- 0.2	+ 1.2
Real weekly earnings (mfg. av. 1949=100)....	February	134.7	- 0.3	+ 1.3
Total labour income.....\$000,000	February	1,463	+ 0.3	+ 5.6
<i>Industrial Production</i>				
Total (average 1949=100).....	March	169.3	+ 0.1	+ 5.5
Manufacturing.....	March	150.5	+ 1.0	+ 4.2
Durables.....	March	152.6	+ 1.3	+ 4.1
Non-Durables.....	March	148.6	+ 0.7	+ 4.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 414, April issue.

(b) An unusually large number worked less than 35 hours because Easter Monday came in the survey week.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During April, collective bargaining for the renewal of 120 agreements covering bargaining units of 500 or more workers (exclusive of those in the construction industry) had reached various stages of negotiation. Nineteen new contracts were settled, giving wage increases to approximately 24,000 workers. Relatively little progress was made in the dispute between the railways and the non-operating unions beyond the presentation of their briefs to the three-man conciliation board. As in the past few months, there were no work stoppages recorded in the course of negotiations of the major agreements covered by this review.

Last-minute negotiations averted the possibility of a strike that threatened to halt the publication of one of Toronto's leading newspapers. The Toronto Star unit of the **Toronto Newspaper Guild**, representing more than 1,000 employees in the editorial, advertising, business, delivery, garage, circulation and maintenance departments of the **Toronto Star**, had originally asked for a 16-per-cent wage increase in a two-year contract but later lowered their demand to 12 per cent. Since the parties were unable to reach agreement on this issue, as well as a number of others, the dispute was taken before a conciliation board. The board's report contained recommendations on two basic outstanding issues: wages, and the exclusion of 12 editorial employees from the bargaining unit. On wages, the board recommended that the increase be 9 per cent over a 28-month agreement; on the exclusion issue the board made no attempt to resolve the problem, but recommended that the Labour Relations Board rule on it. The Guild firmly rejected the company offer based on the conciliation board's recommendations and when further talks failed, the union membership approved strike action. With the threat of a work stoppage facing the parties, they engaged in a marathon 16-hour bargaining session, which ended in a compromise settlement.

The compromise called for a general wage increase totalling 14 per cent over a 34-month agreement. All employees received a lump sum payment of 3 per cent of gross earnings retroactive to last December 1. Effective April 1 of this year, there was an increase of 3 per cent of the gross pay with another 3-per-cent increase, calculated on the old contract base pay, effective October 1, 1960. On April 1, 1961, there will be some wage adjustments in key classifications as well as a general increase of 4 per cent on the old contract base pay, with another 4-per-cent increase effective January 1, 1962. The Star reduced to four the number of editorial employees for whom they claimed exemption from the bargaining unit and it was agreed that the status of these employees would be determined by the Ontario Labour Relations Board.

Increased collective bargaining activity was in evidence in the pulp and paper industry during the month and can be expected to continue at an accelerated pace, since some 36 major agreements covering more than 30,500

workers are due to terminate during the second quarter of this year. Negotiations have reached an advanced stage in a number of cases and bargaining has ended in new agreements for a few. In contrast to the extended negotiations that preceded the signing of the 1958 agreements, the new contracts were negotiated and signed in an extremely short time after relatively few meetings.

In Kapuskasing, Ont., the **Spruce Falls Power and Paper** and **Kimberley-Clark Canada** concluded new agreements for 1,700 workers represented by the **United Paper Makers and Paper Workers**, the **Pulp and Paper Mill Workers** and the **I.B.E.W.** The settlement provided for wage increases effective May 1, 1960 ranging from 11 to 18 cents an hour, and an additional wage increase on November 1, 1960 ranging from 4 to 8 cents an hour. Among other gains was an improvement in the vacation plan, effective January 1, 1961, that reduced the eligibility period for three weeks vacation from 15 to 10 years. Under the old agreement there were four days specified as statutory holidays and two extra days known as "negotiated holidays," making a total of six. Under the new terms, one additional day was included with the Christmas shutdown, increasing it from 40 to 48 hours, for which the employees will receive two days pay. To offset the lost production time, the Dominion Day shutdown will be reduced from 32 to 24 hours. A completely new clause was added that allows for special leave with pay in the case of a death in an employee's immediate family, up to a maximum of three consecutive days.

The **Pulp and Paper Mill Workers** signed a similar one-year agreement with **Ontario-Minnesota Pulp and Paper**, Fort Francis and Kenora, Ont., providing a total wage increase ranging from 15 to 28 cents an hour for the 800 employees. A similar pattern was followed in the settlement reached early in May between four paper unions representing some 5,000 employees of the **Abitibi Power and Paper Mills** and the Port Arthur plant of the **Provincial Paper Company**. Details of these latter settlements, terms of which apply to nine paper mills located in Manitoba, Ontario and Quebec, will appear in next month's issue.

In the logging sector of the industry, the 14,000-member **Newfoundland Brotherhood of Woods-Workers**, born out of last year's strike to replace the International Woodworkers of America, signed new agreements in April with **Bowater's Newfoundland Pulp and Paper Mills**, Corner Brook, and **Anglo Newfoundland Development Company**, Grand Falls. The two-year settlements, which were the products of a week of negotiations, provided for a total increase of 6 per cent in the general labour rate.

Renewal agreements in the meat packing industry brought wage increases to more than 7,000 workers employed at the various plants across the country. The **United Packinghouse Workers Union** represented the employees in the negotiations that were concluded with the signing of two-year agreements with **Burns and Company** and **Canada Packers**.

The **Canada Packers** agreement provided for a general wage increase of 6 cents an hour effective April 1, 1960, and an additional 6 cents an hour on April 1, 1961. The cost-of-living escalator clause contained in the previous agreement was deleted in its entirety in the current settlement. A bereavement pay clause was added, similar to the one in the pulp and paper industry; it

was limited to one day, for which the employee will receive eight hours pay at his regular rate, provided that the leave falls on one of his regularly scheduled working days. Improvements were made in the premiums for work scheduled on Saturdays and Sundays. A clothing allowance was incorporated for Canada Packers' employees: the company agreed to provide labourers' outer clothing, rubber boots, etc., as required, at one half the cost. Sick pay for male employees was increased from \$37 to \$40 weekly and for female employees from \$30 to \$32 weekly. On the first anniversary date of the contract, three weeks vacation annually will be allowed for all employees with 12 years of continuous service rather than after 15 years. The monetary terms of the agreement with Burns and Company plants were similar to the above but there were some variations in other details.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During May, June and July 1960

(Except those under negotiation in April)

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
CPR, company-wide	Trainmen (AFL-CIO/CLC)
Cdn. Sugar Factories, Raymond, Alta.	CLC-chartered local
Cascapedia Mfrs. & Trading, Gaspé Peninsula ...	Woodcutters, Farmers Union (Ind.)
Cloak Mfrs. Assoc., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Courtaulds (Can.), Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Dress Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Fraser Cos., Cabano, Que.	Woodcutters, Farmers Union (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Hopital Hotel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
KVP Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Paper mills (various), B.C.*	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Paper mills (various), Que., Ont., Man.†	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)

*Seven B.C. mills now bargaining collectively.

†Abitibi Mills and subsidiaries now bargaining collectively.

Part II—Negotiations in Progress During April

Bargaining

Company and Location	Union
Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Anglo-Cdn. Paper, Quebec, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Asbestos Corp., Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bowater Paper Corp., Liverpool, N.S.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bristol Aero Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
B.C. Electric, province-wide	I.B.E.W. (AFL-CIO/CLC)
B.C. Electric Railway, company-wide	Street Railway Empl. (AFL-CIO/CLC)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. General Electric, Montreal and Quebec ...	I.U.E. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CCCL)
City of Ottawa, Ont.	Public Empl. (CLC)
City of Quebec, Que.	Municipal and School Empl. Federation (CCCL) (inside wkrs.)
City of Quebec, Que.	Municipal and School Empl. Federation (CCCL) (outside wkrs.)
City of Toronto, Ont.	Public Empl. (CLC) (inside staff)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
City of Winnipeg, Man.	Public Service Empl. (CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assoc. (Ind.)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Footwear Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Food stores (various), Vancouver, B.C.	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CCCL)
Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Kellogg Co., London, Ont.	Millers (AFL-CIO/CLC)
Kelly, Douglas, Vancouver, B.C.	Empl. Assoc. (Ind.)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Norton Co., Chippawa, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Jonquiere, Kenogami & Riverbend, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Inst. (Ind.)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
St. Lawrence Corp., Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Sask. Power Corp., Regina, Sask.	Oil Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assoc. (Ind.)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Swift Canadian, six plants	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Service Empl. (CLC)
Township of Scarborough, Ont.	Public Empl. (CLC)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mère, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL)
Bakeries (various), Vancouver, B.C.	Bakery Wkrs. (CLC)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C.	Longshoremen and Warehousemen (CLC)
B.C. Telephone, province-wide	B.C. Telephone Wkrs. (Ind.)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadian Marconi, Montreal, Que.	Empl. Council (Ind.)
Dairies (various), Toronto, Ont.	Teamsters (CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Gatineau Power, company-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Millinery Mfrs. Assoc., Montreal, Que.	Hatters (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Winnipeg Transit Commission, Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Board

Association des Marchands Détaillants (Auto- Voiture), Quebec, P.Q.	CCCL-chartered local
Building suppliers, Vancouver, B.C.	Teamsters (CLC)
Cdn. Aviation Electronics, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
CNR, CPR, other railways, Montreal, Que.	15 unions (non-operating empl.)
City of Vancouver, B.C.	B.C. Peace Officers (CLC)
City of Vancouver, B.C.	Fire Fighters (AFL-CIO/CLC)
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass and Ceramic Wkrs. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

Post-Conciliation Bargaining

Canada Cement, company-wide	Cement Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)

Arbitration

Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Work Stoppage

(No cases during April)

Part III—Settlements Reached During April 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

B.C. ELECTRIC RAILWAY, COMPANY-WIDE—OFFICE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—general increase of 3% eff. Feb. 1, 1960, an additional 3% general increase eff. Oct. 1, 1960 and a further 2% increase on June 1, 1961; 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation); improved provisions for sick leave with pay.

BURNS & CO. (EASTERN), KITCHENER, ONT.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—6¢-an-hr. increase retroactive to April 1, 1960 plus an additional 6¢-an-hr. increase eff. April 1, 1961; 3 wks. vacation after 12 yrs. of service (previously 3 wks. after 15 yrs.); sick pay increased by \$3 per wk. for male empl. and \$2 per wk. for female empl.; Saturday premiums increased from 10¢ to 20¢ per hr.; Sunday premiums increased from 20¢ to 30¢ per hr.

BURNS & CO., WESTERN CANADA—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—6¢-an-hr. increase retroactive to April 1, 1960, plus an additional 6¢-an-hr. eff. April 1, 1961; 3 wks. vacation after 12 yrs. of service eff. in 1961 (formerly 3 wks. after 15 yrs.); Saturday premiums increased from 10¢ to 20¢ per hr.; Sunday premiums increased from 20¢ to 30¢ per hr.

CANADA PACKERS, EIGHT PLANTS—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 5,000 empl.—6¢-an-hr. increase retroactive to April 1, 1960, plus an additional 6¢ an hr. eff. April 1, 1961; 3 wks. vacation after 12 yrs. of service (previously 3 wks. after 15 yrs.); sick pay increased by \$3 per wk. for male empl. and \$2 per wk. for female empl.; Saturday premiums increased from 10¢ to 20¢ per hr.; Sunday premiums increased from 20¢ to 30¢ per hr.

CITY OF TORONTO, ONT.—FIRE FIGHTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—general increase of 3.7% retroactive to April 1, 1960, plus an additional 2.3% eff. April 1, 1961; costs of medical plan to be shared equally by company and employees; improved accidental death benefits.

CITY OF VANCOUVER, B.C.—CIVIC EMPL. (IND.) (OUTSIDE WKRS.): 1-yr. agreement covering 1,300 empl.—general increase of 3¼%; improved vacation allowance.

DISTILLERS CORP., MONTREAL, QUE.—DISTILLERY WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—settlement terms not yet available.

HAMMERMILL PAPER, MATANE, QUE.—CARPENTERS (AFL-CIO/CLC): present agreement covering 700 empl. extended for 1 yr. without change.

MANITOBA POWER COMMISSION, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—3% increase eff. April 1, 1960, plus an additional 3% increase eff. April 1, 1961.

MANITOBA TELEPHONE, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—3% increase eff. April 1, 1960, plus an additional 3% eff. April 1, 1961; 4 wks. vacation after 35 yrs. of service (previously no provision for 4 wks. vacation); isolated wkrs. at The Pas and other northern points to receive northern allowances.

MANITOBA TELEPHONE, PROVINCE-WIDE—MANITOBA TELEPHONE WKRS. (IND.): 2-yr. agreement covering 2,000 empl.—3% increase eff. April 1, 1960, and a further 3% eff. April 1, 1961; 4 wks. vacation after 35 yrs. of service (previously no provision for 4 wks. vacation); isolated wkrs. at The Pas and other northern points to receive northern allowances.

NORANDA COPPER AND BRASS, MONTREAL, QUE.—EMPL. ASSOC. (IND.): 3-yr. agreement covering 600 empl.—3¢-an-hr. increase; provisions for reopening wage negotiations in 1961 and 1962; improved pension plan; increased indemnities in case of illness.

ONT. MINNESOTA PAPER, FT. FRANCIS & KENORA, ONT.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—increases ranging from 11¢ to 20¢ an hr. eff. May 1, 1960, plus additional increases ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 15 yrs.); 3 days bereavement pay; improved hospital and medical plans.

QUEBEC NATURAL GAS, MONTREAL, QUE.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 850 empl.—settlement terms not yet available.

READY-MIX CONCRETE COS. (VARIOUS), TORONTO, ONT.—TEAMSTERS (CLC): 2-yr. agreement covering 700 empl.—10¢-an-hr. increase eff. April 1, 1960, an additional 5¢-an-hr. increase eff. Oct. 1, 1960, plus 5¢ an hr. eff. April 1, 1961, and another 10¢ an hr. eff. Oct. 1, 1961; 2¢-an-hr. increase on night shift work.

SASK. GOVT.—SASK. CIVIL SERVICE (CLC) (LABOUR SERVICES): 1-yr. agreement covering 1,700 empl.—general increase of 6¢ an hr.

SPRUCE FALLS POWER & PAPER, KAPUSKASING, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC), AND OTHERS: 1-yr. agreement covering 1,200 empl.—general wage increase ranging from 11¢ to 20¢ per hr. eff. May 1, 1960, plus an additional increase ranging from 4¢ to 8¢ per hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs. of service); 1 additional statutory holiday making a total of 7.

TORONTO STAR, TORONTO, ONT.—NEWSPAPER GUILD (AFL-CIO/CLC): 34-mo. agreement covering 1,000 empl.—retroactive pay of 3% of gross earnings during the period Dec. 1, 1959 to April 1, 1960; 3%-increase on base pay eff. April 1, 1960; a further increase of 3% of the old contract base pay eff. Oct. 1, 1960; 4%-increase on old contract base pay eff. April 1, 1961, and a similar increase to become eff. Jan. 1, 1962; 3 wks. vacation after 1 yr. of service (formerly 3 wks. after 3 yrs.); during the second year of the agreement vacation allowance to be 4 wks. after 23 yrs. of service (formerly 4 wks. after 25 yrs.).

WILSIL LTD., MONTREAL, QUE.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—14¢-an-hr. increase eff. April 1, 1960, and a further 6¢-an-hr. increase eff. April 1, 1961; 3 wks. vacation after 12 yrs. of service (formerly 3 wks. after 15 yrs.).

NOTES OF CURRENT INTEREST

Name New Chairman, Unemployment Insurance Commission

The appointment of Laval Fortier, OBE, QC, Deputy Minister of Citizenship and Immigration since 1950, to the post of Chairman of the Unemployment Insurance Commission was announced April 26 by the Rt. Hon. John George Diefenbaker, Prime Minister.

Mr. Fortier succeeds J. G. Bisson, OBE, who had been Chairman of the UIC since September 30, 1946 (L.G., 1946, p. 1370). Mr. Bisson has been appointed Canadian Consul-General at New Orleans.

After graduating from Laval University, Mr. Fortier read law with the firm of Bailargeon, Belleau and Fortier, and was created KC in 1942. He served with the Canadian Army from 1941, as Judge Advocate General for Military District No. 5, as Assistant Judge Advocate General and then Deputy Judge Advocate General at National Defence Headquarters, Ottawa. He proceeded overseas in the fall of 1944 and served in England, France, Belgium,

Germany and The Netherlands. A lieutenant-colonel, he was awarded the OBE in 1944.

A graduate in 1936 of McGill University, Col. Bisson became a chartered accountant in 1938. From 1937 he work for the firm of P. S. Ross and Sons, Montreal. From January to September 1939 he was accountant and internal auditor, Canadian Industries Limited, Montreal. In 1939 he joined the Canadian Army and after service overseas, during which he rose to the rank of lieutenant-colonel as Assistant Director of Supplies and Transport, First Canadian Army, he returned to CIL from January to September of 1946, when he became Chairman and Chief Commissioner of the Unemployment Insurance Commission.

He was Chief of the Canadian Delegation to the Inter-American Conference on Social Security held in Argentina in 1951, and in Mexico in 1952. During his service overseas he was awarded the Order of the British Empire, Military.



Laval Fortier



J. G. Bisson

Third Bulletin on Apprenticeship Published by Department

A third bulletin dealing with apprenticeship plans in Canadian manufacturing industries, *Apprenticeship in Manufacturing*, has been published by the Information Branch of the Department of Labour. Its purpose is to provide employers of skilled labour with a guide that will help them to establish formal apprenticeship programs in their plants.

The bulletin is based on information obtained by personal visits to, or by correspondence from more than 40 plants ranging in size from a machine shop with 15 employees to industrial giants employing 12,000 persons. These firms do not represent a cross section of Canadian manufacturing, but they are all actively interested in developing sound training programs.

In the opinion of industrialists, Canada will need more and more skilled tradesmen in the future as technology and automation advance. They also think, the bulletin says, that formal apprenticeship is one of the best ways of turning out a sufficient number of tradesmen who are versed in the theory and practice of their trade, and who can cope with the increasing complexity of industry.

One large company said, "The experience of this company over half a century has proved that apprenticeship is the only method which guarantees journeyman competence. A properly organized program combining practical work and related theoretical training is the only certain method of ensuring that a skilled worker learns everything he should know in the shortest possible time."

The pamphlet refers to the series of analyses of Canadian trades that was undertaken by the federal Department of Labour on the recommendation of the first national Conference on Apprenticeship in Trades and Industry, held in Ottawa in 1952. The object of the analyses is to develop nationwide standards of companies in order to improve industrial apprenticeship training methods. The analyses, which have been completed for certain trades, may be used to form the basis of training programs in industry and of courses of study in vocational training schools and trades institutions.

Authorities on apprenticeship also hope that the analyses will ultimately bring about uniform standards of competence that will make it easier for a tradesman trained in one province to be accepted as a competent journeyman anywhere in Canada.

Besides an introduction, the bulletin contains six sections and a number of appendices. The first section—Planning and Administering Apprenticeship—contains chapters on: The Ratio System, The Apprenticeship Contract, The Apprenticeship Term, Apprentice Wages, and Apprenticeship Committees. Section II, on Training Methods, deals with on-the-job training, supervision, and related training. The other sections are: Section III—Choosing an Apprentice, Section IV—Provincial Assistance to Employers, Section V—Industry Helps Itself, and Section VI—General Conclusions.

The bulletin, as well as the first two in this series. *The Quebec Answer to the Problem of Apprenticeship 1956* and *A Modern Concept of Apprenticeship in Alberta 1957*, may be obtained in either English or French from the Queen's Printer, Ottawa, at 25 cents a copy.

Reduce Duplication of Effort In Conducting Labour Surveys

Considerable growth in the number of co-operative arrangements between the Department's Economics and Research Branch and provincial labour departments for conducting surveys on labour matters was reported at the second annual meeting of the Statistics Committee of the Canadian Association of Administrators of Labour Legislation. The arrangements result in a reduction of duplication of effort.

Representatives of seven provincial governments, the Dominion Bureau of Statistics, and the Department of Labour attended the meeting in Ottawa on April 25, 26 and 27.

The Committee reviewed present and proposed co-operative arrangements, and discussed problems of processing survey results by electronic computing equipment, and the role of the statistician and the research unit in providing useful information to administrators.

The Committee's report will be presented to the executive committee of the C.A.A.L.L. at its annual meeting in September.

Dr. W. R. Dymond, Director of the Economics and Research Branch, was chairman of the meeting.



—Capital Press

CLC Committee on Human Rights Seeks NHA Amendments to Prohibit Discrimination

Amendments to the National Housing Act that would “prohibit racial discrimination in respect of any property which is processed under the Act” were proposed in a brief submitted to Hon. D. J. Walker, Minister of Public Works, by the National Committee on Human Rights of the Canadian Labour Congress. The Act should stipulate that “no one enjoying rights and privileges conferred by the National Housing Act may discriminate in the sale and rental” of residential units on the grounds of race, colour, creed and place of origin, the brief said. The photograph above shows (left to right): Sid Blum, Director, Jewish Labour Committee of Canada; A. R. Blanchette, Canadian Representative, Brotherhood of Sleeping Car Porters; James MacDonald, Executive Secretary, CLC-CUC Committee; Donald MacDonald, CLC Secretary-Treasurer; the Minister (seated); Stanley Knowles, Executive Vice-President, CLC; Frank Hall, Chairman, CLC Human Rights Committee; Kalmen Kaplansky, CLC Director of International Affairs.

Canada's Grants to Colombo Plan Amount to Almost \$282 Million

Canada's contributions under the Colombo Plan have totalled almost \$282 million to the end of the fiscal year, March 31.

The 8th annual report of the Colombo Plan consultative committee, tabled in the House of Commons on April 25, shows that up to the end of the fiscal year 1958-59, Canada had provided \$231,620,000 in economic aid to countries in South and Southeast Asia. With the addition of \$50 million for the fiscal year 1959-60, Canada's total contribution will reach approximately \$282 million. Canada has also made grants of \$35 million and loans of \$35 million to member countries for the purchase of wheat and flour.

Also shown in the report is the total external assistance made available to Colombo Plan countries in 1958-59, which amounted to more than \$1,400 million, bringing the total since the beginning of the Colombo Plan in 1950 to more than \$6 billion. The report also describes the very substantial flow of their own resources which these countries are putting into their development programs.

The report was prepared at the annual meeting of the committee held last November at Djogjakarta, Indonesia. The purpose of this annual conference, attended by ministers from Colombo Plan countries, was to evaluate the progress which countries in the Colombo Plan area have made in the past year in carrying forward their economic development programs and to define in

general terms the magnitude and scope of the task that lies ahead.

Among the decisions which the consultative committee reached, three are of significance: (1) the conference decided to extend the Colombo Plan for a period of five years beyond 1961, and to consider at its 1964 meeting a further extension of the Plan after 1966; (2) Singapore was admitted to full membership to accord with its new constitutional status; and (3) the 10th anniversary of the Colombo Plan will be celebrated in 1961.

Amend Jobless Insurance Rules On Holiday and Severance Pay

The Unemployment Insurance Regulations concerning holiday and severance pay have been amended, effective March 27, the Minister of Labour announced in the House of Commons on April 26.

"To all intents and purposes the situation reverts to what it was before September 27, 1959," he said in his statement.

The Minister said he had received a number of submissions on the matter. These were turned over to the Unemployment Insurance Advisory Committee. The Committee, after considering the representations, reported to the Unemployment Insurance Commission, and the Government then reviewed the Commission's recommendations, "with the result," Mr. Starr said, "that the position has now been returned to almost exactly where it stood before September 27 last, when the last changes in these regulations were made.

"Holiday pay will continue to be regarded as earnings in the case of a general plant shutdown for holidays occurring within six weeks of a claimant's separation from employment. Payment for single holi-

days will continue to be regarded as earnings during a week of unemployment after separation. This will prevent payment of benefits to claimants who are on vacation.

"For all other purposes, holiday pay upon separation will revert to the status which prevailed prior to September 27, 1959.

"Severance pay will no longer be regarded as earnings, and this will apply also to bonuses and gratuities, either in lump sums or instalments."

The Regulations are those numbered 172 and 173.

United Nations Commission On Status of Women Meets

The fourteenth session of the Commission on the Status of Women was held in Buenos Aires, Argentina, from March 28 to April 14. Again, as in the previous two years, Canada participated as a member of the Commission.

Mrs. Harry S. Quart, MBE, of Quebec City, was the Canadian representative. Marion Royce, Director of the Women's Bureau, Department of Labour, was alternate.

The agenda of the Commission followed its usual pattern. The principal subjects considered during the three weeks of discussion were: political rights of women, advisory services program, the status of women in private law, equal pay for equal work, economic opportunities for women, and the access of women to education.

The importance of recruiting and training more women in technical occupations was stressed by several of the delegates attending the conference.

A report on the discussions on the question of improving economic opportunities for women will appear on the Women's Bureau page of the June issue.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

March 29—*In making direct housing loans* only to applicants with annual incomes of \$5,000 or less, Central Mortgage and Housing Corporation, following the usual practice, will consider up to 20 per cent of a working wife's gross income in computing the applicant's ability to make monthly repayments, the Minister of Public Works replies to a question (p. 2552).

Federal participation in the Trans-Canada Highway will be extended until March 31,

1964. The Minister of Public Works introduces a resolution preceding the introduction of a measure to amend the Trans-Canada Highway Act (p. 2561).

March 30—*Unemployment figures* released by the Unemployment Insurance Commission for both unplaced applicants and live claimants do not include fishermen; those released by the Dominion Bureau of Statistics do include them, the Minister of Labour explains in answer to a question (p. 2605).

Construction of the Chignecto Canal, both economic and technical aspects, is constantly under study by government agencies, Hon. George H. Hees, Minister of Transport, replies to question. The Department of Public Works in 1958 estimated the cost of the project above \$138 million (p. 2607).

Resolution proposing amendment of the Trans-Canada Highway Act debated and progress reported (p. 2617).

March 31—The Budget is brought down by the Minister of Finance (p. 2669). In his address he said: Canada had a good year; a gratifying degree of price stability was achieved; employment, production, incomes and trade showed “healthy increases”; employment increased 2.7 per cent over 1958; average per capita wages of workers in trade and industry reached a new record of \$3,773 million, an increase of 4 per cent over 1958; the consumer price index was 1 per cent higher than in 1958, thereby creating a 3-per-cent gain in real income; Canada must place emphasis on greater productivity and efficiency rather than on sheer size, on cost control rather than on price increases, on greater saving rather than on excessive consumption;

Revenues for the fiscal year 1959-60 were \$5,301 million, expenditures \$5,707 million, deficit \$406 million; \$574 million was paid to old age pensioners during the fiscal year; there was a deficit of \$24 million; wage increases for approximately 50,000 civil servants, effective April 1, have been approved; expected revenues for 1960-61 are \$5,892 million, expenditures \$5,880 million, surplus of \$12 million; Old Age Security Fund is expected to show a small surplus in 1960-61, the first since January 1, 1951;

No major tax changes in any field being made; increased ceilings on tax exemptions in respect to medical expenses announced; public will be allowed to comment on proposed legislation in respect of income tax law as applicable to employees' profit sharing plans.

Budget papers are presented as an appendix to this issue.

Resolution proposing amendment of Trans-Canada Highway Act debated and progress reported (p. 2617).

April 1—*Resolution proposing amendment of Trans-Canada Highway Act* concurred in and Bill C-57, to amend the Trans-Canada Highway Act, introduced and read the first time (p. 2843).

Issue of five licences for the export of natural gas and of authority to construct three pipelines, as recommended by the

National Energy Board, has been approved by the Government, the Minister of Trade and Commerce announces (p. 2851).

April 5—*Removal of excise tax on automobiles* would reduce importations and could have an important effect on the share of the market obtained by Canadian produced cars, suggests Hubert Badania (Fort William) during debate on the Budget (p. 2911).

The granting of bargaining rights to employees within the Public Service would be a much more decent approach to the civil service salary structure, suggests Frank Howard (Skeena) during debate on the Budget (p. 2934).

April 6—*The Department of Labour* transferred 21 workers from surplus labour areas to Elliot Lake in May 1959; Elliot Lake has now, in turn, been declared a surplus labour area, the Minister of Labour replies to question (p. 2954).

Payments of coal subventions to utilities in New Brunswick are tabulated by Hon. D. S. Harkness, Acting Minister of Northern Affairs and National Resources, in reply to a question (p. 2954).

Growing number of “legalized rackets” that result in exorbitant cost of living for Canadian consumers is one of the problems facing the country, says Hazen Argue (Assiniboia) during the Budget debate. He mentioned the “exorbitant” prices charged for drugs, and the interest rates charged by small loan companies (p. 2970).

Organizations that protested the Government's refusal to grant a pay increase to civil servants listed by the Prime Minister in reply to a question (p. 2984).

April 12—*Some assistance to Elliot Lake* from federal government sources may be possible within a very short interval, the Minister of Trade and Commerce says in a report of the visit to that community made by him and the Minister of Labour (p. 3139).

April 13—*Basic costs of hospital treatment*, when paid for under an agreement between a province and the federal Government under the Hospital Insurance and Diagnostic Services Act, are not ordinarily deductible for income tax purposes. But costs in addition to the basic costs as prescribed by provincial law are deductible, the Minister of National Revenue explains in answer to a question (p. 3184).

Balances to credit of the Unemployment Insurance Commission Fund on March 31, 1957 was \$874,574,651; On March 31, 1958, \$744,200,124; and on March 31, 1959, \$499,811,157. Figures for March 31, 1960 not yet available (p. 3188).

Stimulation of Winter Employment

All provinces participated during the past winter in Municipal Winter Works Incentive Program and six of them paid an additional 25 per cent of payroll costs. Other significant efforts to stimulate winter employment have been made

Again this past winter, all provinces participated in the Municipal Winter Works Incentive Program, which is now approaching the end of its second year. Under the scheme, inaugurated in the winter of 1958-59, the Dominion Government pays 50 per cent of the direct payroll costs of certain types of municipal works projects.

In 1959-60, Prince Edward Island, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia agreed to pay an additional 25 per cent of the payroll costs, leaving only 25 per cent to be paid by the municipalities themselves.

The past winter's program was originally placed to run from December 1, 1959 to April 30, 1960 but was later extended to May 31. Up to March 31, projects accepted numbered 2,224. It has been estimated that these projects would provide an average of about 40 days of work for 44,057 men.

Projects accepted during the winter of 1958-59 numbered 2,327, which provided 1,683,311 man-days of work for 41,387 men, an average of 41 days of work per man. The total value of the projects in terms of work undertaken during the period December 1, 1958 to May 31, 1959 was more than \$61 million, of which more than \$21 million was for direct payroll costs.

Nova Scotia offered for the second winter an incentive program of its own to municipalities for work carried out between December 1 and April 30. This program covers repair and renovation of municipal buildings; repairs and improvements to parks, playgrounds (not including items within the federal offer), reservoirs and dumps; and the erection, painting and repair of traffic and street name signs. The province contributes to direct labour costs on a scale varying with the financial resources of each municipality.

Manitoba also offered a supplementary winter works incentive program to its municipalities, under which the province agreed to pay half the wages of those persons employed on approved projects who, before being so employed, were unemployed and registered with the municipality for assistance.

It is now apparent that the winter employment campaign is generally well accepted and has been well developed all across the country. Winter construction is now looked upon as a natural feature of our economy

and an increasing number of firms, organizations, churches and other owners of buildings try to carry out a maximum amount of work during winter, particularly in connection with repairs, alternations and maintenance.

Some of the significant developments in efforts to stimulate winter employment are reported here.

Within the Dominion government all departments in a position to contribute to winter employment are doing so on an increasing scale. The Department of Public Works, which carries out more construction projects than any other government department or agency, now plans its operations so that a maximum amount of work will be carried out during the winter months. In addition, that department has embarked on a program of constructing during winter small standard post offices in communities from coast to coast. So far more than 100 of these have been built.

In all Dominion government departments and agencies, increasing attention has been given to holding back as much maintenance, alteration and repair work as possible for the winter months. Each fall the departments and agencies concerned submit detailed estimates of their projects for the coming winter and in May they submit comparable statements of their actual accomplishments. As a result of this procedure, alteration, maintenance and repair work costing just over \$9,500,000 was carried out during the four months December 1958 to March 1959. Results for the winter just ended are expected to be somewhat better.

The Department of Northern Affairs for the third winter in succession offered to the provinces a program for the development of roadside camp grounds and picnic sites, with work to be carried out between 1st November and 31st May. Up to the present time this program has provided more than 13,000 man-months of employment during the winter and has made possible the construction or enlargement of tourist facilities at more than 500 camp grounds and picnic areas across Canada. All provinces except Quebec have participated.

Provincial governments generally are stimulating and promoting winter employment with varying degrees of aggressiveness. Their efforts consist mainly in planning

construction with a view to maximum winter work, holding maintenance, repair and alteration work for wintertime and to some extent regulating their purchases so that winter employment will benefit. Interdepartmental winter employment committees are operating in the majority of the provinces. In New Brunswick and Manitoba senior committees with membership from industry, labour and government, have been established by legislative action.

The B.C. Research Council is conducting a study on seasonal unemployment, financed jointly by the Dominion and provincial governments. It is anticipated that the study will be concluded by mid-summer and that a report on it will be available shortly thereafter.

As is to be expected, the efforts of municipalities to combat winter unemployment have varied considerably. In practically every city or town where there is a winter employment committee, municipal officials have either been members or have given support. Some of the larger cities have launched winter works programs of their own, and participation in the Municipal Winter Works Incentive Program has been in many places enthusiastic.

As an example, in Edmonton the 1959-60 projects resulted in expenditures of just over \$4 million.

The Executive Director of the Canadian Federation of Mayors and Municipalities has assisted in research on winter employment. He has been in close touch with winter employment activities at all times and has kept municipalities aware of the need for more winter work through circular letters and articles in *The Listening Post*.

The National Joint Committee on Wintertime Construction, sponsored by the Canadian Construction Association and chaired by Raymond Brunet, continues to be active in stimulating winter construction work. News releases in regard to winter construction are issued at frequent intervals. The President of the CCA each year speaks about winter construction at points all across the country. Last year's president stated that the volume of winter construction is increasing each year, due in large measure to the winter employment campaign activities of the Government and others. He also made it clear that in the opinion of the CCA winter construction is practicable, its quality is as good as construction in any other season if proper procedures are followed and the net costs are not any higher for most types of work.

The Canadian Manufacturers' Association carries articles on stimulation of winter employment frequently in *Industrial Canada*

and *Industry*. The General Manager and branch managers across the country are visited at intervals by the Secretary of the Interdepartmental Committee on Winter Employment. The Association has itself established an ad hoc committee on winter employment, the members of which are senior officials of large manufacturing corporations and companies from coast to coast. This committee has been studying replies to a questionnaire sent to CMA members asking for specific information about what is being done to stimulate employment during the winter months and what should be done, in their opinion, to create more winter work.

The Canadian Chamber of Commerce at its head office and at branches from coast to coast is continuing to take an active part in the winter employment campaign. Articles on stimulation of winter work are included periodically in various publications of the association. In addition local branches circularize their membership. At the last annual meeting of the Chamber, corporation members were again urged to plan their work as far as practicable to give employment during any seasonal unemployment period and its organization members were urged to co-operate with local agencies in the development of plans at the local level to combat seasonal unemployment. From time to time the National House Builders Association advises its membership of winter construction techniques and urges them to build more houses during the winter months. The head office has endeavoured to arrange that a member of the Association join local winter employment committees wherever this can be arranged. Although government action in recent years in providing mortgage money has been responsible to a considerable extent for the substantial increase in winter house construction, the activities of the National House Builders Association and the example of builders who actually build during the winter have been of great assistance.

Other national organizations, such as the Canadian Labour Congress, the Canadian Retail Federation and the Retail Merchants Association have co-operated in the efforts to promote winter work.

During the past year, the Secretary of the Interdepartmental Committee on Winter Employment has written to large companies and other owners of buildings whose new building proposals were announced in press releases, urging them to plan their construction work so that maximum winter employment would result. The replies generally have indicated a consciousness of the

winter unemployment problem and a desire on the part of industry to do something about it.

Some of those who reported that their large projects would be carried out with a view to providing maximum winter work are: Webb and Knapp (Place Ville Marie), Simpsons-Sears, Molsons Brewery, Dominion Stores, Mueller Limited, Stora Kopparberg (\$40 million pulp mill in Nova Scotia), Goodyear Tire and Rubber Company, and Canadian Chemical Company Limited.

Engineering and Contract Record devoted a great deal of space in its October issue to winter construction. There was an editorial on winter work, an article on winter construction generally by the President of the CCA, a statistical story on winter construction and details of winter projects which have been carried out, in addition to two articles on the Municipal Winter Works Incentive Program. The articles contained in this issue leave no room for discussion as to whether winter construction is feasible, satisfactory and economical.

Two Maclean-Hunter Publications, *National Builder* and *Building Supply Dealer*, have given space in many issues to winter construction. They have written editorially in support of it and published stories of housing developments and smaller building projects carried out satisfactorily and economically during the winter months. Another of this company's publications, *Heavy Construction News*, has been giving publicity to the Municipal Winter Works Incentive Program.

During the past winter local campaigns carried out by local winter employment committees from coast to coast were sup-

ported by generous advertising in the press and magazines and on radio and television. In addition the local committees were supplied with posters, streamers, booklets and pamphlets for use in the campaign. The public was urged by various other devices such as billboard advertising, post office cancellation stamps and householder mail to carry out work during the winter months.

Local campaigns were even more intensive than in previous years. The press, radio and television gave substantial support at the local level. Newspapers were generous in printing articles, news items and municipal proclamations about winter work. Local Chambers of Commerce, retail merchants associations and service clubs gave their support generously. Several hundred local organizations, local town councils, church groups, service clubs, labour councils, home owner associations and parent-teacher associations were addressed on the subject of winter employment and many were given an opportunity to see the two winter work campaign films, "It's A Crime" and "Winter Construction—It Can Be Done". Local committees arranged to have winter employment messages printed on utility accounts and church programs and signs displayed in subways and on theatre marquees. Parades, special window displays and proclamations were reported from all parts of the country.

The value of the winter work campaign cannot be assessed in terms of actual jobs or man hours of work provided. There is, however, overwhelming evidence from organizations and from employment offices across the country that the campaign has a greater effect each year in reducing winter unemployment.

Issue 13th Trade Analysis: Toolmaking Trade

Another in the series of trade analyses designed to assist in the development of uniform trade standards in Canada has been issued. It is *Analysis of the Toolmaking Trade*, which sets forth those phases of the trade that are considered essential in all provinces.

The analysis was compiled by a national committee appointed by the Department of Labour, working in conjunction with provincial apprenticeship authorities.

Although this trade is widely practised, it is not designated in any province of Canada. For this reason the committee did not have various provincial standards for reference. Because of the basic and essential nature of this work in industry, however, there are a number of well organized company plans for training tradesmen.

The analysis may be purchased from The Queen's Printer, Ottawa, at 50 cents a copy.

Seasonal Unemployment in Canada

First of three articles on Canada's seasonal unemployment problem deals with the economic problems associated with it, and with the extent of the seasonal variations in employment and unemployment, in Canada and its five regions

This is the first of three articles on the seasonal unemployment problem in Canada. It was prepared by the Employment and Labour Market Division of the Economics and Research Branch, Department of Labour. The Unemployment Insurance Commission and the Dominion Bureau of Statistics supplied data and assisted in carrying out the study.

This month's article is concerned with some of the economic problems associated with seasonal unemployment, and with the extent of seasonal variations in employment and unemployment in Canada and its five regions. The next two articles, which will appear in successive issues, will deal with the characteristics of the seasonally unemployed workers, some of the steps taken to reduce their numbers, and some of the problems associated with finding a long-term solution to seasonal unemployment.

Part 1—Seasonal Variations in Employment and Unemployment

INTRODUCTION

Seasonal unemployment is the result of variations in economic activity that take place regularly within the period of a single year. The principal causes of these variations are: (1) climate, (2) buying habits, (3) building habits, and (4) conventional factors such as annual holidays.

Climate, of course, is the most fundamental determinant of seasonal variations. Directly, it affects such industries as agriculture, fishing, forestry, food-processing, construction, the tourist trade and many distributive industries. But the effects of climate are felt in various ways.

Agriculture, fishing, and the food-processing industries are unable to obtain their raw material during certain seasons of the year. The tourist trade and certain goods-producing industries, such as the manufacture of fur coats, experience seasonal fluctuations in the demand for their products. The construction industry is affected by the climate partly because it is

more expensive to perform certain operations during the winter months. Other industries, such as the manufacture of farm implements and building materials, are affected by the seasonality of the industries they supply.

If the seasonal fluctuations in the operations of individual industries occurred at different seasons, they would tend to offset one another and the seasonal problem would be much less serious than it is. Unfortunately, industries that have their lowest level of employment between the middle of January and the middle of March account for about 75 per cent of total employment. Canada's seasonal unemployment problem is a winter problem.

As a result of technological developments, seasonal variations have declined considerably over the past 30 years. Improved planning and techniques and better machines have increased the number of operations that can be carried on during the winter months. On the other hand,

technological advance has made it advantageous to transfer certain operations from winter to summer.

Seasonal fluctuations in the operations of the construction industry have been reduced considerably and the length of the construction season has increased. As a result of the rapid growth of the industry, however, more workers are affected by the slack season.

In agriculture, technological developments have been accompanied by a substantial reduction in the labour force without any significant change in the seasonal pattern. The amount of seasonal unemployment which originates in agriculture is not as large as the seasonal swings in employment would indicate. The reason for this is that the expansion which takes place in agricultural employment during the summer is made up largely of unpaid family workers, students and other part-time workers who are not available for full-time work for the rest of the year. Some farmers and other farm workers in Eastern Canada find employment in the logging industry but this source of employment is becoming less important.

Mechanization in the logging industry in Eastern Canada has not only been associated with falling employment but has changed the seasonal pattern of the industry. The introduction of trucks and tractors has shifted the woods operations from the winter to the fall. Although snow was an advantage in hauling logs when horses were used, it has become an obstacle in the mechanical age. The use of power saws has made possible a substantial reduction in the logging labour force without loss of production. Since the winter months are the months of high unemployment, the shift of the logging operations from winter to fall has aggravated the seasonal unemployment problem in Eastern Canada.

Developments of new machines and new production techniques have reduced the impact of the weather on the operations of certain industries. They are unlikely, however, to change the buying habits of consumers. These can only be changed by the consumers themselves, although publicity and education can create an environment favourable to this change. For only when people realize the seriousness of the seasonal problem will it be possible to reduce the seasonal impact of consumer purchasing habits.

Although it is difficult and inadequate to measure the seriousness of seasonal unemployment in terms of money, the loss of wages and salaries in the winter suggests the magnitude of the problem. It has been

estimated that this loss amounted to about \$275 million for the period October 1958 to May 1959. The largest portion of this loss fell, of course, on the wage earners, since salaried people are much less affected by seasonal fluctuations.

It is not suggested that it is possible or even desirable to eliminate all seasonal fluctuations in economic activity. Nevertheless, even a reduction by a third would have a substantial impact on the economy. The \$90 million which this reduction represents annually could: (1) put 24,000 persons to work full time for one year; or (2) build 7,500 single-unit dwellings at \$12,000 per unit; or (3) put 15,000 students through a four-year university course on scholarships of \$1,500 per year; or (4) increase the investment in schools and other educational facilities by 30 per cent for one full year.

It has been argued that "to tamper with the normal seasonal pattern" of economic activity will lead to a higher cost economy. But this contention overlooks a number of factors.

First, the continuance of seasonal fluctuations in some of our industries involves certain costs that are borne by society as a whole and not by the industries concerned. These industries gear their capital and manpower resources to a short peak period each year; these resources are either idle or grossly under-utilized for the balance of the year. The diversion of these resources elsewhere would produce higher levels of income for society to enjoy. In addition, these industries induce a seasonal pattern in related industries, which also have to gear their operations to a peak period and then operate at reduced capacity for the rest of the year.

Second, it is often argued that the wage rates in seasonal industries are higher than would otherwise be the case because these industries do not sustain full capacity operation the year round. The converse must, therefore, be equally true: that wages (and salaries) would be lower, hence unit cost would be lower, if they were able to work the year round.

Third, prices and wages are usually flexible in an upward direction but rigid downward. Seasonal industries likely create pressure on prices and wages during peak periods and maintain prices and wages in the slack season. It is possible, therefore, that prices are somewhat higher than they might have been in the absence of seasonal peaks and troughs in operations.

Fourth, technological developments have made it possible for industry to continue during the winter operations that were not

previously feasible, and there is no reason why this trend should not continue. It is true, however, that increased mechanization may simultaneously reduce seasonal swings and make them more expensive in terms of capital resources. There is some evidence that, by better year-round planning, these swings in output and employment can be, and indeed have been, reduced without incurring additional costs.

Fifth, seasonal unemployment creates the impression in other countries that total unemployment in Canada is extremely high, and this tends to discourage suitable immigrant workers from joining our labour force.

Finally, it seems reasonable that publicity and advertising, which have been so successful in telling people *what* to buy, may be useful in telling them *when* to buy and so help stabilize output and employment on a year-round basis.

SEASONAL VARIATIONS IN EMPLOYMENT AND UNEMPLOYMENT

Seasonal unemployment is the result of variations in economic activity that take place regularly within the period of a single year. Its regular annual occurrence distinguishes it from other types of unemployment: structural, technological, frictional and cyclical.

Structural unemployment results from the long-term decline in the demand for the products of an industry or from the economic stagnation of a particular area. *Technological* unemployment may occur when more efficient methods of production are introduced. *Frictional* unemployment occurs when workers change jobs, when new workers enter the labour market for the first time and when people re-enter the labour market after a long absence. *Cyclical* unemployment results from periodic changes in the general level of economic activity. In addition to these four, there is short-term unemployment created by irregular factors. The amount of unemployment at any one time usually consists of a combination of these different types, although the proportion of each kind can vary substantially from time to time.

The measurement of total unemployment poses some difficult technical problems. The measurement of the different kinds of unemployment is even more difficult. Nevertheless, with the calculation of moving averages, reasonable approximations of seasonal and cyclical unemployment can be obtained. There is some evidence that cyclical unemployment affects the "measured" level of seasonal unemployment. There are two

Much of the human suffering resulting from the seasonal unemployment problem has been overcome by the introduction of seasonal benefits under the Unemployment Insurance Act. Nevertheless, the under-utilization of capital and manpower resources remains a serious problem.

These manpower resources are not made up of tired old men, inexperienced boys and married women looking for part-time jobs. The seasonally unemployed in winter are, on average, a little older than the summer unemployed but the bulk of them are between 25 and 44 years of age. They are mostly men, since women who leave their jobs in the fall are not likely to look for jobs until the following spring.

The seasonally unemployed, therefore, are mostly men between the ages of 25 to 44 who are attached to the construction, primary, and transportation industries.

ways of getting around this problem. One is to use a year when cyclical unemployment is low, and another is to use a five-year average. Both methods are used in this report.

Although this report is primarily concerned with seasonal unemployment, it would be incomplete without first examining seasonal variations in employment, since it is from these variations that seasonal unemployment results. Not all persons who leave the "employed" status become "unemployed"; some, instead, leave the "labour force". To define what these terms mean in a technical sense, the "employed" are persons who have a job and are at work, or have a job but are not at work because of such factors as vacation, illness, bad weather, or an industrial dispute. The "unemployed" are persons who are not working and are actively looking for work. (In this study "persons without jobs and seeking work" have been equated with the "unemployed".) These two categories, the "employed" and the "unemployed," added together make up the "labour force".*

Seasonal Variations in Employment

The net seasonal change in the number of "persons with jobs" between summer peak and winter low exceeds nine percentage points. This means that between 500,000 and 600,000 fewer persons are working in winter than in summer. The seasonal change,

*For more detail see *The Labour Force, November 1945-July 1968*, Reference Paper No. 58, 1968 Revision, Dominion Bureau of Statistics.

Chart 1
 PERSONS WITH JOBS – TOTAL, NON-AGRICULTURE AND AGRICULTURE
 CANADA, 1953–1959

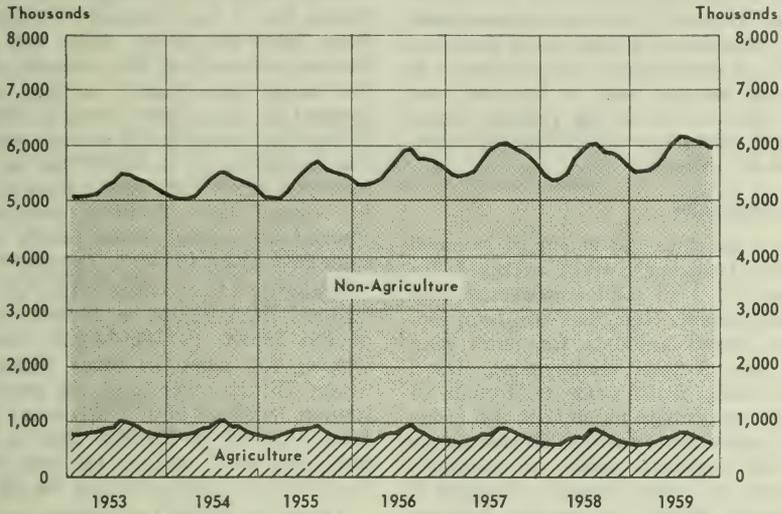
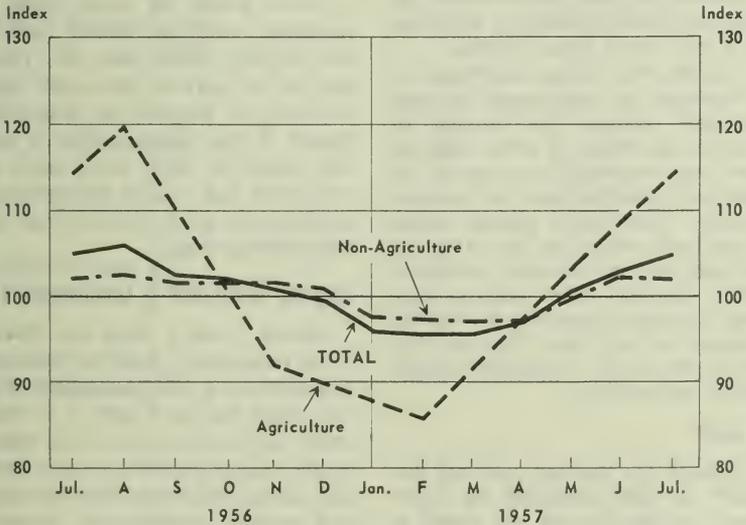


Chart 2
 PERSONS WITH JOBS – SEASONAL INDICES JULY 1956 TO JULY 1957
 TOTAL, NON-AGRICULTURE AND AGRICULTURE



Source: Labour Force Survey, D.B.S.

or amplitude, for the employed men is about 11 percentage points while for the women it is about five percentage points. Certain aspects of the seasonal variations in employment are shown in Charts 1 to 6.

Chart 1 shows the rhythmic pattern of total and farm employment for 1953-1959. The seasonal factor plays the dominant role in these undulations of one year's duration. The peak in employment occurs usually in August and the low point in February and March. This is true of all regions except the Pacific where the winter seasonal turning point is in January.

Seasonal Amplitudes

Chart 2 indicates the extent of seasonal amplitudes (seasonal swings averaged for 1956 and 1957) in total employment and farm employment. Note that non-farm employment, which accounts for more than 85 per cent of total employment, has a seasonal swing from peak to trough of about five percentage points but the swing in farm employment exceeds 30 percentage points. The seasonal pattern of non-farm employment is fairly regular, although it is influenced slightly by general business conditions. By and large the summer-to-winter swing in employment tends to be wider in periods of recessions than in periods of "boom". The pattern of farm employment tends to move more irregularly, since it is affected by such factors as crop conditions and weather. While there appears to have been an increase in the swing from summer to winter in farm employment, the total number of persons affected is declining as the total farm work force shrinks.

Chart 3 shows the average amplitude of seasonal variations in employment in nine major industry groups. The ranking of these industries in terms of their seasonal swings does not necessarily correspond to their numerical contributions to seasonal unemployment. This would depend partly on their size and partly on the extent to which workers in the industry remained in the labour market, either because they found work in other industries or because they continued to seek work. Persons who leave the labour force voluntarily cannot be counted as unemployed.

Seasonal Layoffs

Chart 4 shows the average seasonal dis-employment* in eight industries for 1955-1959. These are estimates of the extent to which seasonal layoffs take place in these industries. The chart suggests that agricul-

*Dis-employment is the total number of layoffs from an industry between summer and winter.

ture is by far the largest contributor to the seasonal unemployment problem. That, of course, is not true. While it is not known precisely how many of the 250,000 persons comprising the summer-to-winter drop in the farm work force actually remain in the labour market as unemployed; but it is known that a large majority of them withdraw from the labour force and do not become unemployed. For example, many of the unpaid farm family workers, who are counted in the labour force if they work 20 hours or more in the survey week, work less or not at all in winter and so do not form part of the total labour force in winter. In August 1958, 218,000 persons were counted as unpaid farm family workers compared with 110,000 in January 1959.

Similarly, farm employers of labour dropped from 93,000 to 38,000. Very few of the 55,000 (93,000-38,000) would be looking for work in other industries in winter. On the other hand, the own-account farmers (with no hired employees) dropped from 412,000 to 389,000. Only a part of this group work or look for work in other than farm occupations during the off season.

Those laid off in the autumn and winter from the forestry industry (mostly loggers) tend to behave much as those working on farms; in fact, some of them are from the farms. A number of these workers, when laid off, withdraw from the labour market while others become associated with different industries, initially as "employed" and later perhaps as "unemployed".

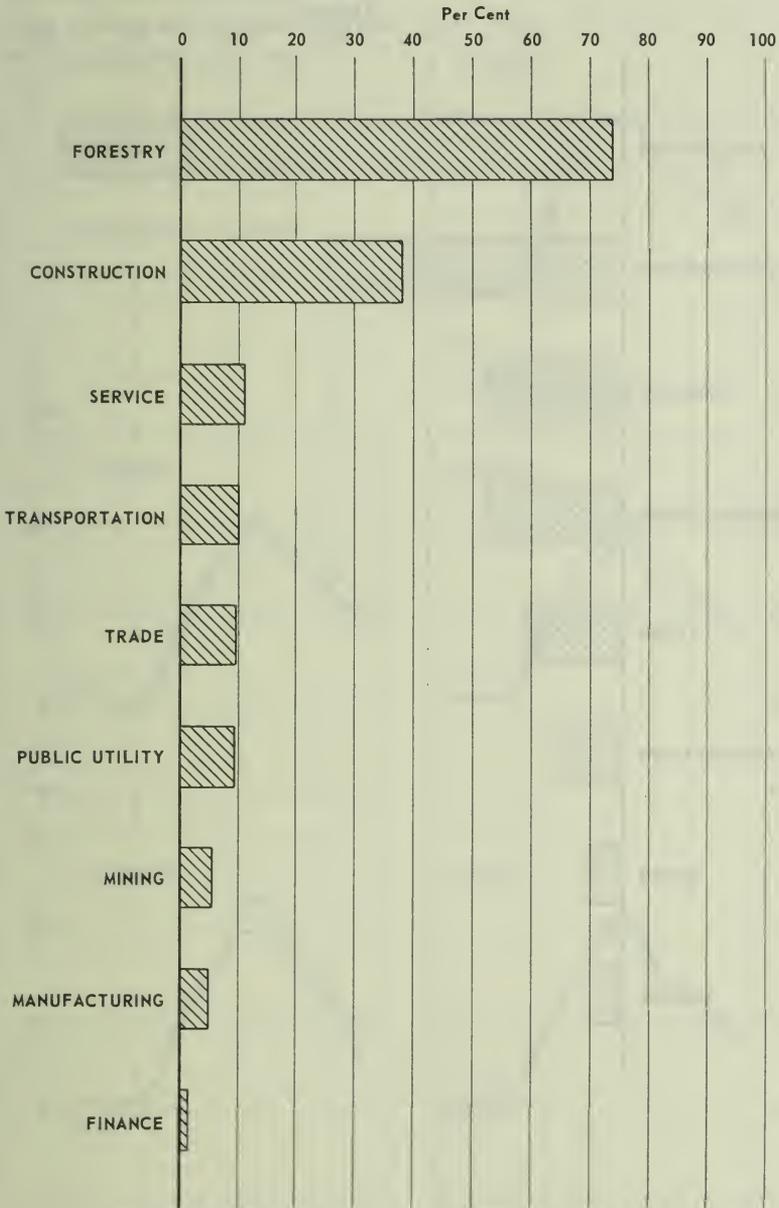
Work forces in most other seasonal industries tend to remain identified with the industry when laid off. That is, the number of workers seasonally laid off will approximate the number seasonally unemployed in that industry. This is particularly true when the work force has a high proportion of men, a high proportion of skilled workers and when the seasonal layoffs are for short periods.

Regional Difference in Employment Variations

Charts 5 and 6 show the extent of seasonal variations in total and non-agricultural employment in Canada and the five regions. The solid line in Chart 5 is the average index for Canada; it has been superimposed on the regional indexes to give some indication of the differences between the regional and national employment variations. The solid line in Chart 6 is the seasonal index of total employment and indicates the difference in the importance of agriculture in the seasonal pattern of the various regions.

Chart 3

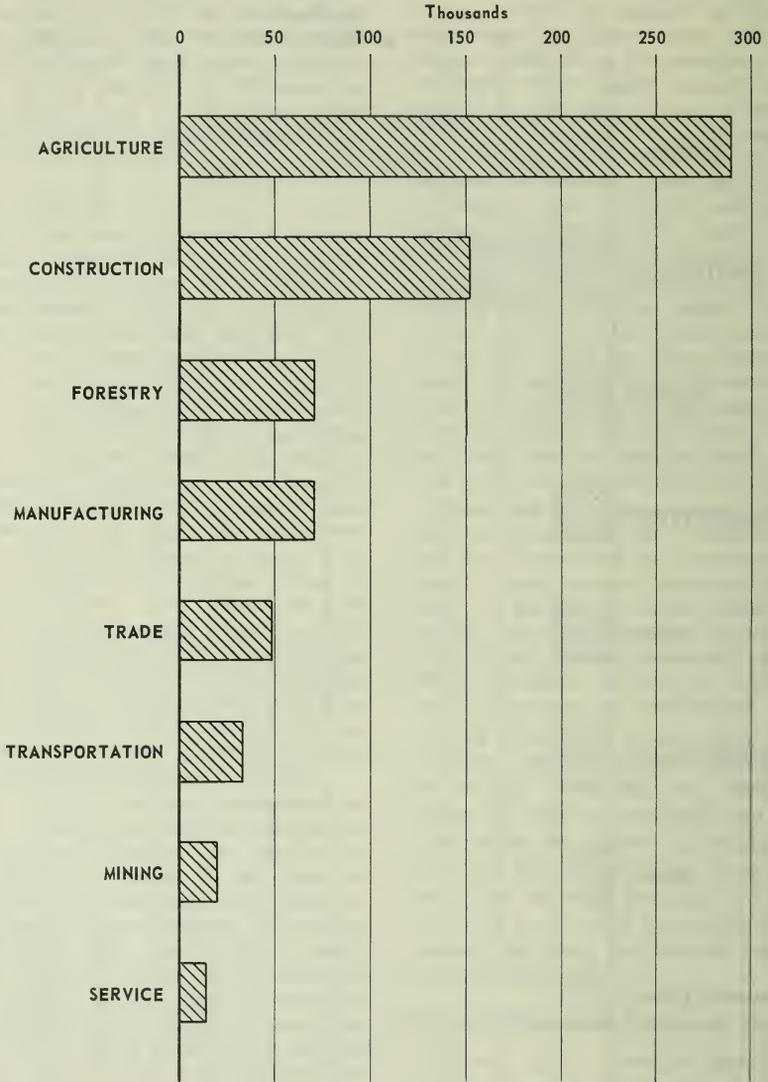
AVERAGE SEASONAL AMPLITUDES OF INDUSTRIAL EMPLOYMENT VARIATIONS
1949 - 1959



Source: Employment and Payrolls, D.B.S.

Chart 4

AVERAGE SEASONAL DISEMPLOYMENT*
1955-1959

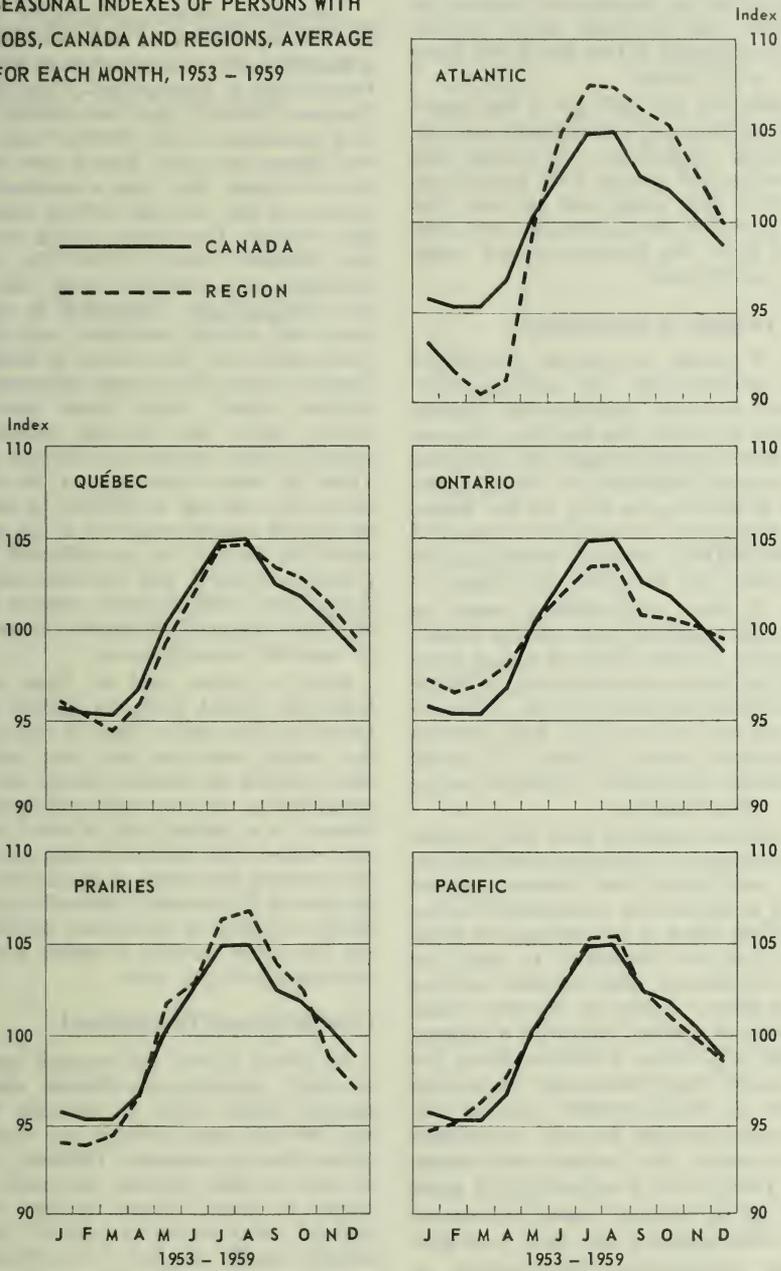


*"Disemployment" the total number of workers laid off seasonally from a specific industry. Not all these workers will become unemployed because some may find jobs in other industries or leave the labour force.

Source: Labour Force Survey, D.B.S., Monthly unpublished data.

Chart 5

SEASONAL INDEXES OF PERSONS WITH JOBS, CANADA AND REGIONS, AVERAGE FOR EACH MONTH, 1953 - 1959



Source: Labour Force Survey, D.B.S. Original data, Seasonally Adjusted by Univac Method II

Peak employment is reached in July or August in all regions but the trough occurs earlier in winter in the West than in the East: in the Pacific region in January, in the Atlantic in March. There is also a substantial difference in the amplitude of seasonal variations in employment among the five regions. The amplitude in the Atlantic region, for example, is two and a half times as much as in Ontario.

The industries that give rise to the largest seasonal variations in employment are logging, fishing, agriculture, construction and the industries that process their products or supply them with goods and services. The regions in which these industries are concentrated have the largest seasonal variations in employment.

Seasonal Variations in Unemployment

Chart 7 shows the annual pattern of "persons without jobs and seeking work" from 1953 to 1959. Although the seasonal component is usually the dominant element in total winter unemployment, the influence of the business recessions in 1953-55 and 1957-58 is obvious. In fact, in the winter of 1958, when total unemployment amounted to almost 600,000, seasonal unemployment was probably less than half this figure.

Chart 8 shows the seasonal swing in "persons without jobs and seeking work". The seasonal indexes for each month were averaged for three years beginning in March 1956 and ending in February 1959. Although the pattern may vary a little from year to year, the curve shown in Chart 8 is a fairly typical graphic illustration of seasonal variations in unemployment.

The seasonal swing in total employment is the net difference in seasonal jobs between summer and winter, but seasonal unemployment is affected by a number of other factors. First, there is the decision of those who are laid off seasonally to look for work or not. Second, most seasonal workers enter the labour market in summer, when employment in seasonal industries is highest; when laid off, some withdraw from the labour market while others stay on looking for work. A small number re-enter the labour market looking for jobs in seasonal industries during the autumn and winter months. Third, there is undoubtedly a great deal of milling around among the unemployed: some workers who have lost their permanent employment (for cyclical or other reasons) are looking for work in seasonal industries, and others who have been laid off from seasonal industries are looking for year-round work.

These factors make it very difficult to assess precisely the magnitude of seasonal unemployment from one season to the next and under varying business conditions.

Regional Differences in Unemployment Variations

Comparing different geographic regions, the varying pattern of total unemployment is suggested by the percentage of the labour force which is unemployed. Chart 9 shows "persons without jobs and seeking work" as a percentage of the "labour force". Since the figures for each month are averaged for four years, they give a reasonably true picture of the seasonal pattern among the five regions. The largest swing occurs in the Atlantic region, where the primary industries are relatively large and where the manufacturing component is relatively small and closely associated with the primary industries. The swing is smallest in Ontario, where the reverse industrial composition exists. Many other factors, of course, affect the seasonal variations in unemployment among the different regions. There is some evidence that the number seasonally laid off is affected by the level of cyclical unemployment. It is not unlikely, therefore, that it is also affected by the level of structural and frictional unemployment. This could certainly explain part of the inter-regional differences in the level of seasonal unemployment.

Many of those laid off from seasonal industries would probably accept an enforced holiday during part of the winter if the period were not too long and if in their opinion the income earned during the remainder of the year were sufficiently high. Hence, in a region with a short seasonal low period and relatively high income in the seasonal industries, a relatively smaller number of the persons seasonally laid off is likely to remain in the labour market looking for a job than in a region where the opposite conditions exist.

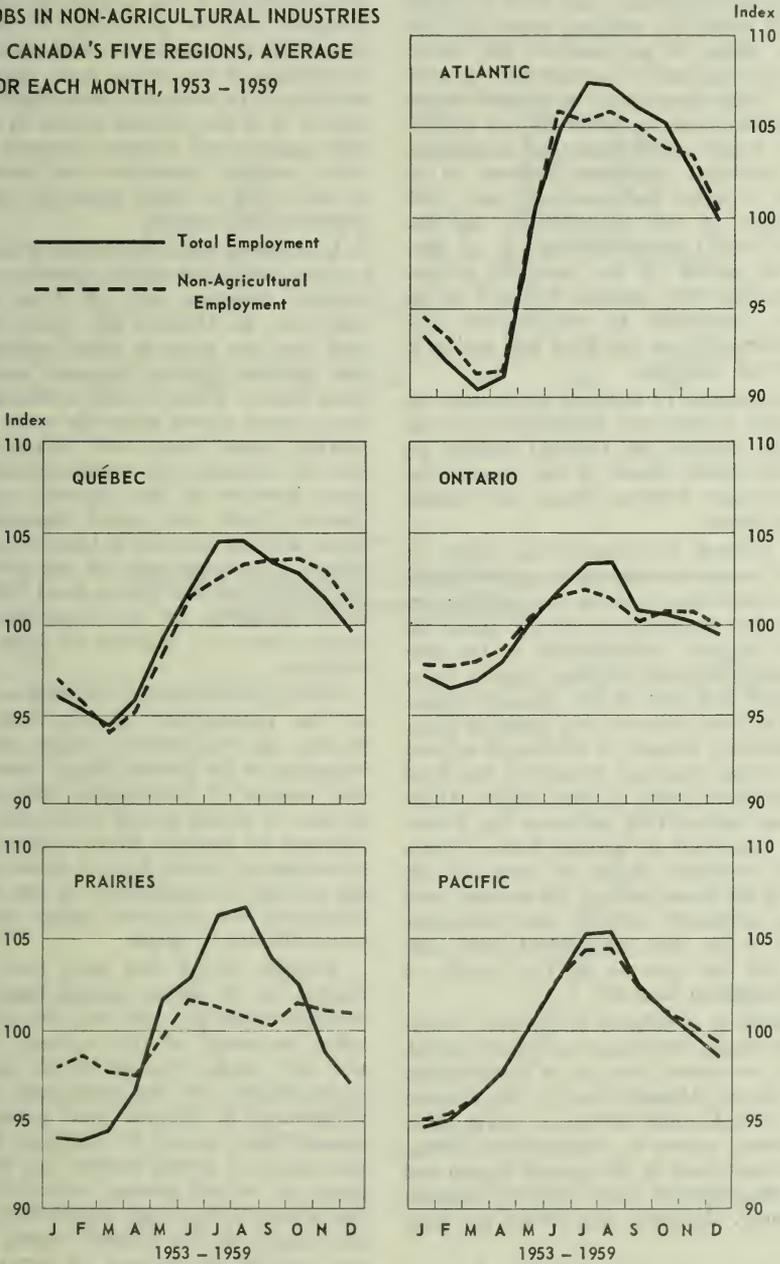
Extent of Seasonal Unemployment

As shown above, the seasonal amplitude of total employment exceeds nine percentage points. That is, between 500,000 and 600,000 fewer persons are working in winter than in summer. However, not all of these workers become seasonally unemployed in winter. Many workers, such as students who return to school, farmers, unpaid family workers and others who prefer not to work in winter, leave the labour force. The net result of these shifts in labour supplies is to produce an amplitude in the labour force that, as a whole, exceeds five percentage points. That is, more

Chart 6

SEASONAL INDEXES OF PERSONS WITH
JOBS IN NON-AGRICULTURAL INDUSTRIES
IN CANADA'S FIVE REGIONS, AVERAGE
FOR EACH MONTH, 1953 - 1959

— Total Employment
- - - Non-Agricultural Employment



Source: Labour Force Survey, D.B.S. Original data, Seasonally Adjusted by Univac Method II

than 300,000 persons who work in the peak period in summer do not form part of the labour force in winter and to that extent reduce the number who would otherwise become seasonally unemployed.

It is estimated that under reasonably full employment conditions, and with a labour force of about six million, some 250,000 persons (about 4 per cent of the labour force) are seasonally unemployed at mid-winter.* This figure may be slightly larger when employment is declining and slightly smaller when employment is expanding, as the seasonal amplitude appears to be affected in some indeterminate way both by changes in job opportunities and the level of total unemployment. It is clear from the extent of the seasonal swings, however, that this periodic deviation in the seasonal amplitude of employment and unemployment does not limit any action to remedy the problem.

As an example of regional differences, the differences in seasonal unemployment between the Atlantic and Ontario regions are described below. Some of the reasons for the differences between these two regions are also given.

It is difficult to measure the extent of seasonal unemployment on a regional basis, but the differences among the regions are obvious. For example, in absolute terms the Atlantic region's contribution to the seasonal unemployment problem appears to be more than half that of the Ontario region, where the work force is five times as large. The difference cannot be attributed entirely to the larger seasonal swings in the level of employment in the Atlantic region. There are many factors that influence the labour market behaviour of persons laid off from seasonal industries. Some of these are the length of the layoff period, the income level of those seasonally laid off, the availability of jobs in the area, established work patterns, and the income of the family of those seasonally laid off.

Although it is difficult to measure accurately the length of the seasonal layoff period, there is no doubt that it is considerably longer in the Atlantic than in the Ontario region. This is most obvious in agriculture: the growing season is considerably shorter on the coast than in the central region and hence the seasonal "low" period considerably longer. Moreover, the income per farm

*That is, "persons without jobs and seeking work" who have been identified as being laid off from seasonal industries.

is also much lower in the Atlantic region than in the Ontario region. Total personal income per person in the Atlantic region is only a little more than half that in Ontario.

No direct measure is obtainable of the number of jobs available, but some idea of the conditions in the labour market can be obtained from the percentage of the labour force that is unemployed. For example, the percentage of the labour force unemployed in Ontario in winter is only slightly higher than it is in the Atlantic region in summer. This means that Ontario workers laid off from seasonal industries are more likely to find a job in other industries than their Atlantic counterparts.

In addition, the organization of the labour market differs considerably between the two regions. Workers laid off from seasonal industries in Ontario are more likely to find jobs not only in other industries but also without having to move away from their homes. There is also evidence that in the Atlantic region relatively more seasonal workers come from rural villages: 72 per cent of claimants for unemployment insurance benefits in the Atlantic region in January 1960 were postal claimants compared with 24 per cent in Ontario. Although this is a measure only of the distance of claimants from the nearest local NES office, it is indicative of the dispersion of the labour force in relation to large labour markets.

Work patterns tend to develop as a result of the peculiarities of the local labour market. In the Atlantic region those participating in the inshore fishery have tended, for reasons of convenience and necessity, to have a second source of income, usually farming or logging. Recent developments in technology might make it more profitable for a man to concentrate on one of these industries, but old work habits are sometimes difficult to break.

Another factor that may have an influence on the labour market behaviour of workers seasonally laid off is the income of other members of the workers' families, not only during the period of unemployment but also over the whole year. Regional differences in income per person have already been noted. In addition, however, the extent to which women (an important group of second income providers) are in the labour force varies considerably among the regions. In the Atlantic region, only 20 per cent of the women 14 years of age and over are in the labour force compared with nearly 30 per cent in Ontario.

Chart 7

PERSONS WITHOUT JOBS AND SEEKING WORK, 1953 TO 1959
(Percentage of the Labour Force)

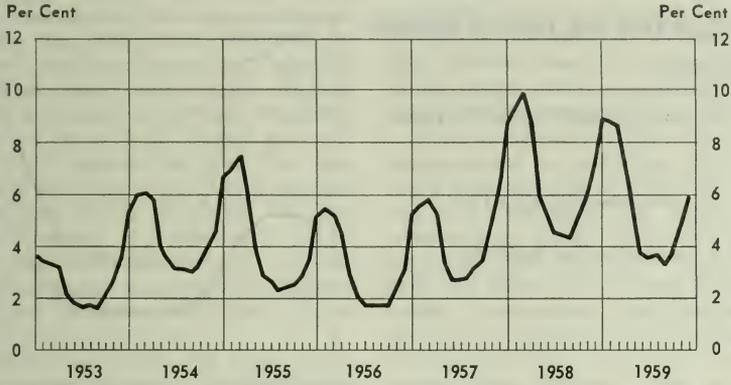
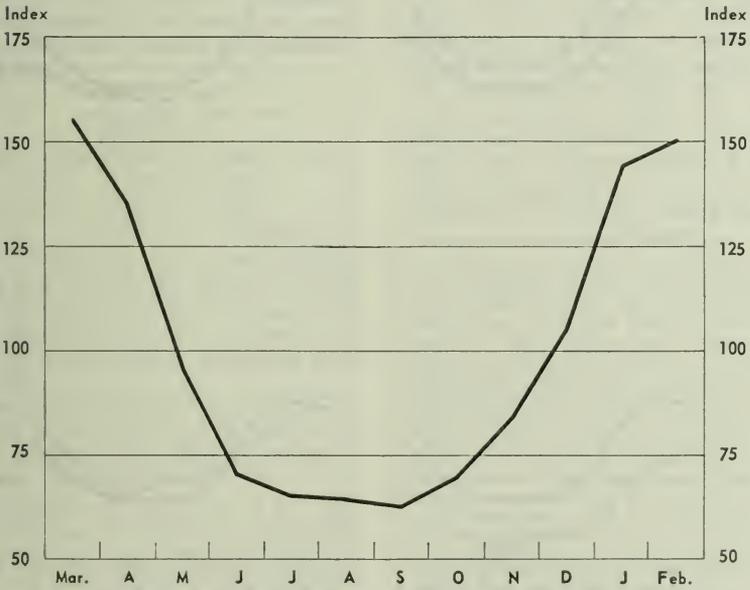


Chart 8

MONTHLY AVERAGE FOR THREE 12 MONTH PERIODS
MARCH 1956 TO FEBRUARY 1959



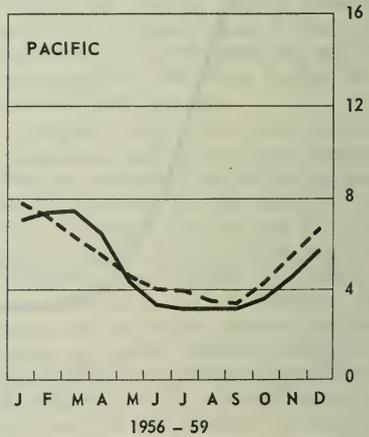
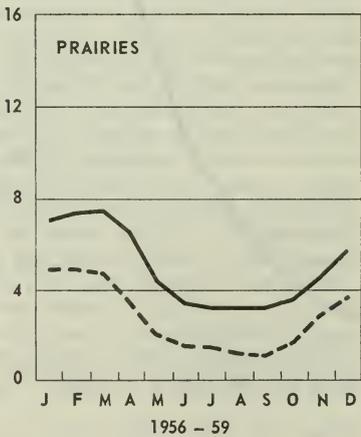
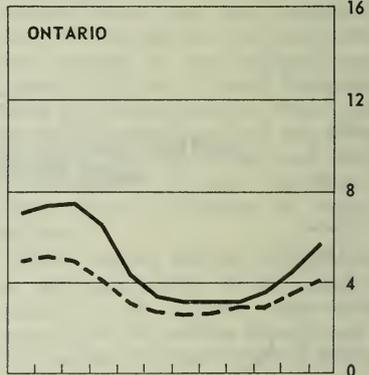
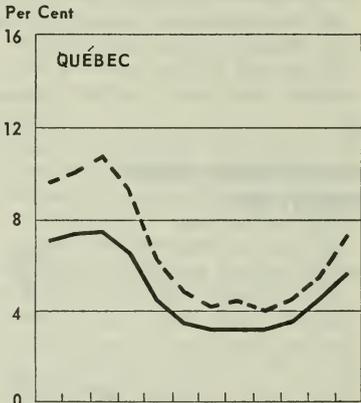
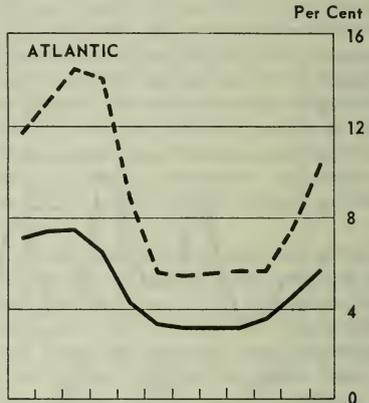
Source: Labour Force Survey, D.B.S. Original data, Seasonally Adjusted by Univac Method II

Chart 9

**PERSONS WITHOUT JOBS AND SEEKING
WORK AS A PERCENTAGE OF THE LABOUR
FORCE, CANADA AND THE FIVE REGIONS,
1956 - 1959**

(Each month averaged for the four years)

———— CANADA
- - - - REGION



Source: Labour Force Survey, D.B.S.

Industrial Fatalities in Canada, 1959

Fatalities decrease from 1,269 in 1958 to 1,258 but work injuries, both fatal and non-fatal, increase from 511,544 to 554,681. Fatality rates (deaths per 10,000 workers), which has dropped every year since 1956, reaches all-time low

During 1959, industrial fatalities in Canada totalled 1,258.* This was a decrease of 11 from the 1958 figure of 1,269. Injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces of Canada increased from 511,544 in 1958 to 554,681 in 1959.

Of the 1,258 fatalities last year, 964 were reported by the Workmen's Compensation Boards of the various provinces and the Board of Transport Commissioners. Information on the remaining 294 was obtained from other sources; an industrial distribution of these remaining fatalities is given in footnote (2) to Table H-1.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Quarterly reviews of industrial fatalities were published in the July 1959 issue, p. 698; October 1959, p. 1,041; January 1960, p. 45, and April 1960, p. 359.

The fatality rate (number of fatalities per 10,000 workers) has decreased every year since 1956 and reached a new low of 2.1 in 1959.

Year	Persons with Jobs (000's)	Fatalities	Rate
1956	5,602	1,462	2.6
1957	5,745	1,387	2.4
1958	5,723	1,269	2.2
1959	5,878	1,258	2.1

During 1959, there were nine industrial accidents that caused the deaths of three or more persons in each case. The worst of these caused the death of 34 fishermen in a severe storm off the New Brunswick coast on June 22.

On February 9, the captain and 15 members of the crew of the trawler *Blue Wave* were lost during a storm 65 miles southwest of Cape St. Mary's, Nfld.

Two accidents cost the lives of five persons in each case. A seaplane carrying five men to a logging camp crashed on Redonda Island, B.C., on February 29, and on November 4, the five crew members of a four-engined cargo plane en route to Baffin Island from Montreal died when the plane crashed near St-Cléophas de Brandon, Que.

One accident resulted in four industrial fatalities. Four construction workers were killed on November 6 in Montreal when the concrete roof of an extension to a plant, under which approximately 25 men were working, collapsed.

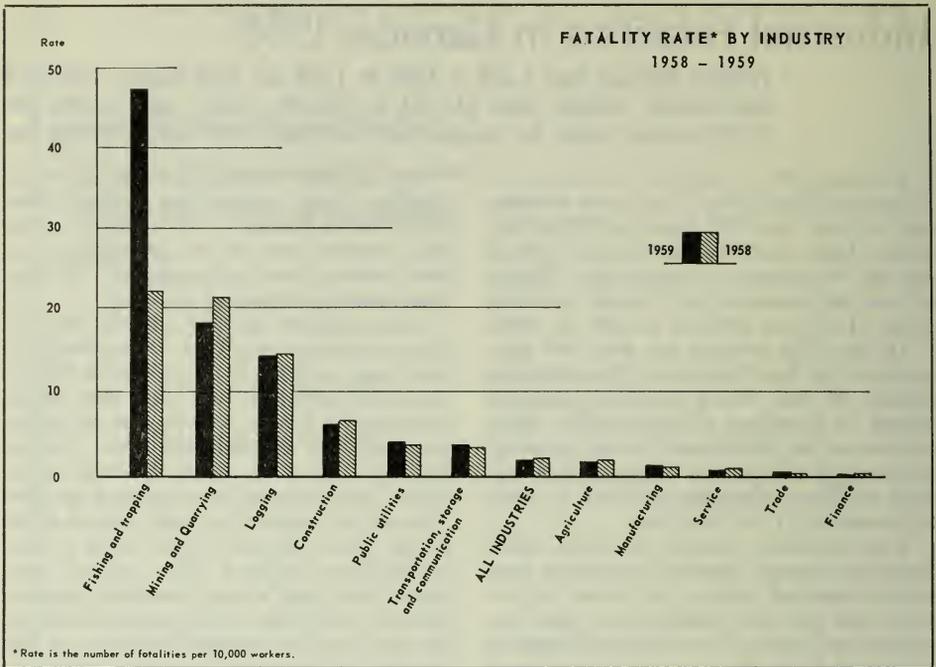
Four accidents in 1959 cost the lives of three persons in each case. On January 19, three men working in a manhole in Hamilton, Ont., collapsed and died after being overcome by fumes. A helicopter on an oil surveying trip crashed near Fort Nelson, B.C., on March 11, killing its three occupants. Three seamen were drowned on June 23 when the tugboat *Bayport* capsized when a line from the tug it had been towing unexpectedly tautened. This accident happened about half a mile from Collingwood Harbour, Ont. The last accident that took the lives of three persons happened on the evening of November 6, a few miles off the Ile-aux-Coudres, Que., when the three crew members of a schooner were drowned during a storm.

Fatalities by Causes

An analysis of the causes of the 1,258 fatalities that occurred during the year shows that 356 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group, the largest number of deaths was caused by falling trees or limbs (57), automobiles or trucks (45), objects falling or flying in mines and quarries (36), and landslides or cave-ins (32). In 1958, deaths listed in the

Annual statistics on industrial fatalities are compiled by the Working Conditions and Social Analysis Section of the Economics and Research Branch from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

*See Tables H-1 to H-5 at back of book.



"struck by" group numbered 309. Of these, 54 were caused by falling trees or limbs, 37 by objects falling or flying in mines and quarries, 32 by automobiles or trucks, and 23 each by tractors, loadmobiles, etc., and objects being hoisted or conveyed.

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 330 deaths during the year. These included 145 fatalities involving automobiles and trucks, 64 tractor or loadmobile accidents, 62 involving watercraft, and 38 resulting from aircraft accidents. During 1958, "collisions, derailments, wrecks, etc." caused 308 deaths. Included in this total were 151 fatalities involving automobiles or trucks, 65 tractors or loadmobiles, 56 watercraft, and 21 aircraft.

In the classification "falls and slips", 201 fatalities were reported. Of these, 192 were the result of falls to different levels. In the previous year, 215 persons were killed as the result of "falls and slips", 206 of which resulted from falls to different levels (see Table H-2).

Fatalities by Province

The largest number of industrial fatalities in any province in 1959 was 408 in Ontario, a decrease of 30 from the previous year. Of these, 90 occurred in manufacturing, 84 in construction, 58 in mining and quarrying, and 49 in agriculture.

In British Columbia, 247 fatalities were recorded, an increase of 40 from 1958;

they included 80 in logging, 42 in mining and quarrying, 37 in transportation, storage and communications, and 30 in manufacturing.

Quebec followed with 244 fatalities, 14 more than in 1958. Of these, 78 occurred in construction, 47 in transportation, storage and communications, and 41 in manufacturing (see Table H-3).

Fatalities by Industry

During the year, the largest number of fatalities* occurred in the construction industry, where there were 269, a decrease of 12 over the 281 recorded in 1958. In manufacturing, there were 186 fatalities, an increase of 20 from the 166 reported the previous year.

Fatalities in the transportation industry accounted for 178 deaths during the year, an increase of 15 from the previous year. Work injuries in the mining industry were responsible for 165 deaths during 1959, a decrease of 66 from the previous year, in which 231 were recorded. In the logging industry, there were 135 fatalities, an increase of 6 from the 129 in this industry in 1958.

Fatality rates by industries are shown in the accompanying chart.

*See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given.

Minister's Campaign Produces Results

Evidence seen in British Columbia that employers revising thinking about hiring older workers as result of campaign launched last fall by Minister of Labour

Canadian employers are revising their thinking about the hiring of older workers, recent information indicates.

Until fairly recent years, most personnel departments held the belief that once a person passed his 40th birthday he had outlived his usefulness. Today, business and industry are realizing that the mature worker, placed in the right job, is a valuable asset to any organization.

Management's change in thinking can be attributed, in part, to a campaign begun by Hon. Michael Starr, Minister of Labour, with a direct personal appeal to business and industry to reassess their opinions of the value of the older worker (L.G., Nov. 1959, p. 1172).

The campaign has been carried on by the National Employment Service of the Unemployment Insurance Commission and by the Department of Labour, through the press, radio and TV, billboards and pamphlets.

Newspapers and other publications have given editorial support to the campaign.

The Vancouver Province said: "Employers who have agreed to hire one worker as an experiment usually discover qualities so valuable in actual dollars and cents that they have come back to the Commission for more."

The New Westminster British Columbian said: "Records of the National Employment Service and the Unemployment Insurance Commission reveal that honest, older workers offer a valuable investment to employers."

The Vancouver Sun, in a letter to the Regional Director of the Unemployment Insurance Commission, Vancouver, said: "You are doing an excellent job of publicizing the advantages to employers of hiring older workers."

The Sun added that it had been its policy for many years to give employment in certain jobs to young persons just out of school. This procedure was not too satisfactory and consequently the jobs were turned over to older men.

"We are delighted with the results," said *The Sun*. "There is no need for supervision or worry so far as their activities are concerned. They do a fine job and more."

British Columbia employers, reports show, have changed their opinions about em-

ploying older workers. Several firms have instituted new employment policies allowing senior employees to be retained beyond normal retirement age, provided that they are capable of doing required duties.

Canadian Pacific Airlines, Vancouver, has eliminated all age restrictions when hiring qualified applicants, except pilots, stewards and stewardesses, traffic personnel, and trainees. The firm employs about 1,750 persons.

Said a senior CPA official, "If a person possesses the necessary skill or experience required for the particular job, and is physically fit, the age in itself is no criterion in our hiring policy."

A Vancouver wholesale distributing firm, Cassidy-Buscombe, Ltd., has found that employing older workers is more satisfactory than engaging too many younger ones, who are "here today and gone tomorrow." The firm has no compulsory retirement age, and more than 50 per cent of its staff is more than 40 years of age.

More than 30 per cent of the employees of a British Columbia roofing company are in the older age group. At one time only the superintendent and foremen were past the age of 45 years.

The chief industrial relations officer of a railway company with offices in Vancouver has ruled that no watchman, bullcook or timekeeper will be employed by the company unless he is at least 45 years of age.

The company's paymaster's age is 62 years; two labour relations officers 66 and 67; the chief maintenance man is 70.

Only one employee of a Vancouver hotel is under the age of 45 years; the oldest is 69. The owner engages only older persons, because he says they do a more conscientious job.

Until last autumn, the National Employment Service did not maintain separate reports of placements in the older group and thus has no comparative figures. British Columbia local offices believe, however, that there has been an encouraging increase in the number of registered older workers accepted by employers and attribute the fact to the continuing educational campaign on their behalf.

Material for this page was supplied by Leslie C. Morrison, Pacific Regional Public Relations Officer, Unemployment Insurance Commission.

Women Non-Manual Workers

Problems of women non-manual workers discussed by subcommittee of ILO Advisory Committee on Salaried Employees and Professional Workers. Its recommendations on employment, training, wages, hours, and others, endorsed by Governing Body

Non-manual workers form an increasing proportion of the labour force in modern industrialized economies, and in many non-manual occupations women workers predominate. They outnumber men in clerical work, certain personal service and sales occupations, elementary school teaching and nursing.

On the whole, however, women are found in the lower grades of employment, and many questions arise regarding their status, the adequacy of their training, their opportunities for promotion, their access to the less traditional occupations for women, their wages, hours and other conditions of work.

At a recent meeting of the ILO Advisory Committee on Salaried Employees and Professional Workers these problems were discussed by a subcommittee, and the resulting recommendations for action have since been endorsed by the Governing Body of the Organization.

Extracts from the subcommittee's recommendations follow:

Employment—"Forecast studies relating to manpower needs should be developed, covering... the occupations and duties already open to women non-manual workers, the new careers which are being opened to them, and the qualifications and capacities required in the various jobs."

Vocational Guidance—"The communication of full information regarding employment to girls and to families, schools and others who influence them is of vital importance. Appropriate types of vocational guidance facilities should be developed... The vocational guidance authorities should make a special effort to assist women seeking employment in solving problems relating to occupational choice, due account being taken of their capacities and of potential employment possibilities in various occupations and particularly in those where there is a prospect of new openings to women non-manual workers."

Vocational Training—"The attention of families, teachers, and the public authorities should be drawn to the fact that girls and boys should enjoy equal opportunities with regard to vocational training. A broad general education is an essential basis for

all vocational training. Measures should be taken in order to raise the school-leaving age progressively to sixteen years...

"Appropriate measures should be taken to ensure the technical training of women entering non-manual work; this training should be comprehensive in order to permit adaptation, in the course of employment, to the new conditions resulting from the introduction of new techniques. When new techniques of work are introduced the employer should ensure the necessary adaptation or retraining of employees during working hours. Any further training facilities provided by employers to non-manual workers should be made available without discrimination on grounds of sex. The public authorities should establish procedures for the readaptation of women non-manual workers who have lost their jobs as a result of the introduction of new techniques or who have been out of the labour force for many years."

Technical Assistance—"The International Labour Office and industrialized States are requested to make available technical assistance in research, manpower planning and vocational guidance and training."

Remuneration—"Attention is drawn to the Equal Remuneration Convention, 1951 (No. 100). It would be useful if the International Labour Office, in compiling statistical information concerning wages, would pay special attention to the collection of information regarding the remuneration of women non-manual workers."

Hours of Work—"When discussing the question of the reduction of hours of work at its next session, the International Labour Conference should give consideration to the special problems of women non-manual workers in this connection. The advisability of adopting an international instrument concerning night work of women non-manual workers should be considered."

Part-time Work—"Conditions of work of part-time women non-manual workers should be not less favourable than conditions of work of... men in similar employment. The part-time employment of women non-manual workers should not in any circumstance be allowed to have an adverse effect on the employment opportunities of full-time non-manual workers."

50 Years Ago This Month

Wage increases more widespread and numerous in April 1910 than for some time. Vancouver leather workers gain eight-hour day. Bill to limit hours of work of women and children to 10 a day and 58 a week introduced in Quebec Legislature

Wage increases, some of them substantial, were more widespread and numerous in April 1910 than they had been for some time, according to the *LABOUR GAZETTE* of May 1910.

In Saint John, 950 millmen received an increase of 10 per cent, bringing their rates to \$1.42-\$2.20 from \$1.35-\$2 for a nine-hour day. The increase was obtained after a strike. In New Westminster 14 plumbers and steamfitters obtained an increase of 12½ cents an hour, which raised their wages to \$27.50 from \$22 for a 44-hour week. Plumbers in Vancouver had their minimum wage of \$4 a day raised to \$5.

Carpenters in Saskatoon gained 10 cents an hour, which brought their hourly rate to 45 cents. At the same time their hours were reduced to nine from ten a day. Labourers employed by Iron and Steel Company, Hamilton, had their wages increased by from 5 to 10 per cent. In London 35 coat makers received a 12-per-cent increase in piece rates.

Leather workers in Vancouver had their hours reduced from nine to eight a day, without reduction in pay. In Ottawa, 16 waitresses got an increase of \$3 a month. This brought their weekly wage to \$3.75 with room and board.

Some increases were small. A number of freight handlers of the Toronto, Hamilton and Buffalo Railway Company in Hamilton received an increase of 1 cent an hour. Conductors and motormen employed by the Ottawa Electric Railway got a ½-cent-an-hour increase for first and second year men, and 1½ cents for those with more than two years' service. Corporation teamsters in Ottawa got an increase to \$4.50 from \$4.32 a day for man and team. The rate for men with horses and carts was increased to \$2.50 from \$2.25 for a nine-hour day.

The *LABOUR GAZETTE* said that "several establishments at Ottawa, Ont., have changed the hours of labour to from 7.00 a.m. to 4.00 p.m., instead of from 8.00 a.m. to 5.00 p.m., during the summer months in order to give the employees another hour of daylight."

In Ontario the greater number of farmers who were applying to the Ontario Govern-

ment immigration office for help were reported by the *LABOUR GAZETTE* to be offering work the year round, and many of them wanted married couples. Wages offered varied from \$10 to \$15 for inexperienced men, \$15 to \$20 for partly skilled and \$20 to \$25 a month for experienced hands. These rates included board and washing, and in many cases a house or a cottage, and sometimes fuel, vegetables, milk and fruit in addition.

On the Prairies, farm wages ranged from \$15 to \$35 or \$40, and in some cases \$45. It is assumed that these rates included board, although this was not as a rule expressly mentioned.

The Minister of Labour, speaking in the House of Commons in April 1910 on the second reading of the Combines Investigation Act, and basing his statement on the findings of an inquiry into the cost of living made two or three years before, said that for families living in Ottawa on fixed incomes varying from \$600 to \$900, the cost of living in the decade between 1897 and 1907 had increased between 30 and 35 per cent. This increase in living costs, he said, was felt most by the people with the smaller incomes. He reckoned that for an income of \$300 the increase was equivalent to 34 per cent, and for incomes of \$1,200 and \$2,200 to 30 and 25 per cent respectively.

The Minister said that for certain kinds of commodities on which the masses of the people mainly depended the increase had been much higher, and ranged anywhere from 30 to 50 per cent.

In April the Minister of Public Works of the province of Quebec introduced in the Legislature a bill limiting the hours of work for women and children in certain factories. In cotton and woollen factories no boy of less than 18 years of age, and no child, girl or woman of any age, was allowed under the terms of the bill to be employed for more than 10 hours in any one day or 58 hours in any one week.

The bill also prohibited theatres, moving picture halls and similar establishments from employing any child of less than 15 years of age as a singer or actor.

INTERNATIONAL LABOUR ORGANIZATION

144th Session of Governing Body

Takes unanimous decisions on African Regional Conference, which will be held in December and will cover all countries of the African continent, and approves the establishment in Geneva of an International Institute for Labour Studies

The Governing Body of the International Labour Organization at its 144th Session in Geneva March 1 to 4 took unanimous decisions on the African Regional Conference of the ILO. This Conference, which will be held in December 1960 and will cover all the countries of the African continent, will have two technical items on its agenda: vocational and technical training; and relations between employers and workers—freedom of association, joint consultations and collective bargaining.

There will also be a general debate on the basis of a report presented by ILO Director-General David A. Morse. It will deal with the development of the economic and social position in Africa and it will contain a chapter on workers education.

The Governing Body emphasized that the nature of the Conference was technical and not political.

Two important meetings for the mining industry will be held in 1961. The Governing Body decided that there should be a meeting of experts to study the problems of major mining disasters from all possible angles, and that a technical meeting should study the social consequences of the present situation in the coal mining industry.

The technical meeting will be composed of representatives of governments, employers and workers from Belgium, France, the Federal Republic of Germany, Japan, The Netherlands, the United Kingdom and the United States. The meeting will be held in the first quarter of 1961.

Approval was given by the Governing Body to the Organization's draft budget for 1961. The employers' group abstained from voting. The draft budget will now be submitted to the International Labour Conference in June; the proposals provide for net expenditures of \$9,645,048 compared with \$9,003,909 for 1960. The Canadian assessment is 3.51 per cent of the total.

Without debate, the Governing Body adopted various reports of its Committee

on Freedom of Association containing conclusions with regard to complaints affecting Argentina, Spain, France (Algeria), the United Kingdom (Rhodesia and Singapore), Japan, Thailand and the Union of South Africa. The U.S.S.R. and Czechoslovakia abstained from voting.

Decisions were also taken on the action that should follow on reports submitted by various recent ILO meetings: the Meeting on Seafarers' Welfare, the Committee of Experts on Statistics of Industrial Accidents, the Advisory Committee on Salaried Employees and Professional Workers, the Building, Civil Engineering and Public Works Committee and the Technical Meeting on Aspects of Industrial Relations Inside Undertakings.

During the Session the members were addressed by the President of Peru, Manuel Prado, who said that with the present position in the world, ILO activities "are all the more important because economic advancement is only worthwhile if it has a high social content." Replying, the Director-General assured him that the ILO "is fully prepared to undertake a much larger role in international technical assistance."

The Session of the Governing Body was presided over by Ernest Michanek (Sweden). The Governing Body is composed of the government representatives of 20 countries, and 10 members represent employers and 10 workers.

Canada was represented by G. V. Haythorne, Assistant Deputy Minister of Labour and Canadian representative on the Governing Body. Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch of the Department of Labour, acted as substitute. Attending as advisers to the Canadian Government representative were: Richard Tait, Canadian Permanent Mission to the European Office of the United Nations, Geneva; and John Mainwaring, Labour Attaché at the Canadian Embassy in Brussels.

International Institute for Labour Studies

Establishment of the International Institute for Labour Studies was unanimously approved March 1 by the ILO Governing Body during its 144th Session. Proposals defining the aims and functions of the Institute and its organizational structure had been submitted by the ILO Director-General, David A. Morse.

The Institute will be located in Geneva.

Proposals for the Institute were formulated in consultation with representatives of the three groups of the Governing Body. The Geneva authorities and the University of Geneva have given their full support to the plan.

The aim of the Institute will be to further a better understanding of labour problems in all countries, and of the methods for their solution. It will fulfil this task by organizing seminars and conferences. The seminars will bring together persons who already have certain responsibilities in the social field; and these persons will have the benefit of a supplementary training.

The conferences, to be of a round table nature, will bring together, for example, eminent persons from industry, agriculture and the trade unions so that they can discuss important issues.

While it is carrying out this work, the Institute will endeavour to promote the objective and scientific study of labour problems but it will not adopt decisions or conclusions.

A Board will be set up to prepare the work program. It will be appointed by the Governing Body and will be composed of two members from each of the three groups of the Governing Body, five persons of international experience, and the *Conseiller d'Etat* in charge of the Office for Public Education of the Canton of Geneva.

A committee, which will advise the Director of the Institute on program matters, will be composed of prominent persons, educators, representatives of the United Nations, the United Nations Educational, Scientific and Cultural Organization, the University of Geneva and the Director of the Graduate Institute of International Studies of Geneva.

An endowment fund will be created and the activities of the Institute financed from revenue in this fund. It is open in the first instance to Governments of ILO member countries to make contributions to this fund. The initial objective of the fund is \$10 million, a sum which would make it possible for the Institute to sustain a program of educational activities.

Wilhelm Claussen, representing the Government of the Federal Republic of Germany, has announced that provision had been made in his country's 1960 budget for the sum of 3,150,000 marks (\$726,000) to be placed at the disposal of the ILO as a contribution to the endowment fund in order to permit the Institute to begin work as soon as possible.

The representative of the Swiss Government, Max Kaufmann, announced that the Swiss Federal Council had decided in principle also to participate in the financing of the Institute. He added that Switzerland would give guarantees for the freedom of instruction at the Institute and that it would extend to it the necessary facilities for its work.

Replying to the debate, the Director-General said that the unanimity which had been shown was an encouraging sign in a world where all tried so hard to find a basis for living with each other.

During the discussion of Mr. Morse's proposals, George V. Haythorne, Assistant Deputy Minister of Labour and Canadian Representative on the ILO Governing Body, stated that the Canadian Government supported the principle of the Institute.

"After its 40 years of experience, it is particularly appropriate for the ILO to provide facilities in Geneva for research to be carried out on labour problems, particularly by individual scholars who are interested in specific fields of work," Mr. Haythorne said. "Such a centre in Geneva, established close to both ILO and United Nations sources of information and libraries, should prove to be a stimulus to this type of basic research. It should serve also as an important encouragement to research in member countries by universities, governments and other agencies."

1959 Edition of ILO Year Book of Labour Statistics

Information from 123 countries and territories went into the International Labour Office's 556-page *Year Book of Labour Statistics, 1959*, which has just been published. The statistics deal with total and economically active population, employment, unemployment, hours of work, wages, consumer price indices, family living studies, social security, industrial injuries and industrial disputes. On the most important of these subjects the statistics are provided up to as late as June 1959.

TEAMWORK in INDUSTRY

The union-management Consulting Committee of St. Vincent Hospital in Ottawa has given impetus to an impressive list of projects in the brief time that has elapsed since its founding in 1956.

First it drew up a staff training program. Next a suggestion plan was established to encourage all employees to present their opinions and legitimate criticisms; revision of the hospital's time-table of working hours was also undertaken. A continuing project is the staging of periodic "drives" to promote cleanliness, safety and punctuality, and to prevent absenteeism, deterioration of equipment, and waste.

Then there was the study and improvement of the cafeteria menu; presentation of a series of films and lectures to aid employees assigned to the dietetic service; establishment of a quota system to streamline deliveries from the central linen room; drafting of circular letters to answer questions of general interest to personnel; planning of closed retreats for women employees; and the organization of a staff library to supply personnel with useful information on their various fields of work.

Suggestions made by members and employees and adopted by the committee include a safety plan in case of fire, annual medical examinations for all employees, the printing of identification cards for hospital staff use, and the assembling of an emergency tool kit for each of the hospital's departments.

Rev. Sister Marie-Michelle, St. Vincent's chief administrator, explained that the committee was initially installed on a probationary basis. "If it produced results, we intended that it should continue," she said. "Otherwise the plan would have been abandoned and we would have sought other means of dealing with our day-to-day problems... Eventually we may have a representative from every department serving on our Consulting Committee."

Personnel director Déo Ledoux believes that the committee will continue to flourish and produce results. It is his personal conviction—which he shares with fellow committee members and others on the hospital staff—that joint consultation bridges a vital "gap" in labour-management relations which collective bargaining, because

of constitutional limitations, is not designed to fill.

Fernand Philion, business agent for the Hull-Ottawa Regional Council of the CCCL, said:

"Our union was very happy when industry began forming joint consultation committees. We felt it was a necessary step if both labour and management sincerely wanted to improve their relations with each other. Our own committee is providing us the opportunity to know and esteem each other."

Directing a portion of his remarks to those members of the committee who represent the Union of Hospital Service Workers (CCCL), Mr. Philion said: "I would urge you to use every effort to make your committee a continuing success, for this is one way to prove to management that we, too, can and want to co-operate."

* * *

At the Winnipeg Division of Bristol Aero-Industries Limited, a tool problem was causing loss of time and even threatening the company's reputation for quality production.

The tools being drawn regularly from the cribs were becoming damaged by constant use, accident, and, in some rare cases, neglect on the part of the user. They were being returned to the cribs in this condition, and the storekeeper—quite understandably, considering the volumes of work passing over his counter—would return them to the racks as serviceable items. The subsequent reissue of these unserviceable tools became a source of increasing irritation among the employees.

The solution devised by the firm's Labour-Management Production Committee consists merely of a system of tagging adapted to Bristol's operations. Tags have been made available in all working areas so that employees can attach one to a tool whenever they observe any sign of wear or damage. Upon the return of tools to the cribs, the tagged items are isolated by the tool crib attendant for repair or replacement.

Union representatives serving on the LMPC are members of Local 741, International Association of Machinists (CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued six certificates designating bargaining agents and rejected one application for certification. During the month the Board received eleven applications for certification and five requests for review of earlier decisions and allowed the withdrawal of five applications for certification.

Applications for Certification Granted

1. United Steelworkers of America, on behalf of a unit of office and technical employees at the Quirk and Nordic Mines of Algom Uranium Mines Limited, Elliot Lake, Ont. (L.G., April, p. 367).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by Soo-Security Motorways Ltd., operating in and out of its terminal at North Burnaby, B.C. (L.G., March, p. 270).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of second, third and fourth engineers employed by The British Yukon Navigation Company Limited aboard the M.V. *Clifford J. Rogers* operating between Vancouver and Skagway, Alaska (L.G., March, p. 270).

4. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of bus drivers employed by the Canadian National Railways and operating between Kamloops and Kamloops Junction, B.C. (L.G., April, p. 369).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of grain door labourers employed by the Canadian National Railways at Prince Rupert, B.C. (L.G., April, p. 369).

6. Canadian Air Line Pilots Association, on behalf of a unit of captains, pilots and

co-pilots employed by Quebecair Inc. in the operation of flying machines, based at Rimouski and Quebec City (L.G., April, p. 369).

Application for Certification Rejected

Canadian Transport Workers' Association, applicant, Dominion Auto Carriers, Limited, Windsor, Ont., respondent, and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L.G., Feb. p. 170). The application was rejected for the reason that the broker owners and drivers for broker owners affected were not deemed to be employees of the respondent company within the meaning of the Industrial Relations and Disputes Investigation Act.

Applications for Certification Received

1. Retail, Wholesale and Department Store Union, Local 1060, on behalf of a unit of food service employees employed by Commercial Caterers Limited at Gander Airport, Nfld. (Investigating Officer: W. L. Taylor).

2. Newfoundland Labourers Union, on behalf of a unit of longshoremen employed by Western Terminals Limited at Corner Brook, Nfld. (Investigating Officer: W. L. Taylor).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Station CHVC Limited, Niagara Falls, Ont. (Investigating Officer: A. B. Whitfield).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Tyee Shell* operated on the West Coast by Shell Canadian Tankers, Limited (Investigating Officer: D. S. Tysoe).

5. International Association of Machinists, on behalf of a unit of hostesses and flight agents employed by Quebecair Inc., Rimouski, Que. (Investigating Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

6. International Association of Machinists, on behalf of a unit of watchmen employed by Quebecair Inc., Rimouski, Que. (Investigating Officer: C. E. Poirier).

7. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and warehousemen employed by East-West Transport Ltd., operating in and out of its Winnipeg terminal (Investigating Officer: J. S. Gunn).

8. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Westward Shipping Ltd., Vancouver (Investigating Officer: G. H. Purvis).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of certain non-operating personnel employed by the Canadian Pacific Railway Company,

including certain ancillary services and subsidiary companies as follows: B.C. Coast Steamship Service, B.C. Lake and River Service, Great Lakes Steamship Service, Bay of Fundy Steamship Service, Canadian Pacific Steamships Limited, New Brunswick Cold Storage Company, Dominion Atlantic Railway, Esquimalt and Nanaimo Railway, Eastern Public Markets Limited, and Alberta Stockyards Limited (Investigating Officers: B. H. Hardie, C. E. Poirier and G. A. Lane).

10. National Association of Broadcast Employees and Technicians, on behalf of a unit of janitors and janitor-watchmen employed by the Canadian Broadcasting Corporation at Winnipeg (Investigating Officer: J. S. Gunn).

11. International Association of Machinists, on behalf of a unit of ground personnel employed by Northern Wings Ltd., Seven Islands, Que. (Investigating Officer: C. E. Poirier).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 509, applicant, and West Coast Stevedoring Co. Ltd., Vancouver, respondent (L.G., Oct. 1959, p. 1051).
2. International Longshoremen's and Warehousemen's Union, Local 502, applicant, Merchants Cartage Company Limited, Vancouver, respondent, and General Truck Drivers and Helpers, Local No. 31, intervener (longshoremen in Port of New Westminster, B.C.) (L.G., April, p. 369).
3. L'Union des Artistes, applicant, Canadian Broadcasting Corporation, respondent, the Canadian Council of Authors and Artists, intervener, the Association of Radio and Television Employees of Canada, intervener, and the National Association of Broadcast Employees and Technicians, intervener (L.G., April, p. 369).
4. Saskatchewan Teamsters' Local No. 565, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Milne's Van & Storage Limited, Regina, Sask., respondent (L.G., April, p. 369).
5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and various terminal elevator companies at Fort William and Port Arthur, Ont., represented by the Lakehead Terminal Elevators Association, respondents (L.G., April, p. 369).

Requests for Review of Decision

1. Request by Canadian Brotherhood of Railway, Transport and General Workers for review of Board's decision ordering a vote in application for certification affecting the Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Company Limited, Vancouver, respondent, and the Seafarers' International Union of North America,

Canadian District, intervener (unlicensed personnel) (L.G., April, p. 367, 368).

2. Request for amendment of certificate issued by the Board on October 3, 1957, affecting Local 139-G, United Construction Workers' Division of District 50, United Mine Workers of America, now Local 13946, District 50, United Mine Workers of America, applicant, and the Central Mortgage and Housing Corporation, respondent (Benny Farm Housing Project, Montreal) (L.G. 1957, p. 1461).

3. Request for amendment of certificate issued by the Board on January 22, 1958, affecting Local 139-J, United Construction Workers' Division of District 50, United Mine Workers of America, now Local 13946, District 50, United Mine Workers of America, applicant, and the Central Mortgage and Housing Corporation, respondent (Villeray Terrace Project, Montreal) (L.G. 1958, p. 268).

4. Request for amendment of certificate issued by the Board on December 13, 1956, affecting National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America, now National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, applicant, and the National Harbours Board, Montreal, respondent (refrigeration plant) (L.G. 1957, p. 174).

5. Request for amendment of certificate issued by the Board on October 3, 1957, affecting the National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America, now National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, applicant, and the Central Mortgage and Housing Corporation, Montreal, respondent (Benny Farm Housing Project) (L.G. 1957, p. 1461).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Holden Sand & Gravel Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).
2. Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International

Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

3. Quebec North Shore and Labrador Railway Company, Sept Iles, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette).

4. National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America,

Canadian District (Conciliation Officer: Rémi Duquette).

5. Radio Laurentides, Inc. (Radio Station CKVL) St. Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: Rémi Duquette).

6. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Clerical, Plant and Traffic Divisions) (Conciliation Officer: D. S. Tysoe).

7. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (Conciliation Officer: G. R. Currie).

8. McAllister Towing Ltd. (Sincennes-McNaughton Division) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette).

9. Northwest Airlines, Inc. (transportation agents at Winnipeg and Edmonton) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Quebecair Inc., Rimouski, Que. and International Association of Machinists (Conciliation Officer: Rémi Duquette) (L.G., April, p. 370).

2. John Kron & Son Limited, Winnipeg, and General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., April, p. 370).

3. TransAir Limited, Winnipeg, and International Association of Machinists (Conciliation Officer: J. S. Gunn) (L.G., April, p. 370).

4. Bicroft Uranium Mines Limited, Bancroft, Ont., and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Feb., p. 171).

5. Northspan Uranium Mines Limited, Algom Uranium Mines Limited, Milliken Lake Uranium Mines Limited, Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough) (L.G., Feb., p. 171).

6. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., Dec. 1959, p. 1301).

Conciliation Boards Appointed

1. United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver, and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., April, p. 370).

2. Association of Lake Carriers (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N.M. Paterson & Sons Limited, Hall Corporation of Canada and Carryore Limited) and Seafarers' International Union of North America, Canadian District (L.G., April, p. 370).

3. Consolidated Denison Mines Limited, Spragge, Ont. (production workers) and United Steelworkers of America (L.G., Jan., p. 55).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., April, p. 370) was fully constituted in March with the appointment of Prof. Bora Laskin, Toronto, as Chairman. Prof. Laskin was appointed by the Minister in the absence of a joint recommendation from the other two members, J. W. Healy, Toronto, and Guy Merrill Desaulniers, Montreal, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba and negotiating committee representing the Associated Non-Operating Unions (L.G., April, p. 370) was fully constituted in March with the appointment of the Honourable Mr. Justice J. V. Milvain, Calgary, Alta., as Chairman. Mr. Justice Milvain was appointed by the Minister in the absence of a joint recommendation from the other two members, Philip F. Vineberg, Montreal, and David Lewis, Q.C., Toronto, who were previously appointed on the nomination of the companies and unions respectively.

3. The Board of Conciliation and Investigation established in February to deal with a dispute between Stanleigh Uranium Mining Corporation, Limited, Elliot Lake, Ont.,

and District No. 6, United Steelworkers of America (production employees) (L.G., April, p. 370) was fully constituted in March with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister on the joint recommendation of the other two members, David W. Mundell, Q.C., and David B. Archer, both of Toronto, nominees of the company and union respectively.

4. The Board of Conciliation and Investigation established in February to deal with a dispute between the Canadian National Railways M.V. *Bluenose* and Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., April, p. 370) was fully constituted in March with the appointment of H. Carl Goldenberg, Q.C., Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister in the absence of a joint recommendation from the other two members, Prof. A. J. Meagher, Halifax, and James MacDonald, Ottawa, who were previously appointed on the nomination of the company and union respectively.

Board Reports Received of Settlements

1. Northspan Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (production employees) (L.G., Jan., p. 56). The text of the report is reproduced below.

2. Milliken Lake Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Dec. 1959, p. 1302). The text of the report is reproduced below.

3. Algom Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Nov. 1959, p. 1179). The text of the report is reproduced below.

4. Pronto Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Nov. 1959, p. 1179). The text of the report is reproduced below.

5. The Grand River Railway Company, The Lake Erie and Northern Railway Company and Canadian Pacific Transport Company, Preston, Ont., and Brotherhood of Railroad Trainmen (L.G., Feb., p. 171). The text of the report is reproduced below.

Settlement Reached after Board Procedure

Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Halifax, Saint John, Quebec, Three Rivers and Montreal) (L.G., Jan., p. 56).

Dispute Lapsed

Marine Industries Limited (Dredging Division) and National Association of Marine Engineers of Canada, Inc. (L.G., Aug. 1958, p. 1882).

Report on First Six Months of U.S. Labour Reform Law

A report on the first six months' operations of the United States Department of Labor's new Bureau of Labor-Management Reports shows that 523 cases of alleged violations of the Labor-Management Reporting and Disclosure Act of 1959 were pending for investigation on March 15.

Investigation was opened on a total of 820 complaints during the six-month period, but 297 cases were closed when the alleged violations were found to concern events that had happened before the effective date of the law, or to be otherwise outside the jurisdiction of the Department.

Of the 523 cases pending, 110—about a fifth—concerned complaints that democratic rights had been denied in the

conduct of local or national elections. Other investigations involved 51 alleged embezzlement violations, 53 alleged fiduciary violations, 40 cases in which ex-felons or Communists were alleged to be serving as union officers, 23 alleged violations of trusteeship provisions, 22 alleged cases of violence, 17 alleged unlawful disciplinary actions, 18 cases of alleged failure or refusal of union officers to supply copies of collective bargaining agreements to members, and a number of miscellaneous complaints.

One provision of the new law requires parent organizations to report within 30 days on all trusteeships established over subordinate bodies. Thus far, 552 of these reports have been submitted, and 103 trusteeships have been removed since the law came into effect.

Report of Board in Dispute between

Northspan Uranium Mines Limited,
Pronto Uranium Mines Limited,
Algom Uranium Mines Limited,
Milliken Lake Uranium Mines Limited,
and
United Steelworkers of America

NORTHSPAN URANIUM MINES LIMITED

This Conciliation Board met with the parties at Toronto, Ont., on February 6, 1960 to deal with the following matters:

1. Hours of work
2. Overtime
3. Shift premiums
4. Reporting allowance
5. Call-out pay
6. Pay on day of injury
7. Statutory holidays
8. Vacations with pay
9. Incentives and production standards
10. Miner's Rehabilitation and Pension Trust Fund
11. Wages
12. Insurance and welfare program.

As this same Board was dealing with a dispute between the United Steelworkers of America and four uranium mining companies (Algom, Pronto, Milliken Lake and Northspan) of the Rio Tinto group concerning five separate collective agreements a number of meetings were held over a period of five or six months commencing in September 1959.

The "stretch-out" in uranium production in Canada, which followed the decision of the United States Atomic Energy Commis-

During March, the Minister of Labour received the unanimous reports of the four Boards of Conciliation and Investigation established to deal with disputes between the United Steelworkers of America and Northspan Uranium Mines Limited, Pronto Uranium Mines Limited, Algom Uranium Mines Limited and Milliken Lake Uranium Mines Limited. All companies are located in the Elliot Lake area of Ontario.

Each Board was under the Chairmanship of His Honour Judge John B. Robinson, Haileybury, Ont., who was appointed by the Minister on the joint recommendation of the other two members of each Board, David W. Mundell, QC, and David B. Archer, both of Toronto, nominees of the companies and union respectively.

A settlement of the disputes was reached before the Board in each case and the terms of settlement are contained in each Board report.

The texts of the reports are reproduced here.

sion and its United Kingdom counterpart not to exercise options which were held upon the further production of uranium oxide in Canada, necessitated considerable re-adjustment in the industry.

This re-adjustment complicated the task of this Board and prolonged negotiations which, in the nature of things, were carried on concurrently and were inter-related so that it is almost impossible to assign any particular meeting to any individual company.

Nevertheless for distribution purposes the above meeting has been allotted to this particular Board.

This Board is pleased to report that all matters in issue between the parties have now been resolved and the parties have signed a new collective agreement which is dated February 15, 1960 and is effective for a period of two years beginning January 1, 1960 and running up to and including December 31, 1961.

The major items of the settlement may be summarized as follows:

- (1) A general wage increase of three cents (3¢) per hour to all classifications effective January 1, 1960.
- (2) An additional general wage increase of four cents (4¢) per hour to all classifications effective January 1, 1961
- (3) An addition of one statutory holiday to increase the paid holidays from six to seven (this is in lieu of a wage increase of one cent per hour)
- (4) Premium pay for statutory holidays actually worked increased from double the regular rate to two and one-half times the regular rate at an estimated cost to the Company of .31 cents per hour
- (5) Vacations with pay in accordance with the Federal Annual Vacations Act. The Company claims it has agreed to improvements beyond the statutory requirements which will cost the Company about two cents (2¢) per hour. The Union challenges

the Company interpretation of the statutory requirements and states that it may apply to the courts for a construction of the statute

- (6) A continuity bonus of six (\$6.00) dollars per month of service, limited to a maximum of \$400 per employee, payable to all employees permanently displaced because of the closing of the mine brought about by the changes announced in November 1959 by the governments in their uranium purchasing policies.

The current cost of this continuity bonus is estimated by the Company to be three and one-half cents ($3\frac{1}{2}\phi$) per hour.

Conclusion

No over-all settlement of the outstanding issues could have been reached without the

PRONTO URANIUM MINES LIMITED

This Board of Conciliation met at Toronto, Ont., with the parties on October 23, 1959, November 21, 1959 and January 24, 1960 to deal with the following matters:

1. Management rights
2. Established practices
3. Union security
4. Hours of work
5. Overtime
6. Shift premiums
7. Statutory holidays
8. Vacations with pay
9. Incentives and production standards
10. Miners Rehabilitation and Pension Trust Fund
11. Wages
12. Insurance welfare program.

A number of meetings were held over a period of about five months as this same Board was seized of the issues in dispute between the United Steelworkers of America and four companies of the Rio Tinto Group of uranium mines including this particular company.

During these discussions rather unusual difficulties were presented to this Board due to the decision of the United States Atomic Energy Commission and the analogous authority in the United Kingdom not to exercise the options held upon further production of uranium oxide to be produced in Canada.

These decisions necessitated a "stretch-out" of the current contracts to prevent sudden termination of industry production in 1962/1963 and the necessary adjustments in the industry rather complicated the task of this Board and certainly prolonged the negotiations.

fullest co-operation from the representatives of the parties and this Board desires to express its appreciation for this essential assistance.

The Board Chairman wishes to acknowledge his indebtedness to his colleagues on the Board whose common sense approach and sincere desire to facilitate a fair and equitable settlement was of incalculable assistance.

It has indeed been a pleasure to work with such able and congenial colleagues.

Dated at Haileybury this 17th day of March, 1960.

(Sgd.) J. B. ROBINSON,
Chairman.

(Sgd.) D. B. ARCHER,
Member.

(Sgd.) D. W. MUNDELL,
Member.

Of necessity the discussions and negotiations at the various meetings held by this Board with the parties were interrelated and it is difficult to assign any particular meeting to any one of the group of companies but for purpose of distribution the above three meetings have been allotted to this particular Board.

This Board is pleased to report that all matters in issue between the parties have now been settled and the parties have signed a renewal of their previous collective agreement which renewal is dated February 15, 1960 and is effective for a period of *one year only* commencing January 1, 1960 and running up to and including December 31, 1960.

In brief the main items of the settlement may be set out as follows:

1. An increase of six (6) cents per hour in the miner's rate effective January 1, 1960 to bring this rate to \$2.20 per hour which was the miner's rate at Milliken Lake Uranium Mine and Northspan Uranium Mine before the negotiations commenced.
2. A general wage increase of four (4) cents per hour to all classifications effective January 1, 1960.
3. An improvement to the welfare plan (group insurance) at a cost to the Company of about one (1) cent per hour.
4. Premium pay for statutory holidays actually worked increased from double the regular rate to two and one-half times the regular rate at an estimated cost to the Company of .31 cents per hour.

5. Vacations with pay in accordance with the Federal Annual Vacations Act. There is a difference of opinion between the parties as to the interpretation of the statute. The Company claims it has agreed to improvements, beyond the requirements of the statute which will cost the Company about two (2) cents per hour, whereas the Union challenges the interpretation of the statutory language put forward by the Company and states that it may apply to the court for a construction of the statute.
6. Continuity bonus of six (\$6.00) dollars per month of service limited to a maximum of \$400 per employee payable to all employees permanently displaced because of the closing of the mine brought about by the changes announced in November 1959 by the

governments in their uranium purchasing policies.

The current cost of this continuity bonus is estimated by the Company to be three and one-half (3½) cents per hour.

Conclusion

This Board desires to thank the parties for their full co-operation which was so essential to the result and the Board Chairman wishes to acknowledge the debt which he owes to his fellow Board members whose assistance was invaluable.

Dated at Haileybury this 12th day of March, 1960.

(Sgd.) J. B. ROBINSON,
Chairman.

(Sgd.) D. B. ARCHER,
Member.

(Sgd.) D. W. MUNDELL,
Member.

ALGOM URANIUM MINES LIMITED

This Conciliation Board met with the parties at Toronto, Ont., on September 25 and October 24, 1959 and January 23, February 7, 8 and 9, 1960, to deal with the following matters:

1. Management rights
2. Established practices
3. Union security
4. Hours of work
5. Overtime
6. Shift premiums
7. Statutory holidays
8. Vacation with pay
9. Incentives and production standards
10. Miners Rehabilitation and Pension Trust Fund
11. Wages
12. Insurance welfare program.

On the two last dates the Board chairman was unable to be present but David B. Archer and David W. Mundell carried on with the negotiations, then in their final stage, at the specific request of the chairman of the Board.

This same Board was seized of the issues in dispute between the same Union and four uranium mining companies of the Rio Tinto Group and a number of meetings were held with the parties over a period of five or six months.

These meetings commenced in September of 1959 and concluded in February 1960 and complications arose due to the decision of the United States Atomic Energy Commission and its United Kingdom counterpart not to exercise options held upon further production of uranium oxide from Canadian mines.

This decision enhanced the desirability of a "stretch-out" of current contracts to prevent the sudden ending of uranium production in 1962/63 and the consequent adjustments in the industry considerably enlarged the responsibility of this Board and prolonged the negotiations.

As the discussions at the various meetings were of necessity interrelated it is difficult and rather artificial to assign any one meeting to any particular company of the group but for distribution purposes this has been done and the six meetings mentioned above have been allocated to this particular Conciliation Board.

It gives great pleasure to this Board to report that all the matters of disagreement between the parties have now been settled and that the parties have signed a renewal of their previous collective agreement.

This renewal is dated the 15th day of February, 1960 and is effective for a period of two years, commencing January 1, 1960 and running up to and including December 31, 1961.

The major items of the settlement may be set out as follows:

- (1) An increase of six (6¢) per hour in the miner's rate effective January 1, 1960 to bring this rate to \$2.20 per hour which was the miner's rate at Milliken Lake Uranium Mine and Northspan Uranium Mine before the present negotiations commenced.
- (2) A general wage increase of four cents (4¢) per hour to all classifications effective January 1, 1960.

- (3) An additional general wage increase of five cents (5¢) per hour to all classifications effective January 1, 1961.
- (4) An improvement in the Welfare Plan (group insurance) at a cost to the Company of approximately one cent (1¢) per hour.
- (5) Premium pay for statutory holidays actually worked increased from double the regular rate to two and one-half times the regular rate at an estimated cost to the Company of .31 cents per hour.
- (6) Vacations with pay in accordance with the Federal Annual Vacations Act. The Company claims that it has agreed to improvements beyond the requirements of the statute which will cost the Company approximately two cents (2¢) per hour.
The Union disagrees with the Company as to interpretation of the statute and states that it may apply to the courts for a construction of the statutory provisions.
- (7) A continuity bonus of six (\$6.00) dollars per month of service, limited to a maximum of \$400 per em-

ployee, payable to all employees permanently displaced because of the closing of the mine brought about by the changes announced in November 1959 by the governments in their uranium purchasing policies.

The current cost of this continuity bonus is estimated by the Company to be three and one-half cents (3½¢) per hour.

Conclusion

This Board expresses its appreciation to the representatives of the parties for their co-operation which was fully and freely rendered to the Board and was essential to the result.

For himself the Chairman of the Board acknowledges his indebtedness to his colleagues whose active and knowledgeable assistance was of prime importance.

Dated at Haileybury this 15th day of March, 1960.

(Sgd.) J. B. ROBINSON,
Chairman.

(Sgd.) D. B. ARCHER,
Member.

(Sgd.) D. W. MUNDELL,
Member.

MILLIKEN LAKE URANIUM MINES LIMITED

This Conciliation Board met at Toronto on January 30, 1960 to deal with the following matters:

1. Established practices
2. Management rights
3. Union security
4. Safety and health
5. Hours of work and overtime
6. Shift premiums and overtime premiums
7. Vacation with pay
8. Statutory holidays
9. Incentive and Production standards
10. Miners Rehabilitation and Pension Trust Fund
11. Wages
12. Improvements to insurance program
13. Duration of agreement.

Actually this same Board was dealing with similar issues involving Algom Uranium Mines Limited, Pronto Uranium Mines Limited, Northspan Uranium Mines Limited (production workers) as well as Milliken Lake Uranium Mines Limited.

A number of meetings were held over a period of five months which eventually resulted in settlements and it is difficult to relate any one particular meeting to any specific Company but for purpose of distribution this has been done and the above meeting allocated to this particular Board.

This Board is pleased to report that all matters in issue between the parties were finally resolved and on February 26, 1960 the parties signed a collective agreement dated February 15, 1960 and effective January 1, 1960 for a period of two years, *i.e.*, to and including December 31, 1961.

The major items of the settlement may be summarized as follows:

- (1) A general wage increase of 3 cents per hour to all classifications effective January 1, 1960.
- (2) An additional general wage increase of 4 cents per hour to all classifications effective January 1, 1961.
- (3) An addition of one statutory holiday to increase the paid holidays from six to seven (this was in lieu of a wage increase of 1 cent per hour).
- (4) Premium pay for statutory holidays actually worked increased from double the regular rate to two and one-half times the regular rate—estimated cost to Company is .31 cents per hour.
- (5) Vacations with pay in accordance with the Federal Annual Vacations Act. There is still a difference of opinion between the parties here as the Company claims it has agreed to

improvements, beyond the requirements of the federal statute, which cost the Company about 2 cents per hour whereas the Union disagrees with the Company interpretation of the language of the statute and states that it may apply to the court for construction of the statutory provisions.

- (6) Continuity bonus of \$6 per month of service, maximum of \$400 payable to all employees permanently displaced because of the closing of the mine brought about by the changes announced in November 1959 by the governments on their uranium purchasing policies.

The current cost of this bonus is estimated by the Company to be 3½ cents per hour.

Conclusion

This Board wishes to express its appreciation to the representatives of the parties for their full co-operation which was absolutely essential to the successful conclusion of these negotiations.

The Board Chairman acknowledges his indebtedness to his colleagues upon the Board without whose help and unstinted assistance no settlement could have been reached.

Dated at Haileybury this 9th day of March, 1960.

(Sgd.) J. B. ROBINSON,
Chairman.

(Sgd.) D. B. ARCHER,
Member.

(Sgd.) D. W. MUNDELL,
Member.

Report of Board in Dispute between Grand River Railway Company, Lake Erie and Northern Railway Company, and Canadian Pacific Transport Company Limited, Preston, Ontario and Brotherhood of Railroad Trainmen

This Board of Conciliation, consisting of His Honour Judge J. C. Anderson, Chairman; John W. Long, QC, Company nominee, and The Honourable Arthur W. Roebuck, QC, Brotherhood nominee, appointed on or about the second day of December, 1959, met with the parties in Ottawa on February 18 and 19, 1960, and heard the full submissions of both parties with respect to the issues in dispute.

At these meetings the Brotherhood of Railroad Trainmen was represented as follows:

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Brotherhood of Railroad Trainmen, and The Grand River Railway Company, The Lake Erie and Northern Railway Company and The Canadian Pacific Transport Company Limited, Preston, Ont.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, QC, Montreal, and the Honourable A. W. Roebuck, QC, Toronto, nominees of the companies and union respectively.

The text of the report is reproduced here.

F. A. Collin, Vice-President; H. Halberstadt, General Chairman; A. McGlynn, Secretary; W. McKecknie, Committee Member.

The Company was represented by the following:

A. M. Hand, Chairman, Negotiating Committee—Montreal; W. D. Thompson, Manager—Preston; A. T. Hilton, Supervisor of Operations—Preston; J. Ramage, Labour Relations Assistant—Montreal; F. G. Firmin, Supervisor, Labour Relations—Montreal; F. W. McCurry, Supervisor, Labour Relations—Toronto; D. Cardi, Contract Analyst—Montreal.

The Company and the Brotherhood each put forth a number of items which they wished revised in a renewal of the collective agreement which expired on May 31, 1958. The main issue, however, on which the parties submitted briefs and material had to do with the question of retroactivity of increases, and the Brotherhood's request that their rates of pay involving conductors, motormen, brakemen-trolley-men, and trolley-men, be increased to standard yard rates plus increases allowed in the settlement with the CPR and Eastern Region Brotherhood of Railroad Trainmen.

Each party presented briefs in relation to the issues referred to the Board and replies were filed and orally submitted in relation to the matters raised in the briefs. After the formal material was submitted the Board made an effort to conciliate the issues, and as a result, on the evening of February 18, 1960, a memorandum of understanding as to the terms of settlement was arrived at and signed by the respective parties. A copy of the memorandum of understanding is attached hereto and forms a part of this report.

Your Board unanimously recommends that the contract which expired on May 31, 1958 be renewed and extended until May 31, 1961, subject to the changes and

amendments set forth in the said memorandum of understanding.

Your Board further recommends that the changes and amendments to the contract set forth in the said memorandum of understanding be incorporated in the new collective agreement in appropriate contract language.

All of which is respectfully submitted.

Dated at Belleville, this 29th day of February, 1960.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) J. W. LONG,
Member.

(Sgd.) A. W. ROEBUCK,
Member.

Memorandum of Understanding

Wages

The wage rate increases in the contract, which will run from June 1, 1958 until June 1, 1961, will provide that wage rates be increased over the rates in effect on August 31, 1959 less 1 per cent aside for health and welfare benefits as follows:

8.3 per cent effective September 1, 1959; and effective June 1, 1960 the yard rates in effect on the Eastern Region of the Canadian Pacific Railway will apply, which include a 1.5 per cent increase effective as of that date. These increases will result in the following rates becoming effective June 1, 1960:

	Rate per day \$	Pro Rata	Time and one-half	Vacation Rate per day \$
Conductor and Motorman	18.78	2.175	3.519	18.78
Brakeman and Brakeman-Trolleyman	17.40	2.040	3.262	17.40
Trolleyman	16.32		3.060	16.32
Spare				16.32

Health and Welfare—Amend third paragraph of preamble as follows:

“Effective from March 1, 1960, the Company will pay each conductor, motorman, brakeman, brakeman-trolleyman, trolleyman and bus operator, who performs compensated service during any calendar month, an amount of \$4.25 for such month in lieu of health and welfare benefits. Should the Brotherhood of Railroad Trainmen at some future date enter into a health and welfare plan involving contributions from the Company, the amount of \$4.25 per month herein referred to will no longer be paid by the Company to such conductor, motorman, brakeman, brakeman-trolleyman, trolleyman or bus operator, but shall be paid by the Company as its contribution to such health and welfare plan in respect of such employee.”

It is understood the Company will join with the Brotherhood of Railroad Trainmen in an application to the Employee Benefit Plan Administrative Committee on behalf of the employees coming within the scope

of this agreement to participate in the benefit plan for employees of Canadian Railways.

In the event that the application of the Brotherhood is not accepted, the Company will pay each employee \$4.87 instead of \$4.25 per month in lieu of health and welfare benefits from the first day of the month following the decision of the Employee Benefit Plan Administration Committee giving a negative answer to the application for participation in the plan.

Should the application of the Brotherhood be accepted by the administrative committee, the Company will share, on a 50-50 basis with the employees, the cost of the present benefits under the current health and welfare plan with the non-operating employees which expires December 31, 1960.

Electric Lights and Oil Burners on Cabooses

It was agreed this matter would be finalized as was done in the case of the CPR Eastern Region.

Electric Lanterns

It was agreed the same provisions as settled with CPR Eastern Region would apply.

Statutory Holidays

It was agreed that Victoria Day be added to the existing list.

Two-week Pay Period

Dropped.

Vacations With Pay

The standard yard vacation rule as agreed to on the Eastern Region of the CPR to apply, effective on the date of signing the revised agreement.

Car Step-up Rule

Dropped.

Booking Rest

It was agreed that there was no justification to warrant any change from the present practice.

Cleaning Watches and Inspection

As this not granted on parent company, matter is dropped.

Held Away from Home Terminal Rule

Not applicable.

Reclassification of Yards

This was considered a managerial question and as well as jurisdictional problem was involved. As a result, this matter was dropped.

Article 2—Bus Service

Delete clauses (b), (c) and note.

Article 5—Overtime

(a) Delete "except as provided for in clause (b) of Article 2."

Article 13—Assignments

(a) Insert in second sentence—"except in the case of displacement when a trainman's seniority does not entitle him to an assigned run." Second sentence to read, "Men bidding in assigned runs will not be permitted to revert back to the spare board except in the case of displacement when a trainman's seniority does not entitle him to an assigned run or in exceptional circumstances."

Delete last three sentences.

Add—"A trainman refusing to accept any particular run to which he is entitled will lose his rights to that run until it again becomes vacant, but will otherwise retain his seniority standing." (Transferred from second paragraph Article 14).

(d) Vacancies or new runs created for a period of seven days or longer, vacations excluded, will be bulletined for three days and given to the senior qualified man making an application, appointment to be made the day following the close of the bulletin. In the case of men on vacation, on leave, or on account of illness, in excess of three days, such men will be allowed three days after return to duty to file applications. Positions will be filled meantime by the senior qualified man making application. Until positions are filled following bulletin, such vacancies, and all other vacancies including vacations, will be filled by the senior qualified man on the crew desiring same. In the event that there is no qualified man on the crew or spare board, the position will be filled by the junior qualified man on the seniority list.

Article 14—Promotion

Revise second paragraph as follows:—"Trainmen holding seniority rights subsequent to December 1st, 1953 will be required upon completion of their probationary period to classify as Conductor or Motorman and qualify for same, as provided for in Article 7 (b). Such employees refusing to accept a run for which they are classified and qualified will rank junior thereafter to any employee accepting such run. Trainmen holding seniority rights subsequent to December 1st, 1953 will also be required to fill all other positions left vacant on sign-ups or advertised and not bid on in order of seniority."

However, it shall be provided for that a trainman displaced by a reduction of crews or otherwise, from the service in which he is engaged will have the right to exercise his seniority, and take any trainman's position to which his seniority entitles him.

Article 19—Uniforms

Revise as follows: "Bus Operators shall wear the prescribed uniform while on duty. One tunic and two pairs of trousers will be supplied per year. One third of the cost will be borne by the trainmen, two thirds by the Company. Uniform caps to be supplied free. Company will require one year's service of this clothing and if, prior to that time, the employee leaves the service, he will retain the clothing and pay the Company for that portion of service not received."

Article 21—Lunch Period

Revise as follows: "Trainmen in freight, work and snow plow service will be allowed a reasonable time to eat, not more than 20 minutes, without deduction in pay. The

(Continued on page 485)

LABOUR LAW

Legal Decisions Affecting Labour

Alberta court holds conciliation board's award not reviewable by the courts.
British Columbia court refuses injunction to enforce union security provision

In Alberta, the Supreme Court held that a conciliation board constituted under the Alberta Labour Act is an administrative body and its award is not subject to review before the courts of law in *certiorari* proceedings.

In British Columbia, the Supreme Court held that a union had a legal right to demand the discharge from employment of certain expelled union members but an injunction should not necessarily be granted to enforce an unfruitful demand.

Alberta Supreme Court...

...rules that decision of a conciliation board is not subject to review by a superior court

On January 14, 1960, Mr. Justice Riley of the Alberta Supreme Court, in *certiorari* proceedings, dismissed an application for an order quashing a unanimous award of the conciliation board appointed under the provisions of the Alberta Labour Act.

The board consisted of a chairman and two other members. The appointment of one of the members of the board was objected to on the ground that he had been too closely connected with the activities of the painters' union involved in the dispute to act as unbiased arbitrator. The appointment was ruled in order by the chairman of the conciliation board and the board issued a unanimous award on May 21, 1958.

Mr. Justice Riley, rejecting the application for quashing the award, held that the conciliation board's so-called award is in no sense an adjudication; is not a *lis inter partes*; is in no sense an adjudication affecting the extinction or modification of private rights or interest; is not binding unless accepted by all parties; and is not subject to superior court review.

Further, Mr. Justice Riley added that a tribunal is not acting in a judicial capacity unless it has power to adjudicate in the

sense of being able to make a decision that will directly determine and affect rights and liabilities of the parties concerned. A board (or an official) may have a *quasi-judicial* function when acting as a tribunal and deciding on rights and liabilities between conflicting parties and, when making decisions it is allowed to apply its own ideas of policy, procedures and expediency instead of existing rules of law. In short, the function of a board or an official is either judicial or *quasi-judicial* and subject to superior court review when its function amounts to adjudication. The essential elements of either a judicial or *quasi-judicial* function is first, that the body must have jurisdiction to adjudicate, which means it must decide a question regarding rights and liabilities of each party and, secondly, the body must have a duty to act in a judicial manner. If these two elements are not present, the body is acting in an administrative capacity, in which case judicial control by way of prohibition or *certiorari* does not apply.

Under the Alberta Labour Act the conciliation board is a body to inquire, to obtain information, to make recommendations and to formulate a plan in the hope that it will be acceptable to employers and employees. There is no need for a conciliation board if the minister in his discretion refuses to appoint a conciliation board or even a conciliation commissioner.

The function of the conciliation board is persuasive and neither judicial nor *quasi-judicial*. The board is an administrative body and its decisions are not subject to review by the courts of law.

In dismissing the *certiorari* application the court relied on the decision of the Supreme Court of Canada in *Godson v. Toronto (City)* and *MacDougall* (1890) 18 SCR, 36. *F. F. Ayriss & Co. et al. v. Board of Industrial Relations et al.* (1960) 30 WWR, Part 14, p. 634.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

British Columbia Supreme Court...

...refuses injunction to compel an employer to discharge employees after expulsion from union

On December 7, 1959, Mr. Justice Brown of the British Columbia Supreme Court dismissed an application for an injunction to force an employer to discharge certain employees expelled from the union, although there was a union security provision in the collective agreement by which the employer agreed to maintain in his employment only union members in good standing.

The Court held that such union security provision in the collective agreement entitles the union to demand the discharge of expelled members but it does not necessarily follow that an injunction will be granted to enforce an unfruitful demand.

On January 15, 1959, a collective agreement was signed between the Seafarers' International Union of North America, Canadian District, and Westward Shipping Ltd., by which the company recognized the union as sole bargaining agent for all unlicensed personnel employed on the company's three ships.

Section 3 of the agreement read as follows:

Section 3. Union Security and check-off. The company agrees to maintain in their employ only members of the union in good standing. "Good standing" is here interpreted to mean that a member is not in arrears as to union dues and/or has not been expelled or suspended by the union. The union agrees that this clause shall not be invoked in such manner as to penalize or cause undue inconvenience to the Company.

Seventeen of the employees notified the union and the company in writing that they revoked the appointment of the union as their bargaining agent. The union notified the company that nine of these men were no longer members in good standing and asked that their employment be immediately terminated. The company was unwilling to comply with the union's request to discharge the men. Then the union applied to the court for a temporary injunction to compel the discharge of non-union employees.

In particular, the union asked for a declaration that the collective agreement of January 15, 1959 was a valid and subsisting contract and the company was under obligation to maintain in its employ only members of the union in good standing, and for an injunction restraining the company from refusing to discharge nine men who were no longer members of the union in good standing.

The union contended that proof of irreparable damage for granting the injunction was not essential where there was an undisputed contract which was violated. The

union relied on the judgment of Mr. Justice Wilson in *Gulf Navigation Ltd. v. Seafarers' International Union* (1959) 18 DLR (2d) 216, who was of the opinion that the rule as to proof of irreparable damage was not an absolute one. If a party has agreed that a particular thing shall not be done, and proceeds to do it, the party, as a rule, will be enjoined. Mr. Justice Wilson also referred to *Doherty v. Allman* (1876) 3 App. Cas. 709 where Lord Cairns pointed out that if there had been a negative covenant a Court of Equity would have had no discretion to exercise. If the parties contracted that a particular thing shall not be done, all that a Court of Equity has to do is to say, by way of injunction, that which the parties have already said by way of covenant, that the thing shall not be done. In such a case of a negative covenant a court injunction simply gives sanction to what already is the contract between the parties, and the court would not consider the question of the balance of convenience or inconvenience or the amount of damage or injury as a condition for granting injunction.

The union in the case under review claimed that the covenant as contained in section 3 of the collective agreement was in effect negative only. In this contention the union relied on *Metropolitan Elec. Supply Co. v. Ginder* (1901) 2 Ch. 799. In that case the court took the position that the consumer agreed to take the whole of the electric energy for his premises from the company. The company was bound to supply the energy if asked. The consumer asked and consequently he had a right to be supplied. The parties were contracting, not affirmatively for the supply of something, but negatively that the consumer would not take a specified product from somebody else. There was no affirmative contract to take anything at all. The consumer did not agree to take any kind of energy from the company, but he agreed to take the whole of the electric energy required. He could use gas and require no electric energy. The only thing the consumer contracted to do was that if he took electric energy he would take it from the company. The essence of that contract was, although not expressed in words but implied, that the consumer would not take electric energy from somebody else. The consumer agreed to take the whole of the electric energy from A, which necessarily implied that he would not take from B. Consequently, as a matter of construction, not by express words but by necessary implication, there was an agreement not to take from others.

In the case under review, the union argued that it was in a similar position. The company had no obligation to employ anyone, but only not to hire any others except members of the contracting union. The court agreed with this analogy and, in Mr. Justice Brown's opinion the union would have to be entitled to injunction against any hiring outside the provisions of the agreement. But the essential difference between this case and the *Metropolitan* one lies in the fact that the company did not hire or attempt to hire anyone else. The company employed the men supplied by the union, as it agreed to do. The status of those men vis-a-vis the union had altered in that they appeared to have defected from the union. The union sued for what was in effect a mandatory injunction by asking that the company be forced to take the active step of discharging them.

The verb "maintain" used in section 3 of the collective agreement has troubled the courts for many years. The court decisions interpret the meaning of that word as expressing what is, primarily at least, an affirmative covenant.

In the opinion of Mr. Justice Brown section 3 contains an affirmative covenant and an implied negative covenant as well. The negative covenant, not to hire outside the union, had not been violated, consequently there was no occasion for an injunction in that respect.

The union also alleged that non-compliance by the company with the provisions of the collective agreement would cause irreparable damage and harm to the union in the proceedings before the Canada

Labour Relations Board. Apparently a hearing before that Board was scheduled for December 8, 1959, in connection with an application for certification as bargaining agent by the Canadian Brotherhood of Railway, Transport and General Workers in respect to the employees of the company. The Court could not agree that irreparable damage would be suffered by the union in the certification procedure if the union failed to obtain an injunction. The status of the employees as between the unions would not be dealt with in any way by such injunction and any interlocutory judgment would not influence the Board in its proceedings or findings.

In conclusion the Court held that the union security clause of the collective agreement has both a positive and a negative aspect and an injunction would go beyond a mere enforcement of the implied negative covenant; that having regard to the power of the Labour Relations Board it could not be said that irreparable damage was done by the company's refusal to discharge the men; and the balance of convenience was clearly against interlocutory injunction.

The Court was aware of the judgment of Mr. Justice Wilson in *Jurak v. Cunningham* (L.G., April, p. 372) and of his statement that the union has a legal right (under similar circumstances) to demand the discharge of the expelled members. Mr. Justice Brown agreed with that statement; however he did not consider that an injunction should be granted to enforce an unfruitful demand.

The application for injunction was dismissed. *McLaughlin et al. v. Westward Shipping Ltd. et al.* (1960) 21 D.L.R. (2d) Part 10, p. 770.

Recent Regulations under Provincial Legislation

Quebec revises its four minimum wage orders; some rates increased and zones reduced from three to two. Manitoba increases minimum wages of taxi drivers

In Quebec the four minimum wage orders have been revised effective May 1, increasing some rates and reducing the number of zones from three to two.

Under the new general order and that for school and municipal corporations the minimum wage is now 70 cents in Greater Montreal and 64 cents elsewhere in the province. The minimum hourly rate in hotels, restaurants, hospitals and real estate offices is 64 cents in Zone I and 60 cents in Zone II. A new daily minimum of \$9 is prescribed for pieceworkers in forestry operations.

In Manitoba, the new minimum for taxicab drivers hired by the week is \$40 plus 75 cents for each hour on duty in excess of 54, or 40 per cent of gross receipts, whichever is greater.

British Columbia Apprenticeship and Tradesmen's Qualification Act

The trade of heavy duty mechanic was added to the list of trades designated under the British Columbia Apprenticeship and Tradesmen's Qualification Act, by B.C. Reg. 54/60 gazetted March 10.

The heavy duty mechanic's trade is defined as the maintenance, manufacture, overhaul, reconditioning and repair of equipment powered by an internal combustion engine, including graders, loaders, shovels, tractors, trucks and wheeled and tracked vehicles of all types used in the construction, logging, transportation and other industries.

The heavy duty mechanic's trade has also been designated in Alberta. (L.G. 1958, pp. 1033, 1411).

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations has exempted persons employed in the pipeline construction and oil well service industries from the Hours of Work Act. This means that employees in these industries are allowed to work beyond the eight-hour daily and 44-hour weekly limits set by the Act.

However, a minimum wage order for the pipeline construction industry requires employees to be paid time and one-half their regular rate for all hours worked in excess of eight in the day and 44 in the week.

The new order, which was gazetted on March 10 as B.C. Reg. 55/60, covers all operations in or incidental to the construction or maintenance of any pipeline used for transporting gas, oil or petroleum as well as preparatory work and supplementary operations or services provided necessary to the drilling, completion, recompletion or remedial treatment of an oil or gas well. It does not, however, include the installation of mains and service lines in, to or from industrial plants or other buildings.

For the past four years temporary exemptions have been granted to persons in the pipeline construction industry.

Manitoba Taxicab Act

Regulations made by the Manitoba Taxicab Board increasing the minimum wages of taxicab drivers were gazetted on March 19 as Man. Reg. 10/60.

Under the new provisions, a driver hired by the week who regularly works nine hours a day for six days in a week must now be paid a minimum wage of \$40 plus 75 cents for each hour on duty in excess of 54, or 40 per cent of his gross intake for the week, whichever is greater. Previously, the minimum was \$38 a week plus 65 cents for each hour on duty in excess of 54, or 38 per cent of the gross receipts, whichever was greater.

Provision is again made for prorating the wages of a driver who is absent because of illness or by arrangement with his employer.

The regulations state that such an employee must receive a proportional amount of the \$40 weekly minimum or 40 per cent of his gross intake, whichever is greater.

As before, the regulations protect the minimum against deductions by providing that, if a driver is hired by the week, an owner may not make any deductions from his wages that would reduce his weekly wage below \$40, except a deduction authorized under federal or provincial legislation or a deduction made at the employer's written request with the Board's approval.

A driver hired on other than a weekly basis must receive a minimum of \$2.10 for each day on duty, with an additional 70 cents for each hour in excess of three hours. Formerly, the minimum for drivers in this category was \$1.80 a day with an extra 60 cents an hour if they worked more than three hours.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission recently replaced its four minimum wage orders by new orders which went into force on May 1, to remain in effect until May 1, 1961. The new orders were approved by O.C. 318 of March 9 and were gazetted March 19.

Although a few rates are slightly higher than those established in January when the previous orders were last amended (L.G., Feb., p. 179), the principal changes in the minimum wage rates are due to the rezoning. In the revised orders the number of zones has been reduced from three to two, with a corresponding reduction in the number of rates.

The minimum rate set by the new general order, No. 4, 1960, and by the revised order for municipal and school corporations, No. 41, 1960, is 70 cents in Zone I (Greater Montreal) and 64 cents elsewhere in the province. In hotels, restaurants, hospitals, and real estate offices the minimum wage is now 64 cents in Zone I and 60 cents in Zone II. The revised forestry order, No. 39, 1960, sets only one rate, \$9 a day, for pieceworkers.

The orders were further simplified by changes in the hours provisions. In the new general order a 54-hour week is no longer prescribed for certain work places, and other exceptions have been dropped, with the result that fewer exceptions are authorized from the general standard of 48 hours. The revised orders for hotels, restaurants, hospitals and real estate offices and for municipal and school corporations have also reduced the work week, at the same time eliminating some of the former exceptions.

The overtime rate, which for some hourly paid employees was previously fixed at one and one-half the employee's regular hourly rate, is now fixed at one and one-half times the minimum rate.

Order No. 4 (1960)—General Order

The coverage of the revised general order is substantially the same, the order governing all employees subject to the Minimum Wage Act except those employees specifically exempted. This means that agricultural workers, domestic servants and employees covered by a decree under the Collective Agreement Act are excluded, as well as the following: university and secondary school students; blind persons working in establishments for the blind; emergency firefighters; the employer's consort; members of the clergy or a religious order; employees of church corporations or boards of trustees; persons employed in religious or charitable institutions such as convents, orphanages, etc.; employees in small telephone exchanges outside the Montreal area; persons who habitually work outside the employer's establishment and whose hours are not controlled by him; and employees governed by another order, including persons totally or partially exempted from its provisions. Except that peatcutters and employees of people's savings banks are no longer excluded, these exemptions are the same as formerly.

Zones—As previously indicated, the province is again divided into zones for purposes of the order but the number has been reduced from three to two. Zone I comprises the Metropolitan Montreal Area; it includes Montreal Island, Isle Jesus, Isle Bizard and the County of Chambly. Zone II covers the rest of the province.

Hours—The regular work week, that is, the number of hours in a week beyond which any time worked must be paid for at an increased rate, is again 48 hours but there are considerably fewer exceptions than formerly. A 54-hour work week is no longer set for certain workplaces, with the result that the regular work week for the following industries or establishments is now 48 hours: retail stores; the service industries; garages and service stations; plants manufacturing wooden articles; saw-mills outside the Montreal area; weaving, spinning and knitting mills and carding houses; dyeing establishments; the transportation industry; food processing plants; flour mills, bakeries, pastry shops and biscuit factories; canneries and meat packing plants; dairies; entertainment and sports establishments; theatres and movie houses; funeral parlours.

It also means that chauffeurs and their helpers, maintenance and service men, firemen and stationary engineers, who were previously deemed to have a 54-hour work week regardless of the nature of the establishment, will now have a regular work week of 48 hours.

The only workplaces now without a fixed work week are establishments in the electoral districts of the Magdalen Islands, Saguenay, Matane, Gaspé and Bonaventure where fish and other sea foods are processed. In line with former practice certain classes of employees are also deemed to have no regular work week. They are: temporary employees of canneries; employees preparing fish on shore, in snow-houses or in cold storage plants; caretakers with lodgings furnished; watchmen; and peatcutters.

Minimum Rates and Overtime—The new general minimum rates—70 cents an hour in Zone I and 64 cents in Zone II—represent an increase of 2 cents an hour for employees in Montreal and of 4 cents for employees in centres with a population of less than 6,000.

Lower rates are no longer prescribed for inexperienced workers, with one exception. Pieceworkers, in the first six months of their employment, may be paid a minimum of 56 cents an hour in Zone I and 52 cents in Zone II.

Office boys, messengers, pinboys and boot-blacks are now entitled to a minimum of 56 cents in Zone I and 52 cents in Zone II. The former minimum was 52, 48 or 44 cents, depending on the zone.

Caretakers continuously supervising their employer's establishments who are provided with free lodgings on the premises must be paid at least \$40 a week in Zone I and \$35 in Zone II. This represents no change for caretakers in Montreal or in places with a population of 6,000 or more but means an increase of \$5 in the weekly minimum of caretakers elsewhere in the province.

In line with former practice, the Order provides that every employee called to work less than the regular working day is entitled to be paid for three hours at his minimum wage rate unless he refuses to do the work required of him.

The overtime rate is now one and one-half times the minimum, and is to be paid for hours worked in excess of the regular work week, except that employees paid on a fixed weekly, monthly, or yearly basis and receiving, even when not working a full week, a weekly wage of \$60 in Zone I and \$55 in Zone II are not entitled to overtime. Previously, a distinction was made between

hourly rated employees not governed by a collective labour agreement and other employees, the overtime rate for the former being one and one-half the regular rate and for the latter one and one-half the minimum. Also, persons hired on fixed wage basis who received at least \$55 in Zone I and \$50 in Zones II and III had no right to claim overtime.

Deductions—Deductions from the minimum wage are again prohibited unless imposed by an Act or court order. Tips, as before, are regarded as the exclusive property of the employee and the employer may not retain them or treat them as part of wages even with the employee's consent.

General Provisions—The general provisions dealing with weekly rest, annual holidays with pay, payment of wages, records, reports and notices are substantially the same as before.

Employees must be allowed 24 consecutive hours of rest each week or two periods of 18 consecutive hours each. Employees are also entitled to a week's vacation with pay unless exempted by the vacation order (No. 3, 1957).

As formerly, the order provides that whenever an employee is paid in cash, the money must be placed in a sealed envelope, together with a statement showing the name of the worker, the pay period, total number of hours worked (with overtime shown separately), wages earned and wage rate, deductions and take-home pay.

Employers are again required to keep, for a six-year period, records showing for each employee: name and address, occupation, date of commencement of employment, pay period, hours of beginning and finishing work, total number of hours worked, overtime hours, wage rate and wages earned, deductions, take-home pay, and particulars regarding holidays prescribed by the vacation order.

Reports giving particulars as to wages must be sent to the Commission upon request. The employer is also required to post in a conspicuous place all orders and notices furnished by the Commission.

Order No. 39 (1960)—Forest Operations

The revised forestry order, No. 39, 1960, has the same coverage as the order it replaces, applying to all persons engaged in logging or driving operations, in reforestation projects, and in forest improvement work such as the construction or maintenance of roads, camps or other facilities, and thinning, drainage or irrigation work. Caterers working in connection with any

of the operations referred to above are also bound by the new provisions, as are contractors, subcontractors and jobbers.

Hours—Minimum wage rates for forestry workers are again based on a 54-hour week except in the case of pieceworkers, kitchen help, stablemen, guards, fire rangers, and employees engaged in driving operations or in the loading or unloading of boats. Such employees are deemed to have no regular work week and consequently are not entitled to overtime. As before, time spent travelling between the camp and the work area is considered working time and must be paid for accordingly.

Minimum Rates and Overtime—The rates for forestry workers hired on a fixed wage basis are the same as those set in January when the previous order was last amended. The minimum for employees whose hours of work are verifiable is 90 cents an hour; for those whose hours of work are not verifiable the minimum remains \$8 a day. The same weekly minimum, \$48, is set for employees without a regular work week.

The special rates for learners (60 cents an hour for those whose hours were verifiable, \$5.75 a day for those without a regular work week) have been dropped, however. This means that persons in this category must now be paid a minimum of 90 cents an hour, \$8 a day or \$48 a week, depending on the extent to which their hours are controlled.

The major change, however, concerns pieceworkers: only one rate, \$9 a day, is now provided. Previously, rates varied according to the type of work performed, 11 rates having been set with additional allowances for peeling operations.

The order continues to provide, however, that pieceworker rates apply to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act, further stating that the culling system used for calculating stumpage dues must be used as the basis for calculating wages of cutting pieceworkers.

A new provision has also been added which deals specifically with pieceworkers who have not worked 12 working days. The minimum for such employees is 60 cents an hour if their hours are verifiable and \$6 a day in the case of employees whose hours are not verifiable or whose work week is irregular.

The minimum now payable for overtime is one and one-half times the minimum rate. Under the previous order, forestry workers were entitled only to their regular rate for overtime hours provided it was

not less than the prescribed minimum. As before, employees hired for a fixed weekly, monthly or yearly salary need not be paid overtime if they earn \$62 or more a week.

Deductions—The provisions with respect to deductions are unchanged. The maximum deduction for board and lodging remains \$1.50 a day. Employers are again prohibited from charging for the use of bedding but may make deductions from an employee's wages if bedding is lost or not returned, provided the rates are mentioned in notices and pay statements. They may also charge for laundering if the price is posted in the employees' living quarters.

All employees except pieceworkers and jobworkers must be provided with the necessary tools and equipment at the employer's expense and may not be charged for worn or broken tools or accessories. Employers may make deductions, however, if tools, equipment or safety garments are lost or not returned.

The following other deductions are permitted: deductions imposed by an Act or court order, cash advances made to the workers, and the price of goods sold provided a price list is posted in a conspicuous place in the camp building.

General Provisions—As before, forestry workers with a regular work week are entitled to a weekly rest of 24 consecutive hours or two periods of 18 hours each.

Employees who work for one employer at least 75 days within a four-month period are entitled, on departure, to a vacation allowance of 2 per cent of earnings. The qualifying period does not apply, however, to employees laid off. The order also stipulates that the vacation allowance for a previous 12-month period must be paid between May 1 and June 1 each year.

Before operations are begun, an employer must send the Commission a written notice of his plans, at the same time requesting copies of this order for posting in his camps.

Whenever an employee is hired, he must sign a written contract showing the conditions of employment. The new order also states that the contract must specify whether the employee is hired on a fixed wage or piecework basis and the wage rate. One copy must be given to the employee immediately and another forwarded to the Commission upon termination of services.

An employer is again held responsible for any transportation expenses incurred by a forestry worker going or returning to the terminal point of the public highway, including board and lodging and baggage.

He may, however, charge for such services any sum specified in the engagement contract.

The operation commonly known as "bunching" is again prohibited.

With a few minor differences, the provisions regarding earnings statements and the keeping of records are the same as under Order 4. Order 39 also contains the usual provisions respecting posting of orders and regulations and requests for information.

Order 40 (1960)—Hotels, Restaurants, Hospitals and Real Estate Undertakings

Order 40, 1960, the revised order for hotels, restaurants, hospitals and real estate undertakings, has the same coverage as the former order. Employees of lodging houses with fewer than five bedrooms to let, professional employees, and student nurses are again exempted.

Zone boundaries have been redrawn to conform with the changes in Order 4 with a corresponding reduction in the number of rates.

Hours—The regular work week has been reduced from 60 hours to 54. As previously, certain classes of employees are considered to have no regular work week and therefore cannot claim payment for overtime. These include employees of boarding, lodging or staff houses, caretakers with lodgings furnished, watchmen and janitors.

The definition of hours of work is unchanged, however, and means not only the time when an employee is effectively working but also time when an employee is at his employer's disposal as well as time spent waiting in response to a call.

Minimum Wage Rates and Overtime—The minimum rate for the majority of employees governed by the order is now 64 cents in Zone I and 60 cents in Zone II. The new rates represent no change in the minimum wage of employees in places with a population of 6,000 or more but mean an increase of 4 cents for employees elsewhere in the province.

Bellboys are now to be paid at least 56 cents an hour in Zone I and 52 cents in Zone II, whereas previously the minimum for such employees was 48, 44, or 40 cents an hour, depending on the location.

Chauffeurs, watchmen and stationary engineers and firemen must be paid a minimum of 70 cents an hour in Zone I and of 64 cents in Zone II. Formerly, the rates were 68 cents in Zone I, 64 cents in Zone II and 60 cents in Zone III.

The minimum wage of office boys, messengers and bootblacks is now 56 cents in Zone I and 52 in Zone II, which means

an increase of 4 cents an hour for those in centres with a population of over 6,000 and of 8 cents in places with a population of less than 6,000.

Special rates are no longer set for employees in boarding houses. Instead of setting a lower rate for inexperienced hospital workers, subject to a 20-per-cent quota, the revised order states that during the first six months of employment employees on probation in hospitals may be paid a minimum wage of 56 cents in Zone I and 52 cents in Zone II.

Caretakers who are provided with free living quarters on the premises are to be paid a minimum of \$40 a week in Zone I and \$35 in Zone II. Previously, the minimum weekly rate was \$40, \$35 or \$30, depending on the zone.

Monthly rates are again set for supervising janitors whose duties include the leasing of apartments or space and the collection of rents, the only difference being that the rates are now the same throughout the province. Janitors who are provided with free heated quarters on the premises are to receive at least \$85 a month; those who live in unheated apartments \$95 a month. Supervising janitors who do not live on the premises must be paid at least \$105 a month. Under the former order, the rates were \$15 a month less for employees in Zone III.

Employees acting as watchmen and janitors who do odd jobs such as looking after furnaces, etc., must be paid the same minimum as the majority of employees covered by the order, that is, 64 cents in Zone I and 60 cents in Zone II, with a minimum of three hours per day.

The provision dealing with the three-hour minimum is the same as in the general order.

The new overtime provisions are the same as those set out in Order 4.

Deductions—Deductions from the minimum wage are again prohibited unless imposed by an Act or court order and, as formerly, there is a provision stating that an employer who furnishes an employee with lodging, board or meals cannot "deduct the cost of these accommodations from the employee's minimum wages nor may he compensate the cost thereof with the wages of his employee." However, in exceptional cases, in order to facilitate bookkeeping, an employer may, as before, deduct the cost of lodgings, board or meals from an employee's minimum wage provided (1) the price of such services has been set out in the contract signed by the employee

(2) the deductions relate to the services provided during the pay period (3) the prices are shown on the earnings statement together with the number of meals, where applicable.

A new section has also been added which states that, notwithstanding the previous sections, an employer is forbidden to charge his employee more than 50 cents per meal, \$3 per week for lodging and \$10 per week for board and lodging.

General Provisions—The provision with respect to tips remains the same as that in the general order.

As before, the order states that if special uniforms are required they must be provided at the employer's expense.

All employees subject to the order except caretakers with lodgings furnished and employees of real estate undertakings are, as formerly, entitled to a weekly rest of 24 consecutive hours or two periods of 18 consecutive hours each.

The provisions respecting payment of wages, pay statements, records, written reports and posting of orders are the same as those described above with respect to Order 4.

Order No. 41, (1960)—Municipal and School Corporations

As in the case of the other orders, there has been no change in coverage, Order 41, 1960, governing all employees of municipal and school corporations to whom the Minimum Wage Act applies except persons subject to another order.

The order has been simplified, however. The number of zones has been reduced from three to two with the same boundaries as under Orders 4 and 40.

Hours have also been reduced, the regular work week in school and municipal corporations now being 48 hours instead of 54. Some of the exceptions have also been eliminated. A 60-hour week is no longer set for chauffeurs and their helpers nor is a 72-hour week prescribed for firemen, policemen or policemen-firemen.

The following employees are again considered to have no regular work week and, as before, are not entitled to be paid at the overtime rate: employees engaged in snow clearing operations, caretakers with lodgings furnished, employees whose hours of work are unverifiable, school teachers, attendance officers, and employees of telephone exchanges in Zone II with fewer than 300 subscribers.

Minimum Rates and Overtime—In keeping with former practice, the rates set by Order 41 are the same as under the general order, except in the case of a few special categories. The minimum wage now payable to the majority of persons employed by municipal or school corporations is 70 cents an hour in Zone I and 64 cents in Zone II. The rates for office boys and messengers and caretakers are also the same as those set by Order 4 and described above.

Lower rates are no longer set for inexperienced workers, the result being that employees in this category are now entitled to the same minimum wage as experienced employees, that is, 70 cents or 64 cents an hour, depending on the location. Under the former order, the minimum for such employees was 56 cents in Zone I, 52 cents in Zone II and 48 cents in Zone III.

Although set out in a slightly different way because of the changes in zones, the rates for secretaries of municipal corporations are the same as before. The minimum for Zone I is \$175 a month and in Zone II rates range from \$40 a month in municipalities with a population of 300 or less to \$140 a month in centres with a population of 6,001 or more. In the counties the minimum remains \$70 a month.

The rates for school secretaries again vary according to the number of property owners in the district, ranging from \$30 a month in districts with 50 ratepayers or

less to \$110 in areas with 1,201 or more ratepayers.

The minimum for attendance officers is \$5 a month if there are less than 100 pupils and \$10 if more.

The minimum wage for school teachers has been raised from \$60 to \$150 a month, effective July 1, 1960. Those who agree to do maintenance work are to receive an additional \$5 a month.

The overtime provisions have been revised in the same manner as those in Order 4. As firemen and policemen are no longer permitted to work up to 144 hours in a consecutive two-week period, the special overtime provision requiring such employees to be paid their regular rate plus an additional \$1 for every hour worked beyond the prescribed limit has been dropped. This means that the minimum overtime rate for these employees is now the same as that of other employees governed by the order, that is, one and one-half times the minimum rate with the usual exemption for those hired for a fixed weekly, monthly or yearly wage who earn \$60 or more a week in Zone I and \$55 in Zone II.

General Provisions—The other provisions of the Order, which are unchanged, are the same as in Order 4 except for a few minor details. One difference is that, in line with former practice, the revised order does not provide for a vacation with pay for employees in municipal and school corporations.

Report of Board

(Continued from page 476)

meal period to be arranged at the discretion of the Conductor to permit most efficient performance of the work, but not later than six hours after starting work. The despatcher will be notified when taking meal period.

Manning of Trains, Etc.

The request for a five-man crew on all runs is dropped.

Pay Cheques for Vacation

It was felt no difficulty should be encountered in disposing of this matter at the local level.

Disputes Referred to Board of Adjustment

Clause to cover agreed to.

Rates of Pay for Bus Operators

With respect to the bus operators, it was agreed that the first, second and third class rates would be deleted and that effective September 1, 1959 an increase of 8.3 per cent would apply to the fourth class rate in effect August 31, 1959 less 1 per cent set aside for health and welfare benefits, and that a further 1.5 per cent increase would apply on the same rates effective June 1, 1960.

Rules changes, unless otherwise specified, to become effective March 15, 1960.

(Signed) J. C. Anderson, A. W. Roebuck, J. W. Long, H. Halberstead, F. A. Collin, W. D. Thompson, A. Hand.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit in February up from both month and year earlier; seasonal benefit claimants included in the total up from January but down from February 1959, statistics* show. Number of initial and renewal claims also up

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Claimants† for unemployment insurance on February 29 numbered 814,200, of whom 217,000 were seasonal benefit claimants. This total was 4 per cent greater than the total of 782,500 (177,100 seasonal benefit) on January 29, and 2.3 per cent above the figure of 796,000 (243,000 seasonal benefit) on February 27, 1959.

Seasonal benefit claimants totalled 40,000, or 23 per cent more than in January, but were 26,000, or 11 per cent below the level of February last year. The number on seasonal benefit is lower this year because, as a result of improved employment conditions in 1959 over 1958, fewer people exhausted regular benefit, and because of the increase in the maximum duration of regular benefit in effect since September 1959.

Fishermen included in the seasonal benefit claimants on February 29 numbered 29,000; on January 29 they totalled 26,000, and on February 27, 1959 they numbered 28,000.

Initial and renewal claims for benefit during February numbered 240,300, compared with 306,600 in January and 220,900 in February 1959. February was the first month since November 1959 in which the monthly total of claims filed was greater than in the corresponding month of last year. This is attributable partly to economic

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

factors and partly to the increase in the duration of benefit in effect since September 1959.

The average weekly number of beneficiaries was estimated at 677,300 for February, compared with 620,000 for January and 673,400 for February 1959.

The average weekly benefit payment was \$22.00 for February, \$21.91 for January and \$21.56 for February 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards had been issued to 4,946,293 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At February 29 employers registered numbered 326,447, an increase of 106 since January 31.

Enforcement Statistics

During February, 6,144 investigations were conducted by enforcement officers across Canada. Of these, 3,528 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 139 were miscellaneous investigations. The remaining 2,477 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 137 cases, 32 against employers and 105 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,573.*

Unemployment Insurance Fund

Revenue received in February totalled \$24,841,607.92 compared with \$29,135,-

*These do not necessarily relate to the investigations conducted during this period.

805.55 in January and \$18,446,070.36 in February 1959. Benefits paid in February totalled \$62,585,968.43 compared with \$54,344,674.19 in January and \$58,037,486.77

in February 1959. The balance in the fund on February 29 was \$408,141,026.81; on January 31 it was \$445,885,387.32 and on February 28, 1959, \$547,399,504.48.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB-1657A, March 10, 1960

Summary of the Main Facts: In decision CUB-1657, dated July 21, 1959, the Umpire directed the board of referees, pursuant to the authority vested in him under section 76 of the Act, to rehear the case of the claimant and in doing so not only to examine the new evidence contained in two documents which the interested union had submitted during the oral hearing before him in Toronto on June 26, 1959, but also to make a complete review in its adjudication, as it had apparently overlooked the fact that two separate premises were involved.

Accordingly, the board of referees reheard the case in St. Catharines, Ont., on September 23, 1959. The claimant was not present at the hearing but was represented by officials of the union mentioned above.

The board took into consideration the new evidence produced. In addition to the brief and the leaflet submitted at the oral hearing before the Umpire, it consisted of paragraph 16 of a memorandum sent on June 30, 1959 by the regional claims officer of the Commission at Toronto to the same manager by an official of the International Nickel Company of Canada Limited, and a copy of a press release issued by the Nickel Information Service of that company on January 26, 1959.

The letter dated July 16, 1959 reads in part:

We regret, as we informed you on July 14, that it is not possible to supply this information as requested. It is not our normal practice to compile a day-by-day record of overall production...

It should be pointed out that the start-up period was grossly irregular due to the abnormal circumstances which were the natural result of a three-month shut down of the entire production facilities of the Company. Much of the time immediately following resumption of work was devoted to restoration of production facilities to an operating condition and to building up satisfactory in-process stocks of raw and intermediate materials.

Our study does, however, indicate that 85% of the overall production rate in effect at the time the strike was called had not been attained by January 6 which I note is the day shown in the June 30th memo as that on which approximately 85% of the working force is deemed to have been recalled...

The letter dated August 11, 1959 also reads:

During our conference this afternoon you discussed with me the three prime factors in determining the location of our nickel refinery at Port Colborne as opposed to location in the Copper Cliff area.

The three prime reasons were inferred by your office to be as follows:

- (1) An abundant supply of electricity at reasonable rates
- (2) Adequate supply of water, and
- (3) Accessibility to the prime market area along with adequate rail and water transportation.

This will confirm to you that our decision to locate the nickel refinery at Port Colborne was made mainly as the result of consideration of the above factors.

The submission to the board of referees also contained a daily record "of hourly rate employees returning to work" at the Port Colborne plant following the settlement of the strike. It reads:

Dec. 26, 1958	372
“ 27 “	413
“ 28 “	413
“ 29 “	468
“ 30 “	505
“ 31 “	538
Jan. 1, 1959	546
“ 2 “	578
“ 3 “	590
“ 4 “	602
“ 5 “	751
“ 6 “	806
“ 7 “	832
“ 8 “	873
“ 9 “	876
“ 10 “	906
“ 11 “	906
“ 12 “	1,060
“ 13 “	1,081
“ 14 “	1,132
“ 15 “	1,152
“ 16 “	1,163
“ 17 “	1,165
“ 18 “	1,165
“ 19 “	1,242
“ 20 “	1,240

Jan. 21, 1959	1,257
“ 22 “	1,274
“ 23 “	1,315
“ 24 “	1,317
“ 25 “	1,317
“ 26 “	1,328

The insurance officer commented: “It will be noted from the above figures that on 5 January, 1959, the date on which the resumption of work was considered to be appreciable, approximately 50% of the hourly rated employees of the Port Colborne plant had returned to work and 85% was not attained until 19 January, 1959.”

As the insurance officer who attended the hearing before the board of referees had reported that the transcript of the evidence was inadequate “due to the rapid fire manner” in which the oral evidence had been given, he was asked to prepare a narrative report, which reads as follows:

The writer attended the rehearing of the Board of Referees session at St. Catharines on Wednesday, 23 September 1959. The chairman in his opening remarks suggested there were five prime points at issue and these were reasonably taken in turn although at times the discussion overlapped the various points enumerated. The five questions are set out on page 2 of the transcript of evidence.

(From the submission it would seem that there are 5 points to come to a decision on:—

(1) No. of hourly rated employees who went on strike from each of the two plants, Copper Cliff and Port Colborne.

(2) Are the Port Colborne and Sudbury plants considered as one or two.

(3) If separated, their production, return date of employees and the number, will it be treated separately or both production employees may be considered together in separate premises.

(4) The question of 85% being the basic percentage used in both production and employees as being returned when calculated for the termination of the work stoppage.

(5) The date to be arrived at with from the other 4 items a conclusion may be derived therefrom).

Question 1 dealt primarily with the number of employees at the Sudbury and Port Colborne plants and it was agreed that the figure was 14,513 as set out in the initial submission.

The second point raised was whether or not the Sudbury (which includes the mill and smelter at Copper Cliff and all adjacent mining properties) and Port Colborne plants constitute separate premises. It was agreed, after some discussion among the union and the members of the Board of Referees, they did not constitute separate premises within the meaning of the Act but were an integrated part of a continuous operation, being geographically separated for reasons as set out on page 7 of the submission to the Board of Referees. They established, to their satisfaction, that one would not operate without the other and while they have separate locals, they nevertheless bargained as a unit with the employer.

The third point raised a question only that if they were found to be separate premises then the production quotas necessary to establish

an appreciable resumption of work would have to be considered on an individual basis. This question no longer became pertinent when the point raised in question 2 was decided in favour of one operation.

Question 4 introduced the 85% yard stick established by various Umpires as constituting percentage required in either personnel recalled or production attained or both. The employee member, Mr. W. J. Marshall, a member of the UAW union and international representative, was quite emphatic in expressing the union's viewpoint on this percentage requirement. He was of the same opinion as was the research director and union representative, Mr. H. L. Robinson of the Mine, Mill & Smelter Workers Union, that there should be no “gimmicks” associated with the denial of unemployment insurance benefit from the day following the signing of the bargaining agreement with the employer. In this case they argued to the effect that following the signing of the agreement on 19 December 1958, employees of International Nickel Co. should have been entitled to benefit from 20 December 1958 on. It was pointed out that the agreement signed had to be ratified by the employees and this was not completed until 23 December 1958 and that the employer and the union both felt it not advisable to recall anybody the day before Christmas and therefore the day the first persons were recalled was 26 December 1958. At best they insisted that relief from disqualification should have occurred as of this date. It was pointed out by the chairman that if they wished to have serious consideration given to this particular point, it should be taken up by the various unions for discussion with the Unemployment Insurance Advisory Board.

Following some lengthy discussion, all parties agreed that they had to be guided by the present jurisprudence established by the Umpire and that 85% was, under usual conditions, necessary, having due respect to personnel and production. The union representative chose to dismiss the letter from the employer under date of 16 July 1959 in relation to production attained on a day to day basis following settlement of the dispute. He inferred that the company were unwilling to furnish day to day production figures even though the employer pointed out the complexity of their operations prevented this and more so, due to the necessity of starting up following a three months' strike.

At this time and several times later I drew to the attention of the union representative that the Commission did not lightly regard the employer's statement as of no consequence because they could not furnish day to day production figures. The commission did, however, accept the statement furnished by the employer as authentic when they stated that, as a result of their study, it was indicated that 85% of the overall production rate in effect at the time the strike was called *had not* been attained by 6 January 1959, etc. The union representative stated that all we had was a lot of shadow boxing regarding production figures. Several times I again stated the Commission accepted the factual evidence in the employer's letter of 16 July 1959 and pointed out the following. One of the conditions of return to work was the re-implementation of the 40-hour work week. In turn, I pointed out that even working a 40-hour week in contrast to the 32-hour week they were working on 23 September 1958, they still were unable to turn out 85% of the

production previously attained. This would suggest that due to the shutdown on account of the strike, it was not feasible to reach their potential at this time. The union further argued that the employer had two choices to make early in June 1958 and that was to implement further lay-offs in addition to the 1200 laid off in March 1958 or reduce the work week to 32 hours. He insisted that this decision saved the Unemployment Insurance Fund a very substantial loss and that we should take this into consideration when considering work resumption. The union finally dropped the question of production attained and chose to argue the point on the 20% allowance for a four-day week, or in other words, that the 85% should be based on 80% of the personnel recalled, etc.

It was at this time that the employee representative chose to call it man hours worked and that there should be 85% of 80% of the man hours of production worked in effect on 23 September 1958. I endeavoured to point out the only two requirements the Commission were concerned with under the Act were personnel recalled and production attained and that if they want to introduce man hours worked that was something new and aside from the requirements. It will be noted that these man hours of employment have been introduced in the minority report of the dissenting employee member at this hearing.

The union representative, Mr. H. L. Robinson, stated that the Commission were in error when they referred to the news item published by the Financial Post which was in the form of a brochure and filed as an exhibit. This news item was dated 26 January 1959 and the union representative referred me to an item in the same brochure under date of 2 January 1959. It was his contention that production had exceeded 20% by a stepped-up programme. This stepped-up production percentage was quoted in the release under date of 26 January 1959 but it was not so stated in the press release of 2 January 1959. However, in the press release of 2 January 1959, it reads as follows: "International Nickel Company plans to maintain output at a rate of some ten thousand tons a month each of nickel and copper which is almost 20% higher than before the start of the recent strike."

I pointed out that this was not an accomplished fact on 6 January 1959, it was only the employer's plans at that date and as there is no production shift on the week-ends, it did not have much bearing. It was more reasonable to consider that there had been some culmination of this plan somewhere in the neighbourhood of 26 January 1959 and that this increased production was non-existent on 6 January 1959 when we terminated disqualifications under Section 63 on the basis of employees recalled.

Further arguments were advanced by the union to the effect that there never had been any reduced production because the employer was in a position to make all deliveries from stock piles to his customers during the strike. The employee member of the Board agreed with this thinking, stating that they had immense stock reserves both in Canada and in the United States in bond to the U.S. government. The union representative placed considerable value on the employer's brief as submitted to the Board of Conciliation appointed by the Minister of Labour of the Province of Ontario, which was included as an exhibit and which the union used as one of the reasons for an increased wage demand when presenting their case. We could find no significant information

in this lengthy report that would necessarily apply to the implementation of section 63 of the Unemployment Insurance Act and in particular, the requirements as to an appreciable resumption of production following the work stoppage due to the strike.

The board, by a majority decision, dismissed the appeal. Its decision reads, in part, as follows:

... At the request of the Umpire due consideration was given regarding both Port Colborne and Copper Cliff being separate premises. This was clarified that owing to the method of production it was not possible to separate the plants, but to deal with them as one unit. The 85% based as the calculating figure for the return of both production and employees, was founded on other decision CUB-1158. It was agreed that this would be the basis of calculation.

The Board after hearing the oral evidence of the several members, and taking into consideration the new evidence produced, also the request of the Umpire regarding separate premises, and the evidence in the submission, arrives at the conclusion that there were 84.19% employees returned to work on January 6th, 1959, hence the termination of the work stoppage would be January 5th, 1959...

The dissenting member of the board of referees stated, in part, as follows:

With reference to the 85% which being an interpretation of Section 63 (1) (a) of the Act which has been interpreted by various umpires, this case being of a unique nature, I would respectfully submit that the 85% ruling should not be applicable. In fact it is my considered opinion that this percentage should either be modified or on the resumption of work those employees in a strike bound plant not being recalled immediately, providing they are willing and able to accept other employment, should qualify for benefit under the Regulations of the Unemployment Insurance Act...

Because the Company were either unable, or unwilling to supply production figures, the only fair basis on which I can adjudicate this claim is to work on the assumption that 14,513 employees were employed prior to the strike, on a 32-hour week. This in essence is a 20% reduction in the normal work week and in applying the 85% yardstick, this I submit should be used on the basis of man hours which will decrease the 11,611 employees to 9,869 employees, which in turn based on the percentage figures would in turn have made the disqualification from December 23rd, 1958, to January 4th, 1959...

From the board of referees' decision of September 23, 1959, the interested union appealed to the Umpire on the following grounds:

First, that the principle that at the end of a strike, workers are disqualified from Unemployment Insurance benefit until there has been a substantial resumption of work (usually deemed to be when production or the number of employees back at work, or both, depending upon the circumstances, have reached 85% of what they were immediately before the strike began) is wrong and unfair;

Secondly, that the above principle was incorrectly applied in this case;

Thirdly, the Board made its decision on the basis of the fact, not disputed by the Union, that 84.19% of the number of employees of the International Nickel Company in Sudbury and Port Colborne had returned to work on Tuesday, January 6, 1959. However, the Board made this decision without taking any steps to obtain the additional information which the Union requested and which would have enabled the Board to arrive at a correct interpretation of the above fact.

This is a test case, chosen to represent all hourly rated employees of the International Nickel Company both at Coppercliff and Port Colborne, whose disqualification from benefit was ruled to have terminated January 5, 1959.

The union also requested a further oral hearing before him, which was held in Toronto on February 4, 1960. The union was represented by H. L. Robinson, its Research Director, who was assisted by the President and the Vice-President respectively of Local 637, and the Unemployment Insurance Commission by F. G. Power and G. I. Shearer.

Considerations and Conclusions: For obvious reasons, it seems, the appellant union did not question the fact that the representative claimant had lost his employment on September 24, 1958 by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed and thereby came within the purview of subsection (1) of section 63 of the Act; nor did the union contend that the claimant fulfilled the requirements of the relieving provisions of subsection (2) of that section. The objections raised by the union are concerned solely with the duration of the disqualification as imposed by the insurance officer and, after taking into consideration the oral representations submitted by the union's representative at the hearings before me, may be summed up as follows:

1. The disqualification should have been made to terminate on the day the labour dispute was settled; or, failing that,

2. The determination by the insurance officer of the date of the resumption of work should have taken into account

- (a) that the work on the premises had, for some time before the strike, been operating on a 32-hour week due to large stocks of unsold nickel in the hands of the company, and

- (b) that, after the strike, the employees were immediately placed on a 40-hour week, as the company intended to increase its output about 20% higher than before the strike to restore its customer inventories as well as replenish its working stocks.

The first one of the union's objections is contrary to the explicit wording of subsection (1) (a) of section 63 of the Act, which provides that a claimant who has lost his employment by reason of a stoppage of work attributable to a labour dispute is disqualified from receiving benefit

"until the termination of the stoppage of work". Consequently, whether that provision is based on a "wrong and unfair" principle cannot be a relevant consideration in deciding the point at issue, as I must take the law as I find it. Moreover, I believe it must be based on a sound and logical principle in view of the admitted fact that a force once set in motion may produce effects which can be assessed only after an interval has elapsed. For example, in the case dealt with in the Umpire's decision CUB-827, the stoppage of work, as a normal consequence, had resulted in the deterioration of the employer's premises and equipment and these could not be reconditioned or repaired for an immediate resumption of work upon settlement of the dispute. The Umpire held in that case that the extended stoppage was due to the labour dispute for the period required to place the premises and equipment in working condition, as the record did not support the contention that the employer had chosen deliberately to keep the plant idle to suit his own convenience.

In the present case, the record shows that if the company did not recall all of its employees to work immediately after the settlement of the labour dispute, it was "due to the abnormal circumstances which were the natural result of a three-month shutdown of the entire production facilities of the Company" and, as a consequence, "much of the time" following the settlement "was devoted to restoration of production facilities to an operating condition and to building up satisfactory in-process stocks of raw and intermediate materials". If the statistical data which I am about to examine should show also that a substantial resumption of work did not take place at the company's premises until some time after the settlement of the dispute, the extended stoppage, in the absence of convincing evidence to the contrary, shall have to be attributed to a direct and normal consequence of the labour dispute.

The information supplied by the company with respect to the resumption of its operations indicates that "85% of the overall production rate in effect at the time the strike was called had not been attained by January 6". That information does not show when such a rate was attained, nor does it differentiate between the respective rates of production reached at each one of the two plants involved in the present case, which is essential because, as I intimated in referring this case to the board of referees, we are here dealing with two separate premises.

The distance between the two plants—both situated in the province of Ontario, but one in Copper Cliff, which is in the north-western part of the province, and the other in Port Colborne, which is in the south-western part thereof—is approximately 350 miles. Under these geographical conditions, and no matter how tightly integrated or interdependent, functionally or otherwise, those plants were, the contention that they were, for the purpose of the company's operations, the same premises has no more foundation in law than it has in fact. Nor can the reasons which allegedly prompted the company to build one of the plants in question at Port Colborne rather than near or at Copper Cliff be considered otherwise than as additional and more convincing reasons why they should be separate units.

It is a general rule of statutory construction that if a statute uses a term which is not explicitly defined in the statute itself, such term is used in its commonly and generally accepted sense or meaning. Accordingly, in the absence of a definition in the Act of the terms "factory," "workshop" and "premises" as used in section 63, such terms must be given their commonly or generally accepted meaning, that is, as referring to the geographical location of any unit of an enterprise. That such was also the intended meaning of those terms is made clear enough in subsection (3) of that section, which provides that each department shall be deemed to be a separate factory or workshop for the purpose of section 63, whenever separate branches of work commonly carried on as separate businesses in separate premises happen to be carried on in separate departments "on the same premises".

From the above it will be readily seen that the legislator's apparent intent was to give a claimant such protection or relief from disqualification as could be derived from the fact that the labour dispute which caused his loss of employment did not occur at the factory, etc., at which he was employed, but at some other factory, etc., and this notwithstanding that both premises were owned and operated by the same person.

Consequently, the question of the date of the termination of the stoppage of work, which I have to decide, must be examined in the light of my finding that there are two separate premises involved and of the fact that the information supplied by the company does not differentiate between the respective rates of production reached at each one of those two plants. As a result, I am, therefore, left with no alternative but to decide that question on the basis of the daily record of the hourly rated employees returning to work after the settlement of the dispute at Port Colborne and Copper Cliff respectively.

In that connection, the record shows that the insurance officer and the board of referees were very generous in considering that a substantial resumption of work had already taken place on January 6, 1959. As a matter of fact, 81 per cent of the employees had by then resumed work at Copper Cliff and only 53 per cent at Port Colborne, and this, particularly in respect of the latter plant, falls short of the percentage usually considered to be sufficient to rule that a stoppage of work has terminated, i.e., 85 per cent. However, I will not disturb their erroneous finding as my decision, in view of section 80 of the Act, can have no practical effect on the benefit already paid as a result of the board's decision. In other words, my decision has but academic interest in that respect.

The point raised by the union regarding the working week having been shorter before the strike than after is one that cannot carry any weight in the absence of definite evidence that the employer's delay in recalling the employees to work after the settlement of the dispute was due to the company's decision to increase its production rather than to factors which had arisen out of and were attributable to the dispute. To say that this latter situation was the one which prevailed is a reasonable assumption, as it seems that the company's decision to increase its output should have had the effect of expediting rather than retarding their return to work.

For the above reasons, the union's appeal is dismissed.

U.S. Employment Up, Employment Down in March

Primarily because the weather was abnormally severe—the worst in any March since 1941—employment fell and unemployment rose in the United States in March, the U.S. Department of Labor reported last month. The usual pattern for March is just the opposite.

Employment totalled 64,257,000, a decline of 253,000 from February. Unemployment amounted to 4,206,000, an increase of 275,000. The seasonally adjusted rate of unemployment rose to 5.4 from 4.8 per cent.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 185 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 163 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office	9	\$164,046.11
RCMP	3	6,863.00
Transport	1	98,373.21

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of \$20,334.82 was collected from 17 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 405 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Kentville N S: Malcolm L Wallace, supply & erection of storage bldg & workshop, Experimental Farm. *near Eyebrow Sask:* W E Clark & C E Lewis, construction of dykes & canal excavation, Eyebrow Lake Diversion.

Central Mortgage and Housing Corporation

Montreal Que: M J Lalonde Ltd, *recovering bathroom floors, kitchen floors & counter tops, Villeray Terrace. *Regina Sask:* Superior Plumbing & Heating, *plumbing maintenance, service contract, Projects 7/48 & 8/49. *Chilliwack B C:* Jensen & Johnsen Landscape Contractors Ltd, landscaping for 100 housing units (DND 6/58). *Victoria B C:* G A Barker Construction, *supply & installation of 32 plastic laminated counter tops in rental units, Veterans Projects 6, 6A & 7.

Department of Citizenship and Immigration

Meadow Lake Indian Agency Sask: Huber Electric Ltd, construction of diesel electric power plant & electrical wiring at Fond du Lac IDS; Lloyd Construction Co Ltd, alterations & additions to two classroom bldg, Onion Lake CE IDS. *Kamloops Indian Agency B C:* Fisher Metal Products Ltd, kitchen & laundry improvements, Kamloops IRS; Gordon Latham Ltd, conversion of heating plant, Kamloops IRS. *Lytton Indian Agency B C:* Interior Plumbing & Heating, plumbing improvements, St George's IRS.

Defence Construction (1951) Limited

Summerside P E I: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of tele-communication cable, RCAF Station. *Dartmouth N S:* Standard Construction Co Ltd, alterations to fire control bldg No 5, RCNAD; Francis Hankin & Co Ltd, construction of ash silo, central heating plant, HMCS *Shearwater*. *Greenwood N S:* Valley Services Ltd, installation of telecommunication cable, RCAF Station. *St Johns Que:* Cribb Construction Co Ltd, construction of temporary house & installation of steam generator, RCAF Station. *Rockcliffe Ont:* Landino Zuccarini, renovation of bldg No 92, RCAF Station. *Uplands Ont:* Koppers of Canada Ltd, *manufacture & installation of acoustic treatment of exhaust silencer for high speed wind tunnel, NAE. *Sarcee Alta:* McIntosh Equipment Ltd, construction of POL service station & pavement in Camp. *Whitehorse Y T:* Electric Power Equipment Ltd, rehabilitation of electrical distribution system, RCAF Station.

Building and Maintenance

Camp Borden Ont: McNeilly & Bavington Ltd, repainting interior of 23 bldgs; Burnley Contracting Ltd, interior painting of 185 PMQ's. *Hamilton Ont:* The Tidey Construction Co Ltd, installation of steel water reservoir & appurtenances, RCAF Station, Mount Hope. *Winnipeg Man:* Paul Pallas Painting & Decorating, interior painting of 49 PMQs, Fort Osborne Barracks.

Department of Defence Production

Goose Bay Labrador: Morin & Plante Co Ltd, installation of stainless steel canopies, RCAF Station. *St John's Nfld:* Mrs Annie Manderson, catering. *Cornwallis N S:* Canada Catering Co Ltd, catering. *Halifax N S:* Banfield & Miles, interior fire retardant painting of Bldg S-25, Temporary Hospital, HMCS *Stadacona*; Maritime Automatic Sprinkler Ltd, supply & installation of automatic fire protection system, Naval Garage, HMC Dockyard. *Quebec Que:* Adjutor Pouliot, interior painting & repair of Bldgs 1, 2, 3 & 4, Artillery Park. *Hagersville Ont:* Williamson Roofing & Sheet Metal Works, re-roofing Hangar No. 7, Military Camp. *Hamilton Ont:* Beaver Lumber Co Ltd, repairs & renovations to Bldg No 5, HMCS *Star*. *Napanee Ont:* H J McFarland Construction Co Ltd, replacement of drill hall floor, Armoury. *Petawawa Ont:* Acme Spraying & Caulking, repainting interior of Bldg L-57, Camp. *Toronto Ont:* Willard & Bluj, interior re-painting of four bldgs at No 6 Personnel Depot, Sunnybrook Park. *Trenton Ont:* Walker Painting & Decorating Co Ltd, interior painting of No 2 Administration Bldg, RCAF Station. *Fort Churchill Man:* Canada Catering Co Ltd, catering. *Winnipeg Man:* Canadian Rogers Western Ltd, repair of composition & tar roofs, Fort Osborne Barracks. *Saskatoon Sask:* W J English & Co Ltd, re-roofing drill hall bldg, HMCS *Unicorn*. *Calgary Alta:* Custom Floor Coverings Ltd, installation of floors in rooms, Mewata Armouries; Canadian Western Natural Gas Co Ltd, *replacement of gas main & related work throughout PMQ area, RCAF Station, Lincoln Park. *Esquimalt B C:* Pacific Sheet Metal Works Ltd, re-roofing of bldg No 8, HMC Dockyard. *North Jericho B C:* Thorn & Co Ltd, application of asphalt & gravel roof on Hangar 7. *Prince Rupert B C:* Eby & Sons Ltd, re-roofing of bldgs, HMCS *Chatham*. *Vernon B C:* Inland Painters & Decorators, supply & installation of flooring of five bldgs, Military Camp. *Mile Post 1083 (Destruction Bay) Y T:* Samson-Kmet Floorshop Ltd, painting of row housing, North West Highway System; Whitehorse Electric Co Ltd, electrical repairs, row housing, North West Highway System.

Department of Northern Affairs and National Resources

Frobisher Bay N W T: The Tower Co Ltd, supply & erection of Industrial Bldg, Airbase.

Department of Public Works

Campbellton Nfld: Cape Horn Construction Co Ltd, wharf reconstruction. *Harbour Grace Nfld:* Allied Construction Co Ltd, construction of federal bldg. *St John's Nfld:* Avalon Construction & Engineering Ltd, alterations to canteen, Customs Bldg. *Borden P E I:* M F Schurman Co Ltd, construction of inspection station for Department of Agriculture. *P E I National Park P E I:* Curran & Briggs Ltd, paving, Dalvay to Brackley Point Beach, 8.0 miles, Gulf Shore Road. *Clarke's Harbour N S:* Rodney Contractors Ltd, construction of post office. *Cornwallis N S:* Cameron Contracting Ltd, removal of jetty, HMCS *Cornwallis*. *Dartmouth N S:* Ellis-Don Ltd, construction of shops bldg for Department of Transport. *Little River N S:* Clare Construction Co Ltd, breakwater repairs. *Little Lameque N B:* Comeau & Savoie Construction Ltd, wharf repairs. *McEachern's Point N B:* Diamond Construction (1955) Ltd, wharf extension. *St Stephen N B:* R E MacCready, alterations & additions to Customs & Immigration Bldg. *Baie St Paul Que:* Charles Eugene Tremblay, addition & alterations, post office. *Grande Riviere Que:* Edouard Perron & Arthur Morin, erection of post office bldg. *La Tuque Que:* Sylvio Beland, reconstruction of wharf. *Mont Laurier Que:* Dufort & Lavoie, construction of wharf. *Montreal Que:* Allied Bldg Services Ltd, cleaning interior of customs examining warehouse; McGill Window Cleaning Co, cleaning windows of federal bldgs & bldgs under lease; Richard Nantel, removal of ashes, garbage, etc from federal bldgs; Caplan Construction Ltd, repairs to Postal Station "B" for accommodation for Trans-Canada Airlines. *Outremont Que:* Noma Construction Co Ltd, alterations to Postal Station. *Quebec Que:* Entre-tiens Industriels & Sanitaires Orleans Enr, cleaning interior of Pollack Bldg. *Ste Anne de la Pocatiere Que:* Kebec Construction Ltd, construction of headerhouse, Experimental Farm. *St Maxime de Scott Que:* Benoit Grenier, erection of post office bldg. *St Pamphile Que:* Gerard Dube, erection of post office bldg. *Varenes Que:* Danis Construction Inc, wharf reconstruction. *Belle River Ont:* Dean Construction Co Ltd, reconstruction of east training wall. *Dundas Ont:* T A Gowling Construction Co, alterations & additions to federal bldg. *Hamilton Ont:* Canadian Dredge & Dock Co Ltd, harbour repairs & improvements, Burlington Beach Wharf, Stage 3; Ontario Marine & Dredging Ltd, repairs to fenders, Wellington St Extension. *Niagara Falls Ont:* Stewart Hinan Corp Ltd, construction of UIC office bldg. *Norwich Ont:* McKinney Lumber Co Ltd, alterations & remodelling

to federal bldg. *Orleans Ont*: Dufort & Lavoie, construction of post office. *Ottawa Ont*: Ontario Building Cleaning Co Ltd, interior cleaning, Sir Charles Tupper Bldg; William D'Aoust Construction Ltd, installation of new stairs & elevator, West Langevin Block; Able Construction Co Ltd, alterations to Plant Products Laboratory, CEF; Allied Bldg Services Ltd, cleaning interior of Veterans' Memorial Bldg, Wellington St; Guy Morin Bldg Cleaning, cleaning interior of Empire Bldg; Allied Bldg Services Ltd, cleaning interior of Kent-Albert Bldg; Roy Soderlind & Co Ltd, general alterations to rooms H-7 & H-10 (Nutrition Division), Department of National Health & Welfare, Food & Drug Laboratory Bldg, Tunney's Park; Allied Bldg Services Ltd, interior redecoration & related repair work, No 4 Temporary Bldg, Lyon St; C Howard Simpkin Ltd, supply & installation of electrical distribution transformers, Confederation Bldg, Wellington St. *Ottawa Ont & Hull Que*: Quebec Window Cleaning Co Ltd, window cleaning, federal bldgs. *Pelee Island Ont*: Rieger Bros Construction Ltd, repairs to west wharf. *Perth Ont*: R T Parks & Son Ltd, alterations & improvements to postal accommodation, federal bldg. *Toronto Ont*: Wm Harris Cartage Ltd, removal of ashes, garbage, waste paper, etc from federal bldgs; New York Window Cleaning Ltd, cleaning windows in federal bldgs & bldgs under lease; Allied Bldg Services Ltd, cleaning interior of MacKenzie Bldg. *Fisher Branch Man*: A K Penner & Sons Ltd, construction of post office. *Pukatawagan Man*: Bird Construction Co Ltd, construction of various bldgs, The Pas Agency. *Winnipeg Man*: A Rebiffe Construction Co Ltd, alterations & renovations to second floor of federal bldg for Department of Public Works amalgamated office accommodation; Al Reynolds (Transfer), removal of garbage & ashes, various federal bldgs. *White Fox Sask*: C M Miners Construction Co Ltd, construction of post office bldg. *Canmore Alta*: Bird Construction Co Ltd, construction of post office bldg. *Medicine Hat Alta*: Bird Construction Co Ltd, construction of federal bldg. *Kitimat B C*: Peter Kiewit Sons Co of Canada Ltd, construction of federal bldg. *New Westminster B C*: J Boshard & Son Ltd, painting of Railway Bridge; Dominion Bridge Co Ltd, superstructure repairs, Railway Bridge. *Port Coquitlam B C*: Alex Park & Son Ltd, construction of federal bldg. *Prince George B C*: Carl Wedemeyer, interior painting of federal bldg. *Vancouver B C*: Mercury Maintenance Services Ltd, cleaning interior of New Customs Bldg; Coronation Construction Co Ltd, alterations to sub-basement for Department of Fisheries, Old Customs Examining Warehouse. *Wiah Point B C*: S R Kirkland Construction Co Ltd, construction of boat harbour (floats).

Contracts Containing the General Fair Wages Clause

Bridgewater N S: Andrew Hebb, interior painting & plaster repairs, federal bldg. *Halifax N S*: Martin & Moore Ltd, interior painting, federal bldg; Braden J Keefe, alterations to Pier 21. *Liverpool N S*: Russell Williams, interior painting, federal bldg. *Truro N S*: F C McCurdy, acoustic work, federal bldg. *Point Sapin N B*: Leo LeBlanc, dredging. *Cabano Que*: Alfred Caron, painting & replacement of glass, public bldg. *Chandler Que*: Paul Lanting, interior repairs & repainting, federal bldg. *Montreal Que*: Otis Elevator Co Ltd, elevator alterations, 1631 Delorimier St. *Quebec Que*: Paul Henri Lafond, construction of new stairs, Champlain Harbour Station. *Ste Marie de Beauce Que*: Jean Ferland, interior repainting & plaster repairs, federal bldg. *Sorel Que*: McNamara Marine Ltd, dredging. *Arnprior Ont*: Roy Goodfellow, replacement of boiler units, Civil Defence College; Patrick Vineskie, construction of ceiling, Civil Defence College. *Cobourg Ont*: Ontario Marine & Dredging Ltd, dredging. *Chapleau Ont*: C U Collins Stores, interior painting, federal bldg. *Cornwall Ont*: Lauzon Bros, interior painting, federal bldg. *Hamilton Ont*: The J P Porter Co Ltd, dredging in Wentworth Street Slip. *Kemptville Ont*: Harold Patterson, alterations to federal bldg. *Ottawa Ont*: W M Morgan & Son, installation of kitchen ventilation system, Saunders Cafeteria, CEF; Ottawa Iron Works Ltd, repairs to dome, Dominion Observatory, CEF; Ottawa Iron Works Ltd, alterations to Science Service Laboratory, CEF; Aerodyne Ltd, repairs to cooling system, Forest Products Laboratory, Montreal Rd; F Thibault Lumber & Wrecker Ltd, demolition of houses, Slater & Bay Sts; Roy Soderlind & Co Ltd, repairs to air-conditioning system, Food & Drug Laboratory, Tunney's Pasture; Roy Soderlind & Co Ltd, repairs to cooling system, Virus Laboratory, Tunney's Pasture; R & R Construction, alterations to Union Station; Sanco Ltd, disinfecting & deodorizing of washrooms in various bldgs; Industrial Demolition, demolition of old O'Keefe's Brewery bldg; Lavoie Construction Reg'd, general repairs to Science Service Laboratory; Lavoie Construction Reg'd, alterations to No 1 Temporary Bldg; Ottawa Iron Works Ltd, repairs to skylights, Trade & Commerce Bldg; Federal Electric Construction Ltd, replacement of electrical fixtures, Woods Canadian Bldg; Federal Air Conditioning, repairs to refrigeration, Postal Station "B", Sparks

(Continued on page 508)

PRICES AND THE COST OF LIVING

Consumer Price Index, April 1950

Canada's consumer price index (1949=100) rose 0.5 per cent from 126.9 to 127.5 between March and April.* In April 1959 the index stood at 125.4.

Although all five group indexes were higher, an increase of 1.3 per cent in the food index accounted for most of the rise in the total index.

The rise in the month was the first after four successive declines, and it brought the index back to the January level. The all-time high, 128.3, was recorded last November.

The food index rose from 119.4 to 120.9 as price increases occurred for bread, eggs, citrus fruits, apples, potatoes and chicken. Beef and pork prices were generally lower, as were those for most imported fresh vegetables.

The shelter index moved from 142.9 to 143.3, a rise of 0.3 per cent. The rent component was unchanged but the home-ownership component recorded a further increase.

An upward movement of 0.4 per cent in the clothing index, from 110.4 to 110.8, reflected scattered price increases for some items of footwear and men's clothing as well as for items of women's clothing up from sale levels of previous months.

In the household operation index, a fractional increase from 123.4 to 123.5 reflected somewhat higher prices for some appliances resulting from initial pricing of 1960 models, as well as furniture prices up from sale levels. These increases, combined with some price increases for household utensils and equipment, more than balanced lower prices for textiles.

A movement of 0.1 per cent in other commodities and services from 137.0 to 137.1 was due to higher doctors' and dentists' fees. Price declines were limited to gasoline, bicycles and toilet soap.

Group indexes one year earlier (April 1959) were: food 119.3, shelter 140.5, clothing 109.6, household operation 122.6 and other commodities and services 133.7.

Wholesale Price Index, March 1960

Canada's general wholesale price index (1935-39=100) moved fractionally lower between February and March, dropping 0.2

per cent from 230.0 to 229.6. It was the second successive decline of that proportion.

The March 1960 index was slightly below the year-earlier figure of 230.6.

During the month, five of the major group indexes moved lower, two higher, and one remained unchanged.

The downward movement in the animal products group continued; the index dropped a further 0.7 per cent, from 242.6 in February to 240.8. The non-ferrous metals group index moved 0.3 per cent lower, from 178.2 to 177.6. Three other groups—vegetable products, textile products and wood products—were only perceptibly lower.

Indexes for non-metallic minerals and chemical products were slightly higher.

The index for iron products was unchanged at 256.3 for the third consecutive month.

The index of Canadian farm product prices at terminal markets (1935-39=100) edged up 0.4 per cent, from 217.9 to 218.8, between March 25 and April 22. The field products index rose 1.8 per cent, from 174.4 to 180.6, reflecting price gains for potatoes and rye, western flaxseed and eastern corn, barley and hay. The animal products index eased off 0.5 per cent from 258.3 to 256.9 as declines for calves and hogs, chiefly on eastern markets, and eggs and butterfat in the East were almost balanced by gains for steers and lambs, the latter mainly in the East, and poultry.

City Consumer Price Indexes, March 1960

Consumer price indexes (1959=100) decreased in nine of the ten regional cities between February and March.* Only the Edmonton-Calgary index increased, by a fractional 0.1 per cent.

Declines ranged from 0.1 per cent in Winnipeg and Saskatoon-Regina to 0.8 per cent in Montreal.

Lower food indexes were mainly responsible for movements in the total indexes as foods declined in all ten cities. Decreases in the food index ranged from a fractional 0.1 per cent in Edmonton-Calgary to 2.3 per cent in Montreal. In contrast, clothing indexes rose in all ten cities, with increases ranging from 0.2 per cent in Montreal and Vancouver.

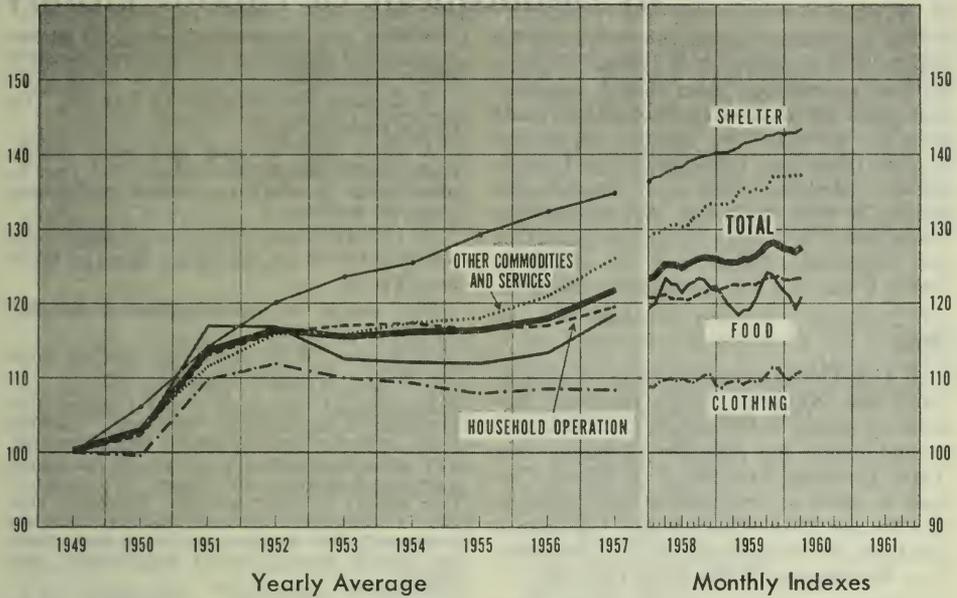
*See Table F-1 at back of book.

*See Table F-2 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Shelter indexes showed mixed results: five city indexes up, three unchanged and two down from February levels. Household operation indexes rose in seven cities, remained unchanged in two cities and declined in St. John's. Other commodities and services group indexes were lower in four of the ten regional cities, unchanged in three cities and up a fractional 0.1 per cent in the other three.

Regional consumer price index point changes between February and March were as follows: Montreal -1.0 to 126.5; Toronto -0.5 to 129.2; Vancouver -0.4 to 128.7; St. John's -0.3 to 114.5†; Halifax -0.3 to 126.7; Saint John -0.2 to 128.9; Ottawa -0.2 to 127.4; Winnipeg -0.1 to 124.0; Saskatoon-Regina -0.1 to 123.4; and Edmonton-Calgary +0.1 to 123.3.

U.S. Consumer Price Index, March 1960

The United States consumer price index (1947-49=100) rose to a record high between mid-February and mid-March, advancing 0.1 per cent from 125.6 to 125.7. The increase was mainly attributable to rising food prices, which after falling for five months climbed, as is usual at this time of year; the rise in the food component was 0.3 per cent. The housing index rose 0.1 per cent.

The U.S. index for March 1959 was 123.7.

U.K. Index of Retail Prices, February 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) remained unchanged at 109.9 between mid-January and mid-February. This was lower than the index for February 1959, which was 110.3.

"Tight Money" One of Challenges Facing Canadians—OFL

More than 800 persons attended the 2nd Education Conference of the Ontario Federation of Labour, held in Niagara Falls, February 13 and 14, and heard about challenges to Canadians in the form of tight money, import competition, automation, U.S. investment and the growth of the White Collar class.

Doug Hamilton, OFL Secretary, acted as Chairman of the Conference.

Items on the agenda that were discussed at the Conference included: Our Changing Economy, Public Relations, Welfare for Workers, International Affairs, Fair Employment Practices, Political Policy for Labour.

† On base June 1951=100.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 139.

Aged

1. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. *Guide for State Surveys on Aging; a Manual to aid States and Communities in Program Planning for Their Growing Population of Older Citizens to assist in Preparations for Participation in the 1961 White House Conference on Aging. With Adaptations for Community Use.* Washington, GPO, 1959. Pp. 110.

2. WALKER, KENNETH MACFARLANE. *Commentary on Age.* London, Cape, 1952. Pp. 192.

Contents: The Problem of Old Age. Body Changes in Old Age. Ageing of the Tissues. Rejuvenation, Man's Span of Life. The Psychological Changes in Old Age. The Treatment of Old Age. The Philosophy of Old Age. The Religious View of Old Age. Old Age and Society. Ways of solving the Old-Age Problem.

Canada at Work Broadcasts

The following broadcasts were sponsored by the Federal Department of Labour and published in Ottawa in 1959.

3. BRUCE, JOHN W. *Labour's Views on the Older Worker Problem.* Pp. 4.

The speaker is General Organizer of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. He emphasizes the importance of retaining older workers.

4. CAMPBELL, IAN. *Experience Available.* Pp. 4.

The author, who is National Co-ordinator of Civilian Rehabilitation and Chairman of the Interdepartmental Committee on Older Workers, tells about the problems of the older worker and of the educational program which the Federal Department of Labour is carrying out to help solve the problem.

5. CANADA. DEPARTMENT OF LABOUR. *On Your Agenda.* Pp. 9.

A short play about a meeting of a joint labour-management committee at which problems affecting the plant are discussed and solutions proposed.

6. CANADA. DEPARTMENT OF LABOUR. *Plans are for People.* Pp. 8.

A short play which tells how a joint labour-management committee can improve industrial relations in a plant.

7. CANADA. DEPARTMENT OF LABOUR. *Top of the Iceberg.* Pp. 7.

A short play showing how joint labour-management consultation helped one firm to improve its product by inviting suggestions from the workers.

8. CRUICKSHANK, WILLIAM HARVEY. *Industry's Views on the Older Worker Problem.* Pp. 4.

The speaker is Vice-President of the Bell Telephone Company.

9. LINDAL, WALTER JACOBSON. *Plan Now for Winter Works Campaigns.* Pp. 4.

The speaker, chairman of the National Employment Committee in Winnipeg, describes four steps to relieve winter unemployment: (1) indoors construction work; (2) household painting, decorating and repairs; (3) construction repairs in non-residential buildings; and, (4) a "Municipal Winter Works Incentive Program." The speaker concludes that everyone should support winter employment campaigns.

10. STARR, MICHAEL. *A Summary of the Older Worker Problem.* Pp. 4.

The Minister of Labour points out that older workers have acquired know-how, experience, judgment and stability. Their record with regard to accident rates, absenteeism and labour turn-over is superior.

11. WHITE, CECIL G. *Hold that Pension.* Pp. 4.

The author, who is Senior Actuary in the Department of Insurance in Ottawa, spoke about the importance for the employee who changes jobs to preserve the pensions he earns with a succession of employers.

Collective Bargaining

12. AMERICAN FEDERATION OF LABOUR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. [*Collective Bargaining Today*]. *Proceedings, Third Annual Industrial Relations Conference of the Industrial Union Department, AFL-CIO, Philadelphia, Pennsylvania, June 15 and 16, 1959.* Washington, 1959. Pp. 99.

Among the speakers were Walter Reuther, President of the U.A.W., David J. McDonald, President of the United Steelworkers of America, James B. Carey, President of the International Union of Electrical Workers, and Senator Stuart Symington.

13. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Union Agreement in New York State; Duration of Agreements and Provisions for Re-opening, Deferred Increases, and Escalation.* New York, 1959. Pp. 27.

Based on a study of 917 union agreements covering 1,400,000 workers.

14. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Union Agreements in the Construction Industry in New York State*. New York, 1959. Pp. 56.

A study of selected provisions of 375 union agreements covering 228,000 workers.

15. U.S. BUREAU OF LABOR STATISTICS. *Pension Plans under Collective Bargaining. Pt. 1. Vesting Provisions and Requirements for Early Retirement; Pt. 2. Involuntary Retirement Provisions, Late 1958*. Washington, GPO, 1959. Pp. 29.

A study of 300 plans.

Disabled—Rehabilitation

16. U.S. CONGRESS. SENATE. COMMITTEE ON GOVERNMENT OPERATIONS. *Rehabilitation of the Disabled in Thirty-Seven Countries of the World; Domestic Programs and International Activities in Technical Assistance*. Prepared for the Committee on Government Operations, United States Senate, and its Subcommittee on Reorganization and International Organization (Pursuant to S. Res. 347, 85th Congress, and S. Res. 42, 86th Congress). Washington, GPO, 1959. Pp. 153.

17. U.S. OFFICE OF VOCATIONAL REHABILITATION. *Psychological Services in Vocational Rehabilitation*, by Salvatore G. DiMichael. Washington, GPO [1959] Pp. 53.

Economics

18. GALBRAITH, JOHN KENNETH. *The Affluent Society*. Boston, Houghton Mifflin, 1958. Pp. 368.

A book on economics.

19. SAMUELSON, PAUL ANTHONY. *Economics; an Introductory Analysis*. 4th ed. New York, McGraw-Hill, 1958. Pp. 810.

An introduction to economics for college students.

Industrial Relations

20. AMERICAN MANAGEMENT ASSOCIATION. *Industrial Relations Here and Now; Trends, Issues, and Company Practices*. New York, c1959. Pp. 123.

Topics discussed include collective bargaining, discipline, management communications with employees, and management development.

21. EUROPEAN PRODUCTIVITY AGENCY. *Joint Consultation in Practice, a Survey in British Industry*. [Paris, OEEC, n.d., 1959?] Pp. 43.

Contents: Why Joint Consultation? The Forms it takes. How Groups are represented. How Committees work. How Representatives report back. What Consultation can achieve. What People feel about Consultation. Other Kinds of Consultation. Pointers to Practice.

22. PRIVES, M. Z. *Unionism and the Merit System in Municipal Labour Relations in Canada*. Montreal, Canadian Federation of Mayors and Municipalities, 1958. Pp. 58.

The author sought to discover: (1) whether employee organizations in the municipal service tried to influence their field of employment by gaining recognition for a closed shop system and, how this related to the merit principle; (2) whether these organizations were interested in hiring only, or in promotion and related matters as well; and, (3) whether it was possible to notice any pressure being presently applied in municipal labour relations and what the future development might be in municipal labour relations.

Industry—Location

The following surveys, revised to 1959, were prepared and issued by the Industrial Development Branch of the Department of Industry and Development of Alberta in Edmonton in 1959 and 1960.

23. Bentley. Pp. 8.

24. Cardston. Pp. 21.

25. Castor. Pp. 14.

26. Kitscoty. Pp. 9.

27. Lacombe. Pp. 16.

28. Lethbridge. Pp. 40.

29. Olds. Pp. 15.

30. Vermilion. Pp. 15.

International Labour Conference

31. INTERNATIONAL LABOUR OFFICE. *Reduction of Hours of Work*. Seventh item on the agenda. Geneva, 1960. 2 Volumes.

At head of title: Report 7 (1)-(2). International Labour Conference. 44th Session, Geneva, 1960.

Volume 1 has a summary of the general situation regarding hours of work along with a questionnaire on the subject sent to member countries. Volume 2 contains a summary of the replies to the questionnaire and proposed conclusions based on the replies.

32. INTERNATIONAL LABOUR OFFICE. *Workers' Housing*. Eighth item on the agenda. Geneva, 1959-1960. 2 Volumes.

At head of title: Report 8 (1)-(2). International Labour Conference. 44th Session, Geneva, 1960.

Volume 1 contains a report and a questionnaire on the subject of workers' housing. Volume 2 contains replies to the questionnaire and proposed conclusions based on the replies.

International Labour Organization

The following three reports were prepared by the International Labour Office in Geneva in 1959 for the Fifth Session of the Advisory Committee on Salaried Employees and Professional Workers, held in Cologne in 1959.

33. INTERNATIONAL LABOUR OFFICE. *Effects of Mechanisation and Automation in Offices*. Third item on the agenda. Geneva, 1959. Pp. 121.

34. INTERNATIONAL LABOUR OFFICE. *General Report [prepared for the Advisory Committee on Salaried Employees and Professional Workers]* Geneva, 1959. 2 Volumes.

Contents: v.1. *Effect given to the Conclusions of the Previous Sessions.* v.2. *Recent Events and Developments affecting Salaried Employees and Professional Workers.*

35. INTERNATIONAL LABOUR OFFICE. *Problems of Women Non-Manual Workers.* Second item on the agenda. Geneva, 1959. Pp. 83.

Job Analysis and Specification

36. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Heavy Duty Trade.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1959. Pp. 114.

Deals with an analysis of repairs to heavy trucks, track vehicles, power graders, scrapers, etc. Contents: Hand Tools and Operations. Use of Fastenings and Fittings. Bench Work and Power Tools. Hazardous Procedures. Cab and Body Care.

37. EUROPEAN PRODUCTIVITY AGENCY. TRADE UNION INFORMATION AND RESEARCH SERVICE. *Job Evaluation; Report on the Scandinavian Conference held at Runo, Sweden from 10th-13th June, 1958.* Paris, OEEC [1959?] Pp. 81.

This is the Final Report on the Stockholm Seminar on Job Evaluation.

Contains reports on job evaluation in various West European countries submitted to the participants, and summarizes the conclusions reached by the three working groups formed by the participants.

38. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Mechanical Drafting and Design Technology.* Washington [n.d., 1959?] Pp. 26.

At head of title: Job descriptions and suggested techniques for determining courses of study in vocational education programs.

39. YODER, DALE. *Jobs in Employee Relations*, by Dale Yoder and Roberta J. Nelson. New York, American Management Association, c1959. Pp. 52.

Job descriptions of people who devote their full time to employee relations as executives, supervisors, specialists, or in positions associated with personnel like the Medical Services Director or the Safety Director.

Labour Organization

40. CONFERENCE ON AMERICAN LABOR'S ROLE IN LESS DEVELOPED COUNTRIES, CORNELL UNIVERSITY, ITHACA, N.Y., 1958. *American Labor's Role in Less Developed Countries; a Report on a Conference held at Cornell University, October 12-17, 1958.* [Ithaca] New York State School of Industrial and Labor Relations, Cornell University [1959?] Pp. 70.

Sponsored jointly by the AFL-CIO Department of International Affairs and the New York State School of Industrial and Labor Relations at Cornell University.

Partial Contents: The Role of the Free Trade Union in a Less Developed Nation, by John T. Dunlop. The Educational Needs of Free Unions in Less Developed Countries, by Anthony S. Luchek and John K. Meskimen. To what extent can U.S. Trade Unions assist the Development of Free Unions in the Less Developed Countries? By Jay Lovestone. Problems of Management in Less Developed Countries, by Charles A. Myers. Trade Union Organization and Labor Relations in Indonesia: A Case Study, by Harry Goldberg.

41. PETRO, SYLVESTER. *Power Unlimited; the Corruption of Union Leadership; a Report on the McClellan Committee Hearings.* New York, Ronald Press Co., 1959. Pp. 323.

A summary of the hearing of the U.S. Senate Select Committee on Improper Activities in the Labor or Management Field. The book discusses the abuses uncovered by the Committee and suggests remedies.

42. U.S. CONGRESS. SENATE. SELECT COMMITTEE ON IMPROPER ACTIVITIES IN THE LABOR OR MANAGEMENT FIELD. *Second Interim Report of the Select Committee on Improper Activities in the Labor or Management Field, United States Senate, pursuant to S. Res. 44, 86th Congress.* Washington, GPO, 1959. Pp. 375.

Contains factual summaries and findings on James R. Hoffa; Teamsters Local 295 and the Detroit Institute of Laundering in Detroit, Mich.; Allen Dorfman and the Union Insurance Agency of Illinois; the Great Atlantic & Pacific Tea Co. of New York, and New York Locals 342 and 640 of the Amalgamated Meat Cutters and Butcher Workmen of North America. These individuals and organizations were investigated during 1958.

43. WEARMOUTH, ROBERT FEATHERSTONE. *Methodism and the Trade Unions.* London, Epworth Press, 1959. Pp. 78.

Discusses the impact of Methodism on the trade union and working class movements in Great Britain.

Labour Statistics

44. INTERNATIONAL LABOUR OFFICE. *The International Standardisation of Labour Statistics.* [3d ed.] Geneva, 1959. Pp. 124.

Deals with international activity in the field of standardization of labour statistics at the present time and with international standards in labour statistics as they touch on major economic classifications, labour force, employment, unemployment and underdevelopment, wages, hours of work and labour income, consumer price indices, family living studies, international comparisons of real wages, social security, industrial injuries and occupational diseases, industrial disputes, collective agreements, and migration.

45. INTERSTATE CONFERENCE ON LABOR STATISTICS. 15TH, LITTLE ROCK, 1957. *Proceedings of 15th Interstate Conference on*

Labor Statistics, June 18-21, 1957, Little Rock, Arkansas. Washington, U.S. Bureau of Labor Statistics, 1959. Pp. 121.

Conference sponsored by U.S. Bureau of Labor Statistics and Arkansas Department of Labor. The principal topics discussed at the conference were manpower, workmen's compensation, and the operations of State offices.

Labouring Classes

46. ACTON SOCIETY TRUST. *Redundancy.* London, 1958-1959. 2 Volumes.

Contents: v.1. *A Survey of Problems and Practices.* v.2. *Three Studies on Redundant Workers.*

"Redundancy is the involuntary loss of a job through no fault of the worker concerned." Part 1 is concerned with "the causes of redundancy, its relation to the mobility or immobility of labour, its effect on individuals, and the measures which either are being taken, or could be taken, to reduce the costs and hardships, material and psychological, which it imposes." Part 2 describes the results of three enquiries about redundancy. One enquiry was made among redundant employees of four firms; the second is based on information supplied by a local Employment Office concerning the past employment and unemployment history of all the workers re-employed in a particular month; the third study was a sample of fifty redundant workers who were re-employed by the firm which had previously employed them.

47. BECKER, JOSEPH M. *Shared Government in Employment Security; a Study of Advisory Councils.* New York, Columbia University Press, 1959. Pp. 501.

Employment security includes two branches: the employment service which supplies jobs, and unemployment compensation which provides benefits for the jobless. "The function of an advisory council in a government program is to help those responsible for the program to know and to do what the program requires." The author examines the functions of advisory councils in employment security and discusses the experience of fifteen states with advisory councils and outlines the history of the Federal Advisory Council in the U.S.

48. COMMERCE CLEARING HOUSE. *New Labor Law of 1959 with Explanation. "Labor-Management Reporting and Disclosure Act of 1959" signed into Law by the President, September 14, 1959. Public Law 86-257.* [Chicago, c1959] Pp. 96.

Analyzes clauses of the new American Labour Act and includes text of the law.

49. DESAI, NEERA. *Woman in Modern India.* Foreword by Gardner Murphy. 1st ed. Bombay, Vora, 1957. Pp. 314.

Discusses social and economic conditions of women in India.

50. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Work Stoppages, 1958.* Washington [GPO, 1959] Pp. 36.

A detailed statistical review of strike activity in 1958.

51. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Picketing and Boycotts; Selected Readings.* Washington, GPO, 1959. Pp. 376.

Consists of eighteen articles or excerpts from books.

Professional Workers

52. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada; a Case Study of the 1954 Graduating Class of Engineers and Scientists.* Ottawa, Queen's Printer, 1959. Pp. 30.

Based on data obtained from questionnaires completed by new graduates in 1954 and again three years later in 1957. This report tells something about the type of industry in which the graduates worked, their present duties, their field of specialization, the geographic location of the job, and the extent of post-graduate study.

53. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960.* Ottawa, Queen's Printer, 1959. Pp. 55.

Partial Contents: Major Findings—A Graphic Outline. Employment Trends 1958-1960. Recruitment and Effects of Shortages. Sources of Engineers, Scientists and Architects. Analysis by Profession: Engineering; Sciences; Other.

54. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Engineering and Scientific Manpower Resources in Canada; Their Earnings, Employment and Education, 1957.* Ottawa, Queen's Printer, 1959. Pp. 51.

Covers over ten thousand persons in every branch of engineering, architecture and in several fields of science.

55. U.S. OFFICE OF EDUCATION. *Engineering Enrolments and Degrees, 1958,* by Justin C. Lewis and Henry H. Armsby. Washington, GPO, 1959. Pp. 50.

Profit-Sharing

The following three items were prepared by the Council of Profit Sharing Industries in Chicago in 1958.

56. *Profit Sharing in Manufacturing Business.* Pp. 40.

Describes how profit-sharing works for small and large manufacturers, and with collective bargaining.

57. *Profit Sharing in Service Business.* Pp. 39.

Describes how profit-sharing works in small, service-type organizations, in publishing and advertising companies, and in retailing and merchandising businesses.

58. *Profit Sharing, its Administration, Legal, Accounting, Investing*. Pp. 38.

Deals with the legal considerations and accounting aspects of profit-sharing, investing profit-sharing funds in the company's stock, and the administration of trust funds.

Wages and Hours

59. BACKMAN, JULES. *Wage Determination; an Analysis of Wage Criteria*. Princeton, N.J., Van Nostrand, 1959. Pp. 316.

Describes factors that determine general changes in wages and non-wage benefits such as wage comparisons, cost of living, workers' budgets, productivity, ability to pay, and economic environment.

60. CARTTER, ALLAN MURRAY. *Theory of Wages and Employment*. Homewood, Ill., R. D. Irwin, 1959. Pp. 193.

A survey of the development of traditional wage theory in the light of contemporary developments in labour market structure.

61. KEAT, PAUL G. *Changes in Occupational Wage Structure, 1900-1956*. Chicago, University of Chicago, 1959. Pp. 93.

Bound with Lurie, Melvin. *The Measurement of the Effect of Unionization on Wages in the Transit Industry*.

Contents: Long-Range Changes in Occupational Wage Differentials. Short-Run Changes in Occupational Wage Differentials. Factors Responsible for the Long-Run Changes in Occupational Wage Differentials. A. Introduction. B. Sex and Race Differentials. C. Union Influence. D. Immigration. E. Age. F. Education and Training.

62. LOVEJOY, LAWRENCE CLARK. *Wage and Salary Administration*. New York, Ronald Press Co., 1959. Pp. 502.

Discusses such topics as job analysis, job rating, incentives, wage surveys, fringe benefits, pensions, and supplemental unemployment benefits.

63. LURIE, MELVIN. *The Measurement of the Effect of Unionization on Wages in the Transit Industry*. Chicago, University of Chicago, 1958. Pp. 113.

Bound with Keat, Paul G. *Changes in Occupational Wage Structure, 1900-1956*.

An attempt to estimate how much the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America has raised wages in the transit industry and to discover whether this amount has varied in relation to economic conditions over a period of time.

64. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Severance Pay Patterns in Manufacturing* [by Harland Fox and N. Beatrice Worthy] New York, 1959. Pp. 47.

Based on a study of about 300 different severance pay plans in seven manufacturing industries: chemicals, petroleum, rubber, textiles, food, primary metals, and electrical machinery.

65. U.S. BUREAU OF LABOR STANDARDS. *Wage Payment and Wage Collecting, State Legislation and Administration*. June 1959. Washington, GPO, 1959. Pp. 43.

"... Summarizes the provisions of State wage payment and wage collection laws, the methods used in their administration, and the procedures for handling complaints."

Workmen's Compensation

66. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws*. October, 1959. Ottawa, Queen's Printer, 1960. Pp. 47.

67. LANE, MORTON. *The Effect of the California Workmen's Compensation Law upon the Employment of the Handicapped*. New York, Institute of Physical Medicine and Rehabilitation, New York University-Bellevue Medical Center, 1958. Pp. 45.

Miscellaneous

68. GREAT BRITAIN. CENTRAL ADVISORY COUNCIL FOR EDUCATION (ENGLAND). *15 to 18; Report*. Volume 1. London, HMSO, 1959. Pp. 519.

Concerns the education of English boys and girls between the ages of 15 and 18.

69. MCNAUGHT, KENNETH WILLIAM. *A Prophet in Politics, a Biography of J. S. Woodsworth*. Toronto, University of Toronto Press, c1959. Pp. 339.

During his lifetime Mr. Woodsworth was a social reformer, a socialist politician and the father of the Co-operative Commonwealth Federation and its leader from its inception in 1932 till 1940.

70. NATIONAL INDUSTRIAL CONFERENCE BOARD. [*The Conference Board Economic Forum presents:*] *Prerequisites for Economic Growth, a Discussion by the Conference Board Economic Forum and Guests held at ... New York City, September 24, 1959*. New York, 1959. Pp. 80.

Eleven economists participated in this discussion. Economic growth was defined as "increase in national product per capita." Some participants felt that the rate of economic growth was slow in the U.S. at the present time but that the rate could be increased by raising productivity.

71. TOEWS, J. A. *Alternative Service in Canada during World War II*. Winnipeg, Publication Committee of the Canadian Conference of the Mennonite Brethren Church, 1959. Pp. 127.

"... Alternate Service was a form of national service which the Canadian Government required of conscientious objectors in lieu of military training or service." Deals with the provision of the Canadian Government for the exemption from military service of four religious groups: the Mennonites, the Quakers, the Hutterites and the Doukhobors.

72. UNITED NATIONS. OFFICE OF PUBLIC INFORMATION. *For Human Welfare; a Study Guide on the Work of the Economic and Social Council*. 2d ed. New York, 1959. Pp. 48.

73. U.S. BUREAU OF LABOR STATISTICS. *Consumer Prices in the United States, 1953-58; Price Trends and Indexes*. Washington, GPO, 1959. Pp. 126.

74. U.S. DEPARTMENT OF LABOR. *Background Statistics bearing on the Steel Dispute...including Supplementary Tables*. Pp. 37.

Contains information about the steel industry in the U.S.

75. WELFARE COUNCIL OF METROPOLITAN CHICAGO. DIVISION ON FAMILY AND CHILD WELFARE. *A Plan for Expansion of Homemaker Services*. Chicago, 1959. Pp. 43.

Homemaker services include "full or partial responsibility for household management, family and child care, and/or full or partial responsibility for giving personnel care to sick and handicapped individuals." A survey of homemaker services in Chicago and recommendations for their expansion.

ILO Publication Begins Series on Office Automation's Effects

The first of a series of three articles on the "Effects of Mechanization and Automation in Offices" appears in the February 1960 issue of the *International Labour Review*, published monthly by the International Labour Office, Geneva.

The articles are based on a report submitted to the Fifth Session of the ILO Advisory Committee on Salaried Employees and Professional Workers, held in Cologne, Germany, in November and December 1959.

The first article discusses such items as Development of Mechanization in Offices, Early Stages in the Development of Office Mechanization, Punch-card Equipment. The Spread of Mechanization in Offices, Introduction and Spread of Automation in Offices, Effects on Employment.

Labour Conditions in Federal Government Contracts

(Continued from page 495)

& Elgin Sts; Ottawa Iron Works, repairs to sky lights, DVA Bldg; B J Normand, plaster repairs, Postal Terminal; Trudel & McAdam Ltd, alterations to National Research Council. *Perth Ont*: Lorne North, interior decoration, federal bldg. *Port Hope Ont*: Russel Construction Ltd, dredging. *Westview B C*: British Columbia Bridge & Dredging Co Ltd, dredging.

St. Lawrence Seaway Authority

Beauharnois Que: J G Fitzpatrick Ltd, construction of entrance wall fenders, Beauharnois Locks. *St Catharines Ont*: H E Heighton & Son Ltd, repairs to gate No 1, Lock No 2, Welland Canal.

Department of Transport

Moncton N B: Canadian Comstock Co Ltd, installation of main from heating plant to Terminal Bldg. *Bagotville Que*: Accurate Electrical Contractors, installation of airport lighting facilities, RCAF Station. *Montreal (Dorval) Que*: The Foundation Co of Canada Ltd, installation of aircraft hydrant refuelling operating plant for new terminal development. *St James Man*: Babcock-Wilcox & Goldie-McCulloch Ltd, installation of steam generating units, auxiliary equipment instruments & controls for new power house bldg, Winnipeg International Airport. *Winnipeg Man*: Peter Leitch Construction Ltd, excavations & installation of water & sewer services, etc, for Air Terminal Bldg, International Airport. *Saskatoon Sask*: Boychuk Construction Co Ltd, renovations to remote receiver & remote transmitter bldg. *Grande Prairie Alta*: Midwest Electric Co Ltd, construction of LI lighting & related work, Airport. *Enderby B C*: Canadian Bridge Works Division of Dominion Steel & Coal Corp, fabrication, supply & erection of antenna tower. *Sandspit B C*: K Moore & Co, construction of remote receiver bldg & related work, Airport. *Watson Lake Y T*: Wirtanen Electric Co Ltd, construction of low intensity approach lighting on approach No 26, Airport.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	504
Table B-1—Labour Income.....	505
Tables C-1 to C-6—Employment, Hours and Earnings.....	506
Tables D-1 to D-5—Employment Service Statistics.....	512
Tables E-1 to E-4—Unemployment Insurance.....	518
Tables F-1 and F-2—Prices.....	520
Tables G-1 to G-4—Strikes and Lockouts.....	521
Tables H-1 to H-5—Industrial Fatalities.....	523

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 20, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,218	109	436	1,757	2,313	1,043	560
Agricultural.....	583	*	42	125	149	239	25
Non-Agricultural.....	5,635	106	394	1,632	2,164	804	535
Males.....	4,632	90	331	1,321	1,675	791	424
Agricultural.....	560	*	42	121	140	230	24
Non-Agricultural.....	4,072	87	289	1,200	1,535	561	400
Females.....	1,586	19	105	436	638	252	136
Agricultural.....	23	*	*	*	*	*	*
Non-Agricultural.....	1,563	19	105	432	629	243	135
All Ages.....	6,218	109	436	1,757	2,313	1,043	560
14—19 years.....	567	12	44	204	188	85	34
20—24 years.....	791	18	58	256	264	132	63
25—44 years.....	2,880	52	183	803	1,090	480	272
45—64 years.....	1,766	25	133	449	683	304	172
65 years and over.....	214	*	18	45	88	42	19
<i>Persons with Jobs</i>							
All status groups.....	5,663	80	382	1,523	2,179	986	513
Males.....	4,136	61	281	1,111	1,559	740	384
Females.....	1,527	19	101	412	620	246	129
Agricultural.....	568	*	41	120	146	236	23
Non-Agricultural.....	5,095	78	341	1,403	2,033	750	490
Paid Workers.....	4,642	68	303	1,264	1,874	693	440
Males.....	3,235	51	211	887	1,297	470	322
Females.....	1,404	17	92	377	577	223	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	555	29 ⁽¹⁾	54	234	134	57	47
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,481	164	471	1,554	1,900	962	530
Males.....	1,199	54	114	314	356	230	131
Females.....	4,282	110	357	1,240	1,444	732	399

* Less than 10,000.

⁽¹⁾ The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1953 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended February 20, 1960		Week Ended January 16, 1960		Week Ended February 21, 1959	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work.....	578	556	527	499	567	546
Without Jobs.....	555	535	504	478	537	518
Under 1 month.....	111	—	148	—	88	—
1— 3 months.....	283	—	252	—	254	—
4— 6 months.....	116	—	63	—	131	—
7—12 months.....	25	—	24	—	41	—
13—18 months.....	*	—	*	—	13	—
19—and over.....	12	—	12	—	10	—
Worked.....	23	21	23	21	30	28
1—14 hours.....	10	*	*	*	12	12
15—34 hours.....	13	12	15	13	18	16

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Feb.....	45.1	402.0	136.9	62.0	292.3	71.3	603.0	1,160.8*	185.8*	1,386.7
Mar.....	44.7	405.4	137.0	.....	.....	.....	.....	.....	.....	1,398.5
April.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.2
May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4*	191.7	1,482.3
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3*	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.*.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.†.....	46.8	418.7	141.3	.....	.....	.....	.....	.....	.....	1,463.0

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headline.)

† Preliminary.

* Revised.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at January, 1960 employees in the principal non-agricultural industries reported a total employment of 2,660,099. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹				Index Numbers (1949 = 100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
		\$	\$			\$	\$	
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January*.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February†.....	114.5	202.2	175.5	75.38	108.8	194.4	176.7	77.69

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1960	Dec. 1959	Jan. 1959	Jan. 1960	Dec. 1959	Jan. 1959
Provinces				\$	\$	\$
Newfoundland.....	111.8	118.8	111.6	64.94	62.31	60.73
Prince Edward Island.....	105.4	120.2	101.8	57.49	54.52	54.62
Nova Scotia.....	92.1	97.0	93.9	62.73	58.22	59.26
New Brunswick.....	102.9	105.6	98.3	62.52	60.20	59.47
Quebec.....	113.9	116.5	111.8	72.30	69.76	69.65
Ontario.....	118.0	120.0	116.6	77.87	75.07	75.46
Manitoba.....	106.3	109.6	105.9	70.75	68.97	68.01
Saskatchewan.....	117.4	123.9	118.5	70.62	70.62	68.34
Alberta (including Northwest Territories).....	146.9	151.2	144.1	77.42	74.51	74.78
British Columbia (including Yukon).....	109.4	113.9	108.0	81.71	79.30	77.90
Canada.....	115.2	118.1	113.7	75.05	72.41	72.34
Urban Areas						
St. John's.....	118.4	131.3	129.3	53.96	51.19	49.72
Sydney.....	91.8	93.6	86.9	77.52	67.03	71.89
Halifax.....	118.7	119.0	116.9	60.91	58.82	58.90
Moncton.....	96.7	101.6	93.8	58.34	57.48	56.99
Saint John.....	110.3	108.1	106.6	60.34	55.45	54.16
Chicoutimi-Jonquiere.....	112.2	108.9	105.1	87.67	88.16	85.30
Quebec.....	105.8	107.9	103.3	62.97	61.20	60.31
Sherbrooke.....	98.6	98.8	97.1	61.99	56.48	58.78
Shawinigan.....	101.1	101.8	94.3	82.78	81.70	78.68
Three Rivers.....	110.0	110.2	107.0	68.70	65.21	66.60
Drummondville.....	76.5	76.7	77.6	60.88	59.12	61.74
Montreal.....	120.2	121.9	118.2	73.71	70.80	71.07
Ottawa—Hull.....	120.8	126.1	118.8	69.52	66.30	67.00
Kingston.....	108.1	109.1	106.6	72.42	70.34	69.95
Peterborough.....	97.8	99.2	98.4	84.96	82.13	82.07
Oshawa.....	187.7	184.0	179.0	94.62	84.87	90.23
Toronto.....	127.9	130.7	129.1	77.86	74.87	75.79
Hamilton.....	110.3	111.2	105.8	83.90	80.29	80.11
St. Catharines.....	111.9	112.2	106.8	86.11	80.68	83.22
Niagara Falls.....	90.7	93.2	93.4	81.07	78.59	77.56
Brantford.....	84.6	85.7	83.7	71.52	68.42	69.21
Cuelph.....	122.3	125.1	119.7	69.05	66.58	66.36
Galt.....	113.6	112.2	108.2	68.29	64.49	65.40
Kitchener.....	121.1	121.7	114.9	70.05	67.25	68.51
Sudbury.....	141.0	142.5	126.0	89.74	91.06	84.58
Timmins.....	92.0	94.3	92.4	67.45	65.06	65.83
London.....	120.5	121.6	119.3	70.47	67.48	68.71
Sarnia.....	121.0	123.2	121.2	94.65	92.98	94.56
Windsor.....	78.7	79.2	72.6	83.39	79.58	80.24
Sault Ste. Marie.....	145.8	148.5	135.0	94.39	94.18	91.38
Ft. William—Pt. Arthur.....	96.2	103.9	105.3	75.39	73.26	72.53
Winnipeg.....	107.6	111.1	106.1	67.72	66.38	65.38
Regina.....	124.2	129.5	121.7	68.31	68.07	64.81
Saskatoon.....	128.3	133.8	124.7	66.18	66.89	64.40
Edmonton.....	176.8	183.6	168.9	71.45	68.98	69.12
Calgary.....	163.1	169.2	158.4	72.50	70.75	69.83
Vancouver.....	113.1	116.8	112.5	80.72	78.38	77.22
Victoria.....	108.1	110.5	111.4	73.90	71.93	70.45

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1960	Dec. 1959	Jan. 1959	Jan. 1960	Dec. 1959	Jan. 1959
Mining	122.5	121.8	122.4	92.53	89.07	89.85
Metal mining.....	138.8	138.2	136.9	93.32	92.20	91.30
Gold.....	73.1	72.8	72.6	73.19	73.54	73.39
Other metal.....	200.0	199.0	197.0	100.18	98.57	97.45
Fuels.....	100.3	98.5	102.6	95.96	87.26	90.58
Coal.....	51.6	51.8	54.0	74.53	60.41	70.22
Oil and natural gas.....	310.0	299.7	293.7	111.31	107.24	105.30
Non-metal.....	113.8	115.6	115.6	79.33	76.66	80.14
Manufacturing	108.5	108.4	107.5	77.98	75.13	75.16
Durable goods.....	114.2	114.0	112.0	84.15	80.58	80.72
Non-durable goods.....	103.7	103.7	103.7	72.26	70.08	70.02
Food and beverages.....	103.5	107.4	103.2	69.86	68.83	67.64
Meat products.....	132.1	138.7	130.0	77.47	79.76	75.84
Canned and preserved fruits and vegetables.....	76.3	80.6	73.2	64.56	58.84	63.61
Grain mill products.....	99.2	99.4	102.7	74.89	70.91	71.83
Bread and other bakery products.....	107.8	109.5	107.4	65.85	66.34	64.51
Distilled and malt liquors.....	96.8	103.1	98.4	92.09	91.55	86.91
Tobacco and tobacco products.....	109.5	110.0	116.2	68.13	65.60	65.31
Rubber products.....	104.7	103.6	102.1	80.92	74.28	78.08
Leather products.....	85.8	82.8	87.9	53.05	47.49	52.15
Boots and shoes (except rubber).....	94.0	89.7	95.4	50.78	44.64	49.92
Textile products (except clothing).....	76.2	75.9	79.2	62.61	59.21	60.43
Cotton yarn and broad woven goods.....	63.4	63.5	77.1	58.75	54.77	55.77
Woolen goods.....	61.7	61.6	57.5	58.90	56.14	57.93
Synthetic textiles and silk.....	85.5	85.1	81.7	69.08	66.90	67.26
Clothing (textile and fur).....	90.9	86.1	92.3	49.01	43.95	48.38
Men's clothing.....	90.9	85.1	92.0	47.36	43.43	47.30
Women's clothing.....	97.8	90.1	101.0	51.82	43.81	50.47
Knit goods.....	73.5	73.8	77.9	47.90	43.91	47.28
Wood products.....	100.2	101.0	98.3	67.85	62.90	64.15
Saw and planing mills.....	101.1	101.5	98.5	70.77	65.23	66.33
Furniture.....	108.8	110.2	108.3	63.90	59.91	61.70
Other wood products.....	79.5	81.2	78.3	60.60	56.97	57.77
Paper products.....	120.0	122.0	118.1	89.42	87.66	86.77
Pulp and paper mills.....	121.2	123.3	118.2	95.99	95.15	93.20
Other paper products.....	117.2	119.0	117.9	72.50	68.33	70.96
Printing, publishing and allied industries.....	122.2	122.3	118.2	84.04	82.26	80.36
Iron and steel products.....	109.2	109.2	102.4	88.06	84.48	84.57
Agriculture implements.....	79.5	76.4	68.4	87.60	85.00	82.19
Fabricated and structural steel.....	149.3	152.0	156.4	88.55	85.46	84.77
Hardware and tools.....	100.7	102.0	95.3	78.49	75.62	76.20
Heating and cooking appliances.....	101.6	99.1	95.4	75.84	72.47	73.10
Iron castings.....	98.0	97.6	94.2	84.45	79.37	81.27
Machinery, industrial machinery.....	118.1	118.6	109.1	84.94	81.62	82.25
Primary iron and steel.....	125.5	125.1	109.7	101.06	99.23	97.71
Sheet metal products.....	103.1	105.6	100.6	85.05	79.51	82.80
Wire and wire products.....	120.0	118.6	114.0	91.01	85.11	86.23
Transportation equipment.....	111.9	109.7	119.3	89.17	85.30	85.55
Aircraft and parts.....	242.8	243.4	353.8	93.95	92.25	90.23
Motor vehicles.....	118.5	116.9	102.2	99.64	91.85	95.13
Motor vehicles parts and accessories.....	112.4	107.1	108.9	87.48	80.92	84.82
Railroad and rolling stock equipment.....	62.6	63.0	66.0	79.38	78.42	75.91
Shipbuilding and repairing.....	125.4	117.9	123.5	79.73	78.40	76.50
Non-ferrous metal products.....	127.0	125.7	120.9	89.01	89.07	84.84
Aluminum products.....	136.1	140.4	127.3	84.70	79.62	81.71
Brass and copper products.....	104.9	104.8	109.6	83.30	79.92	78.52
Smelting and refining.....	147.9	144.1	133.7	97.17	100.95	93.81
Electrical apparatus and supplies.....	135.9	136.4	131.0	83.78	80.72	80.28
Heavy electrical machinery.....	109.7	111.8	109.6	90.65	87.59	85.94
Telecommunication equipment.....	210.0	206.3	203.7	80.60	79.46	78.84
Non-metallic mineral products.....	133.9	137.3	129.4	80.11	75.23	78.86
Clay products.....	93.8	95.3	93.3	75.28	73.75	72.25
Glass and glass products.....	147.3	152.9	140.5	79.64	71.63	77.67
Products of petroleum and coal.....	133.7	134.2	137.6	111.44	114.80	108.58
Chemical products.....	130.4	130.1	127.7	89.30	88.87	85.43
Medicinal and pharmaceutical preparations.....	119.0	118.7	116.6	79.04	77.33	75.90
Acids, alkalis and salts.....	148.8	150.9	138.6	101.07	102.80	96.72
Miscellaneous manufacturing industries.....	125.9	124.8	120.1	69.54	66.49	66.94
Construction	105.4	113.3	105.0	79.22	69.78	75.62
Building and general engineering.....	106.1	111.3	106.3	86.82	73.34	81.36
Highways, bridges and streets.....	104.2	116.4	102.9	66.62	64.23	66.08
Electric and motor transportation.....	129.1	130.0	123.9	79.32	76.80	76.79
Service	137.1	137.3	131.6	52.22	51.45	49.63
Hotels and restaurants.....	123.6	124.2	120.0	40.79	40.51	39.84
Laundries and dry cleaning plants.....	109.8	110.9	111.3	45.28	43.99	43.12
Industrial composite	115.2	118.1	113.7	75.05	72.41	72.34

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCE

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings D.B.S.

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	January 1960	December 1959	January 1959	January 1960	December 1959	January 1959
Newfoundland.....	40.7	37.2	36.7	1.66	1.71	1.69
Nova Scotia.....	40.9	39.1	37.7	1.58	1.57	1.54
New Brunswick.....	40.2	39.9	40.1	1.55	1.58	1.53
Quebec.....	41.7	39.0	37.7	1.58	1.59	1.53
Ontario.....	40.5	38.4	37.1	1.87	1.86	1.79
Manitoba.....	40.2	39.1	37.3	1.66	1.70	1.63
Saskatchewan.....	38.5	39.9	37.5	1.88	1.91	1.86
Alberta ¹	39.7	38.7	38.5	1.86	1.88	1.81
British Columbia ⁽²⁾	38.4	36.7	35.4	2.14	2.14	2.07

(¹) Includes Northwest Territories.

(²) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1960	Dec. 1959	Jan. 1959	Jan. 1960	Dec. 1959	Jan. 1959	Jan. 1960	Dec. 1959	Jan. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.3	39.5	41.7	2.08	2.08	2.01	85.83	82.05	83.84
Metal mining.....	41.0	40.8	41.9	2.16	2.15	2.07	88.35	87.72	87.01
Gold.....	41.1	42.1	42.7	1.64	1.64	1.60	67.50	68.87	68.29
Other metal.....	40.9	40.4	41.6	2.35	2.35	2.26	96.04	94.69	93.95
Fuels.....	43.1	36.2	40.9	1.97	1.74	1.93	84.43	71.34	78.78
Coal.....	41.5	32.3	39.0	1.74	1.74	1.75	72.48	56.37	68.31
Oil and natural gas.....	45.4	42.1	43.9	2.25	2.24	2.18	102.34	94.41	95.45
Non-metal.....	39.8	38.0	42.0	1.87	1.86	1.81	74.39	70.85	76.25
Manufacturing	40.7	38.5	40.6	1.77	1.78	1.70	71.96	68.48	69.28
Durable goods.....	41.1	39.0	40.7	1.92	1.92	1.85	79.10	74.72	75.48
Non-durable goods.....	40.3	38.1	40.6	1.61	1.64	1.56	64.97	62.39	63.28
Food and beverages.....	40.1	39.1	40.3	1.58	1.60	1.53	63.57	62.73	61.73
Meat products.....	39.8	41.3	39.8	1.83	1.86	1.79	72.97	77.00	71.15
Canned and preserved fruits and vegetables.....	39.7	35.8	39.6	1.41	1.38	1.38	55.90	49.35	54.56
Grain mill products.....	41.0	38.8	41.2	1.69	1.66	1.62	69.19	64.42	66.71
Bread and other bakery products.....	41.5	42.2	42.2	1.42	1.42	1.38	58.99	59.92	58.25
Distilled liquors.....	39.8	37.2	39.9	1.96	1.93	1.84	78.09	71.89	73.30
Malt liquors.....	38.6	40.1	38.5	2.22	2.21	2.12	85.49	88.57	81.35
Tobacco and tobacco products.....	39.6	36.0	39.7	1.59	1.64	1.51	62.80	59.13	59.79
Rubber products.....	41.4	36.6	41.8	1.84	1.82	1.75	76.15	66.45	73.08
Leather products.....	40.2	35.1	41.9	1.19	1.20	1.15	48.01	42.15	48.42
Boots and shoes (except rubber).....	40.4	34.3	42.2	1.15	1.16	1.11	46.61	39.81	46.70
Other leather products.....	39.8	36.8	41.2	1.29	1.29	1.27	51.35	47.66	52.50
Textile products (except clothing).....	42.8	40.0	42.5	1.31	1.31	1.28	56.19	52.32	54.46
Cotton yarn and broad woven goods.....	41.3	38.2	40.4	1.30	1.28	1.26	53.78	48.80	51.15
Woolen goods.....	43.5	41.7	44.0	1.24	1.22	1.20	53.96	50.97	52.89
Synthetic textiles and silk.....	44.2	42.2	44.8	1.40	1.42	1.35	61.85	59.89	60.69
Clothing (textile and fur).....	38.6	33.8	39.2	1.13	1.13	1.10	43.83	38.13	43.27
Men's clothing.....	37.9	33.4	38.6	1.14	1.15	1.11	43.17	38.39	42.95
Women's clothing.....	37.8	31.5	38.1	1.22	1.18	1.17	46.31	37.35	44.45
Knit goods.....	40.9	36.7	41.2	1.05	1.05	1.04	42.91	38.62	42.66
*Wood products.....	41.6	38.0	41.3	1.56	1.55	1.48	64.95	59.06	61.18
Saw and planing mills.....	41.4	37.5	40.7	1.67	1.66	1.58	69.12	62.51	64.36
Furniture.....	41.9	38.6	42.1	1.41	1.41	1.36	59.26	54.42	57.34
Other wood products.....	42.2	39.3	42.9	1.31	1.30	1.24	55.22	51.15	53.10
Paper products.....	40.8	40.0	40.8	2.04	2.03	1.98	83.18	81.18	80.73
Pulp and paper mills.....	40.9	40.7	40.9	2.19	2.18	2.13	89.51	88.57	86.97
Other paper products.....	40.3	38.2	40.6	1.61	1.58	1.57	65.04	60.17	63.59
Printing, publishing and allied industries.....	38.9	38.5	39.0	2.13	2.10	2.02	83.02	80.63	78.83
*Iron and steel products.....	40.8	39.0	40.6	2.06	2.04	1.97	84.00	79.61	80.07
Agricultural implements.....	39.6	38.2	38.9	2.08	2.06	1.96	82.27	78.74	76.15
Fabricated and structural steel.....	40.9	38.9	39.7	2.00	1.99	1.92	81.83	77.27	76.29
Hardware and tools.....	41.5	40.1	41.0	1.77	1.74	1.71	73.64	69.88	69.98
Heating and cooking appliances.....	40.7	38.5	40.3	1.76	1.72	1.68	71.57	66.25	67.94
Iron castings.....	41.1	38.4	41.1	1.97	1.94	1.89	80.94	74.67	77.83
Machinery.....	41.8	39.7	41.3	1.91	1.90	1.85	79.94	75.50	76.54
Primary iron and steel.....	40.4	39.9	40.4	2.41	2.40	2.32	97.24	95.66	93.78
Sheet metal products.....	40.4	37.2	40.5	1.97	1.94	1.92	79.79	72.03	77.67
*Transportation equipment.....	40.9	39.1	40.3	2.05	2.20	1.98	83.91	79.11	79.95
Aircraft and parts.....	43.0	42.2	41.4	2.02	2.00	2.00	86.90	84.36	82.92
Motor vehicles.....	40.7	37.5	40.2	2.30	2.24	2.21	93.62	83.95	88.69
Motor vehicle parts and accessories.....	41.1	37.9	40.8	2.03	1.98	1.95	83.41	74.93	79.52
Railroad and rolling stock equipment.....	40.1	39.3	39.3	1.91	1.93	1.87	76.55	75.92	73.68
Shipbuilding and repairing.....	39.9	39.1	39.6	1.94	1.94	1.89	77.44	75.88	74.98
*Non-ferrous metal products.....	40.8	40.2	40.0	2.04	2.10	1.98	83.42	84.25	79.07
Aluminum products.....	42.0	39.4	40.3	1.80	1.76	1.72	75.60	69.43	69.45
Brass and copper products.....	40.1	38.8	40.1	1.92	1.90	1.83	77.10	73.60	73.33
Smelting and refining.....	40.6	41.1	39.9	2.26	2.36	2.21	91.75	96.84	88.35
*Electrical apparatus and supplies.....	40.9	39.0	40.4	1.81	1.79	1.76	74.22	69.76	70.86
Heavy electrical machinery and equipment.....	40.7	38.9	40.0	2.01	2.00	1.94	81.62	77.57	77.78
Telecommunication equipment.....	40.7	39.8	40.2	1.63	1.63	1.61	66.25	64.86	64.59
Refrigerators, vacuum cleaners and appliances.....	39.9	38.4	41.4	1.84	1.83	1.76	73.34	70.31	73.06
Wire and cable.....	42.0	38.4	39.8	2.01	1.90	1.93	84.42	72.87	76.67
Miscellaneous electrical products.....	41.4	38.9	40.3	1.73	1.69	1.65	71.60	65.69	66.46
*Non-metallic mineral products.....	42.1	38.9	42.8	1.78	1.78	1.74	74.85	69.07	74.61
Clay products.....	41.7	40.9	41.7	1.66	1.66	1.61	69.34	67.82	66.97
Glass and glass products.....	41.9	38.5	43.2	1.78	1.73	1.74	74.31	66.76	75.23
Products of petroleum and coal.....	40.8	41.7	41.2	2.42	2.52	2.40	98.63	104.94	98.58
Chemical products.....	40.7	40.4	40.7	1.93	1.94	1.86	78.42	78.39	75.82
Medicinal and pharmaceutical preparations.....	40.4	39.3	40.3	1.47	1.46	1.43	59.30	57.58	57.63
Acids, alkalis and salts.....	41.2	41.8	41.0	2.22	2.27	2.14	91.68	94.75	87.96
Miscellaneous manufacturing industries.....	41.4	39.2	41.3	1.46	1.46	1.41	60.43	56.99	58.36
Construction	40.2	34.2	39.8	1.94	1.88	1.82	78.08	61.40	72.75
Building and general engineering.....	40.0	32.2	39.1	2.10	2.06	1.98	83.79	66.38	77.34
Highways, bridges and streets.....	40.5	37.9	41.2	1.64	1.60	1.55	66.45	60.64	63.91
Electric and motor transportation.....	43.8	42.5	44.6	1.81	1.80	1.72	79.28	76.52	76.81
Service	38.9	38.7	39.0	1.02	1.02	0.99	39.84	39.65	38.53
Hotels and restaurants.....	38.9	39.2	39.2	1.00	1.00	0.97	38.99	39.29	38.07
Laundries and dry cleaning plants.....	39.6	38.4	38.8	0.98	0.98	0.98	38.69	37.54	37.85

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1959 February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January (1).....	40.7	1.77	71.96	172.4	127.5	135.2

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
April 1, 1958.....	9,730	10,892	20,622	681,991	171,048	853,039
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960 ⁽¹⁾	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960 ⁽¹⁾	10,402	11,830	22,232	652,107	182,883	834,990

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 29, 1960⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				January 29, 1960	February 27, 1959
Agriculture, Fishing, Trapping	262	100	362	+ 119	- 155
Forestry	464	8	472	- 599	- 403
Mining, Quarrying and Oil Wells	440	48	488	+ 20	- 172
Metal Mining.....	254	20	274	+ 17	- 126
Fuels.....	72	17	89	0	- 25
Non-Metal Mining.....	74	2	76	+ 15	+ 71
Quarrying, Clay and Sand Pits.....	6	1	7	+ 2	- 16
Prospecting.....	34	8	42	- 14	- 76
Manufacturing	2,624	1,513	4,137	+ 86	+ 32
Foods and Beverages.....	245	124	369	+ 120	+ 114
Tobacco and Tobacco Products.....	2	6	8	+ 3	- 4
Rubber Products.....	20	13	33	- 7	- 4
Leather Products.....	61	104	165	+ 18	- 11
Textile Products (except clothing).....	58	65	123	+ 7	- 37
Clothing (textile and fur).....	71	568	639	- 103	- 275
Wood Products.....	279	58	337	+ 10	- 1
Paper Products.....	104	39	143	+ 18	- 11
Printing, Publishing and Allied Industries.....	109	80	189	+ 10	- 26
Iron and Steel Products.....	571	111	682	+ 36	+ 152
Transportation Equipment.....	469	41	510	- 61	+ 87
Non-Ferrous Metal Products.....	160	42	202	- 28	+ 49
Electrical Apparatus and Supplies.....	197	100	297	+ 15	+ 40
Non-Metallic Mineral Products.....	89	30	119	+ 43	+ 21
Products of Petroleum and Coal.....	12	8	20	- 3	- 21
Chemical Products.....	115	63	178	- 39	- 31
Miscellaneous Manufacturing Industries.....	92	61	153	- 1	+ 6
Construction	550	78	628	- 84	- 154
General Contractors.....	319	41	360	- 134	- 150
Special Trade Contractors.....	231	37	268	+ 50	- 4
Transportation, Storage and Communication	399	249	648	+ 23	+ 16
Transportation.....	229	97	326	+ 6	- 79
Storage.....	39	6	45	+ 18	+ 5
Communication.....	131	146	277	+ 1	+ 100
Public Utility Operation	53	29	82	- 9	- 66
Trade	1,439	1,559	2,998	+ 325	- 303
Wholesale.....	564	421	985	+ 114	+ 3
Retail.....	875	1,138	2,013	+ 211	- 306
Finance, Insurance and Real Estate	429	708	1,137	+ 55	- 217
Service	1,623	6,416	8,039	- 39	- 121
Community or Public Service.....	258	1,712	1,970	- 42	+ 552
Government Service.....	674	373	1,047	- 274	- 736
Recreation Service.....	51	57	108	+ 42	+ 26
Business Service.....	321	345	666	+ 25	- 90
Personal Service.....	319	3,929	4,248	+ 210	+ 127
Grand Total	8,283	10,708	18,991	- 103	- 1,543

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MARCH 3, 1960⁽¹⁾

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,593	1,381	2,974	8,835	2,097	10,932
Clerical Workers.....	749	3,074	3,823	21,051	54,851	75,902
Sales Workers.....	1,034	645	1,679	9,769	23,848	33,617
Personal and Domestic Service Workers.	422	4,295	4,717	46,141	33,974	80,115
Seamen.....	5	.....	5	6,619	44	6,663
Agriculture, Fishing, Forestry (Ex. log.)	314	26	340	7,868	1,005	8,873
Skilled and Semiskilled Workers.....	3,176	948	4,124	305,811	28,564	334,375
Food and kindred products (incl. tobacco).....	46	2	48	2,740	939	3,679
Textiles, clothing, etc.....	62	669	731	3,766	17,004	20,770
Lumber and lumber products.....	441	.....	441	41,951	224	42,175
Pulp, paper (incl. printing).....	45	4	49	1,456	692	2,148
Leather and leather products.....	44	69	113	1,814	1,396	3,210
Stone, clay and glass products.....	5	.....	5	1,216	76	1,292
Metalworking.....	497	.....	502	23,762	1,391	25,153
Electrical.....	163	38	201	4,433	1,455	5,888
Transportation equipment.....	3	.....	3	1,196	47	1,243
Mining.....	141	.....	141	3,193	.....	3,193
Construction.....	274	.....	274	101,831	21	101,852
Transportation (except seamen).....	339	14	353	55,141	182	55,323
Communications and public utility.....	28	.....	28	1,651	7	1,658
Trade and service.....	122	112	234	7,814	3,082	10,896
Other skilled and semiskilled.....	856	26	882	35,641	1,607	37,248
Foremen.....	63	9	72	6,748	427	7,175
Apprentices.....	47	.....	47	11,458	14	11,472
Unskilled Workers.....	1,138	307	1,445	228,238	38,338	266,576
Food and tobacco.....	80	59	139	10,096	12,285	22,381
Lumber and lumber products.....	169	6	175	28,311	565	26,876
Metalworking.....	95	12	107	8,638	1,175	9,813
Construction.....	344	.....	344	125,588	4	125,592
Other unskilled workers.....	450	229	679	57,605	24,309	81,914
Grand Total.....	8,431	10,676	19,107	634,332	182,721	817,053

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 3, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1) March 3, 1960	Previous Month Jan. 28, 1960	Previous Year Feb. 26, 1959	(1) March 3, 1960	Previous Month Jan. 28, 1960	Previous Year Feb. 26, 1959
Newfoundland	259	277	275	30,509	28,313	29,489
Comer Brook.....	63	36	24	6,551	5,920	6,389
Grand Falls.....	3	13	7	2,885	2,464	2,574
St. John's.....	193	228	244	21,073	19,929	20,526
Prince Edward Island	89	99	64	6,535	6,244	6,101
Charlottetown.....	57	53	46	4,197	4,008	3,874
Summerside.....	32	46	18	2,341	2,236	2,227
Nova Scotia	481	479	614	38,644	37,170	40,702
Amherst.....	14	12	9	1,644	1,381	1,283
Bridgewater.....	24	22	18	2,680	2,496	2,499
Halifax.....	296	290	389	7,325	7,262	6,785
Inverness.....				1,558	1,472	1,460
Kentville.....	43	30	69	4,508	4,225	4,237
Liverpool.....	4	3	17	1,054	958	853
New Glasgow.....	51	25	18	5,417	5,462	5,065
Springhill.....				1,314	1,349	1,461
Sydney.....	12	14	13	6,891	6,511	11,070
Truro.....	16	16	10	2,129	2,225	2,034
Yarmouth.....	21	67	71	4,124	3,829	3,955
New Brunswick	661	732	513	39,181	36,755	40,509
Bathurst.....	6	11	26	6,746	6,175	6,995
Campbellton.....	10	56	17	3,138	2,761	3,165
Edmundston.....	18	8	4	3,190	2,798	3,152
Fredericton.....	66	88	105	3,006	2,799	2,602
Minto.....	57	38	40	733	678	804
Moncton.....	193	249	155	11,179	10,483	11,072
Newcastle.....	4	1	2	3,874	3,608	4,163
Saint John.....	250	231	117	2,568	2,758	3,263
St. Stephen.....	34	18	8	1,573	2,005	2,291
Sussex.....	16	30	39	822	798	767
Woodstock.....	7	2		2,352	1,892	2,235
Quebec	3,952	4,112	4,415	271,266	250,495	264,612
Alma.....	7	4	4	3,420	2,812	3,470
Asbestos.....	3		5	1,123	1,023	1,214
Baie Comeau.....	2			1,307	1,200	
Beauharnois.....	15	9	27	1,798	1,703	1,725
Buckingham.....	11	23	13	1,788	1,521	1,880
Causapsal.....	3	16	22	3,954	3,143	3,815
Chandler.....	4	1	2	2,948	2,712	2,879
Chicoutimi.....	78	75	54	2,940	2,385	3,540
Cowansville.....	36	14		739	638	
Dolbeau.....	54	78	11	2,310	1,623	2,223
Drummondville.....	16	21	18	3,153	2,974	3,073
Farnham.....	114	11	20	946	956	1,547
Forestville.....		102	1	1,925	1,263	3,613
Gaspé.....	5	7	3	2,801	2,523	2,646
Granby.....	35	48	86	2,458	2,471	2,601
Hull.....	13	21	43	6,283	5,485	5,346
Joliette.....	53	49	47	6,564	6,064	5,674
Jonquière.....	20	43	9	3,317	2,872	3,958
Laclute.....	10	19	15	1,053	1,000	1,204
La Malbaie.....	18	7	17	3,562	3,024	3,584
La Tuque.....	10	151	297	1,207	1,027	1,476
Lévis.....	22	21	52	6,079	5,489	6,166
Louiseville.....	10	11	12	2,053	1,786	2,068
Magog.....	9	12	1	916	946	1,043
Maniwaki.....	3	96		1,338	939	1,479
Matane.....	10	13	10	5,629	4,692	5,406
Mégantic.....	1	8	12	2,146	1,812	1,790
Mont-Laurier.....	9	4	1	1,565	1,112	1,556
Montmagny.....	5	9	6	2,701	2,230	2,776
Montreal.....	1,975	1,941	2,033	86,979	86,066	81,330
New Richmond.....	4	1	3	3,183	2,882	3,224
Port Alfred.....	1	5	1	2,215	1,530	1,978
Quebec.....	393	286	438	18,936	18,088	18,718
Rimouski.....	73	87	47	6,718	6,016	6,344
Rivière du Loup.....	16	32	12	7,957	6,234	7,526
Roberval.....	19	7	130	2,015	1,536	1,858
Rouyn.....	33	67	163	3,311	2,678	3,664
Ste. Agathe.....	14	6	6	1,871	1,663	1,821
Ste. Anne de Bellevue.....	49	36	27	1,715	1,625	1,698
Ste. Thérèse.....	30	22	22	3,518	3,401	3,053
St. Hyacinthe.....	41	34	50	3,753	3,500	2,974
St. Jean.....	45	22	56	3,551	3,477	2,665
St. Jérôme.....	33	38	22	2,897	2,778	2,673
Sept-Îles.....	109	150	66	2,964	2,728	2,397
Shawinigan.....	43	32	9	6,213	5,481	6,946
Sherbrooke.....	147	121	146	7,054	6,594	6,641
Sorel.....	46	36	64	3,244	3,441	4,479
Thetford Mines.....	52	35	36	3,665	3,526	3,002
Trois-Rivières.....	143	115	147	7,520	7,173	7,673

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 3, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) March 3, 1960	Previous Month Jan. 28, 1960	Previous Year Feb. 26, 1959	(1) March 3, 1960	Previous Month Jan. 18, 1960	Previous Year Feb. 26, 1959
Quebec—Cont'd.						
Val d'Or.....	43	72	54	2,346	2,089	1,948
Valleyfield.....	26	44	19	3,237	3,096	3,465
Victoriaville.....	25	14	18	3,470	3,654	2,829
Ville St. Georges.....	16	32	38	4,911	3,814	4,954
Ontario	7,376	7,041	7,146	249,667	243,709	240,906
Arnprior.....	59	27	79	625	519	536
Barrie.....	22	8	28	2,000	2,062	1,717
Belleville.....	54	18	46	2,821	2,696	2,558
Bracebridge.....	74	62	90	1,946	1,888	1,845
Brampton.....	22	8	41	2,386	2,405	2,184
Brantford.....	90	87	71	3,595	3,466	2,822
Brockville.....	26	25	12	981	902	922
Carleton Place.....	14	33	15	600	690	570
Chatham.....	61	33	73	2,792	2,857	2,721
Cobourg.....	42	33	14	1,348	1,224	1,061
Collingwood.....	4	.....	4	1,228	1,244	1,253
Cornwall.....	105	103	100	4,999	4,720	4,878
Elliot Lake.....	40	52	.....	418	564	.....
Fort Erie.....	10	13	3	977	1,030	919
Fort Frances.....	16	16	17	945	770	848
Fort William.....	129	151	142	3,990	3,794	3,746
Galt.....	53	64	68	1,579	1,628	1,666
Gananoque.....	8	11	2	528	504	550
Goderich.....	30	14	13	1,042	1,033	757
Guelph.....	52	46	55	2,449	2,340	2,369
Hamilton.....	791	740	621	16,306	16,746	18,156
Hawkesbury.....	18	10	15	1,410	1,337	1,504
Kapuskasing.....	41	76	43	1,036	788	850
Kenora.....	18	12	7	1,256	1,078	1,004
Kingston.....	99	68	73	3,117	2,967	2,867
Kirkland Lake.....	61	97	48	1,958	1,829	1,978
Kitchener.....	150	143	90	3,999	3,579	3,024
Leamington.....	36	35	20	1,608	1,317	1,328
Lindsay.....	12	16	11	918	947	1,049
Listowel.....	15	8	28	706	641	570
London.....	423	352	504	7,034	7,313	6,180
Long Branch.....	152	147	122	5,570	5,386	5,250
Midland.....	21	24	12	1,801	1,778	1,819
Napanee.....	7	7	3	1,050	1,027	978
Newmarket.....	45	62	54	2,271	2,204	1,926
Niagara Falls.....	59	56	38	3,304	3,511	3,831
North Bay.....	15	27	20	2,735	2,470	2,736
Oakville.....	82	121	70	1,135	1,126	1,180
Orillia.....	27	25	21	1,465	1,517	1,555
Oshawa.....	94	104	44	5,115	5,442	4,432
Ottawa.....	638	625	648	9,383	8,688	8,183
Owen Sound.....	63	46	21	2,928	2,885	2,744
Parry Sound.....	3	.....	3	919	881	807
Pembroke.....	66	60	35	2,933	2,688	2,507
Perth.....	16	18	17	893	850	919
Peterborough.....	67	38	61	4,680	4,391	4,192
Pictou.....	13	9	12	730	786	704
Port Arthur.....	143	147	106	5,572	4,820	5,992
Port Colborne.....	13	15	4	1,290	1,217	1,662
Prescott.....	16	16	12	1,369	1,400	1,469
Renfrew.....	4	8	3	868	901	1,059
St. Catharines.....	135	134	95	5,297	5,455	5,723
St. Thomas.....	31	36	55	1,422	1,460	1,294
Sarnia.....	74	69	62	3,688	3,387	3,730
Sault Ste. Marie.....	156	201	152	2,925	2,865	3,440
Simcoe.....	42	42	30	1,746	1,777	1,692
Sioux Lookout.....	6	7	6	281	267	253
Smiths Falls.....	20	15	16	706	682	663
Stratford.....	35	30	39	1,348	1,340	1,311
Sturgeon Falls.....	5	2	2	1,401	1,226	1,459
Sudbury.....	124	105	211	5,804	5,174	7,277
Tillsonburg.....	12	6	.....	638	615	.....
Timmins.....	50	47	80	3,046	2,734	2,863
Toronto.....	2,049	1,953	2,278	64,449	63,529	59,483
Trenton.....	46	42	41	1,252	1,221	1,232
Walkerton.....	27	21	37	1,180	1,247	1,045
Wallaceburg.....	3	2	4	1,182	1,188	1,025
Welland.....	42	45	22	2,385	2,184	3,057
Weston.....	93	99	173	5,739	5,859	4,652
Windsor.....	268	239	127	10,851	10,008	12,229
Woodstock(3).....	39	30	.....	1,719	1,745	.....
Manitoba	1,900	1,809	1,963	33,567	33,039	31,655
Brandon.....	231	99	189	3,602	3,497	3,199
Dauphin.....	21	18	7	2,355	2,360	2,164
Flin Flon.....	41	11	32	312	362	282
Portage la Prairie.....	42	36	54	1,769	1,731	1,601
The Pas.....	69	69	11	511	518	510
Winnipeg.....	1,496	1,576	1,670	25,018	24,571	23,899

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 3, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) March 3, 1960	Previous Month Jan. 28, 1960	Previous Year Feb. 26, 1959	(1) March 3, 1960	Previous Month Jan. 28, 1960	Previous Year Feb. 26, 1959
Saskatchewan	669	608	869	28,024	27,109	25,946
Estevan.....	31	23	43	756	674	648
Lloydminster.....	9	5	.....	630	601	.....
Moose Jaw.....	94	89	57	2,411	2,316	2,112
North Battleford.....	27	52	38	1,788	1,667	2,257
Prince Albert.....	44	36	54	3,417	3,271	3,050
Regina.....	184	174	295	6,395	6,327	6,260
Saskatoon.....	178	144	225	6,261	6,004	5,640
Swift Current.....	41	34	63	1,525	1,431	1,390
Weyburn.....	12	7	29	772	714	658
Yorkton.....	49	44	65	4,069	4,104	3,931
Alberta	1,961	1,908	2,377	40,662	38,435	37,336
Blairmore.....	8	.....	35	588	641	680
Calgary.....	509	600	891	12,470	11,862	10,239
Drumheller.....	13	17	29	816	571	589
Edmonton.....	1,082	1,018	995	19,203	18,099	18,414
Edson.....	64	24	62	579	601	575
Lethbridge.....	106	85	177	3,703	3,506	3,576
Medicine Hat.....	88	91	115	1,567	1,555	1,678
Red Deer.....	91	73	73	1,736	1,600	1,585
British Columbia	1,759	1,466	1,587	78,995	85,025	80,869
Chilliwack.....	40	45	42	2,123	2,743	2,646
Courtenay.....	98	23	25	1,296	1,924	1,537
Cranbrook.....	8	14	5	1,451	1,431	1,250
Dawson Creek.....	7	8	10	1,397	1,363	1,655
Duncan.....	37	18	13	1,020	1,386	1,177
Kamloops.....	10	12	22	1,689	1,840	2,228
Kelowna.....	16	14	10	2,016	1,998	2,236
Kitimat.....	65	59	11	241	246	437
Mission City.....	14	30	34	1,635	1,997	1,522
Nanaimo.....	16	13	14	1,521	2,009	1,861
Nelson.....	16	15	19	1,518	1,527	1,703
New Westminster.....	183	144	156	10,432	11,637	10,571
Penticton.....	21	8	20	2,186	2,218	2,353
Port Alberni.....	33	21	22	917	1,194	1,122
Prince George.....	66	63	75	1,819	2,053	2,330
Prince Rupert.....	15	7	15	1,866	1,902	2,117
Princeton.....	6	12	4	524	626	593
Quesnel.....	26	19	.....	969	1,021	.....
Trail.....	35	35	35	1,522	1,562	1,529
Vancouver.....	816	723	833	34,018	35,257	32,806
Vernon.....	24	15	27	2,825	2,806	2,880
Victoria.....	178	138	156	5,371	5,657	5,603
Whitehorse.....	29	30	39	639	628	713
Canada	19,107	18,531	19,823	817,053	786,294	798,125
Males.....	8,431	8,206	9,007	634,332	606,165	623,338
Females.....	10,676	10,325	10,816	182,721	180,129	174,787

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for Feb. 26, 1959 due to changes in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	549,663	291,466	56,335	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (2 Months).....	112,665	75,137	37,528	8,858	29,750	40,670	23,141	10,246
1960 (2 Months).....	111,881	74,318	37,563	10,301	31,626	38,363	20,933	10,658

E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
FEBRUARY 1960**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	34.2	143,731	3,137,483
Prince Edward Island.....	7.4	31,001	633,561
Nova Scotia.....	37.4	157,228	3,220,974
New Brunswick.....	34.3	144,050	3,017,838
Quebec.....	215.6	905,446	20,202,341
Ontario.....	194.1	815,113	17,619,146
Manitoba.....	29.8	125,321	2,721,726
Saskatchewan.....	24.1	101,239	2,268,396
Alberta.....	31.8	133,627	3,078,503
British Columbia.....	68.6	287,955	6,685,999
Total, Canada, February, 1960.....	677.3	2,844,711	62,585,967
Total, Canada, January 1960.....	620.0	2,480,108	54,344,674
Total, Canada, February 1959.....	673.4	2,693,527	58,076,106

**TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, FEBRUARY 29, 1960**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Per- cent- age Postal	February 27, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	814,241	143,507	73,573	175,703	225,573	91,531	36,722	67,632	40.0	795,999
Male.....	645,123	114,565	58,382	142,401	190,421	74,281	26,115	38,958	43.8	634,330
Female.....	169,118	28,942	15,191	33,302	35,152	17,250	10,607	28,674	25.7	161,669
Newfoundland.....	38,702	4,269	2,533	8,923	17,186	2,790	1,023	1,978	82.2	35,761
Male.....	36,804	4,015	2,373	8,527	16,731	2,617	914	1,627	83.9	33,937
Female.....	1,898	254	160	396	455	173	109	351	49.4	1,824
Prince Edward Island...	8,305	594	351	1,650	4,339	823	202	346	79.3	7,746
Male.....	7,137	516	300	1,435	3,831	683	169	213	81.3	6,528
Female.....	1,168	78	51	215	508	140	33	143	67.0	1,218
Nova Scotia.....	43,144	5,333	3,301	11,686	13,253	4,549	1,605	3,417	60.8	46,419
Male.....	37,209	4,499	2,815	10,414	11,939	4,007	1,263	2,272	63.7	40,511
Female.....	5,935	834	486	1,272	1,314	542	342	1,145	42.9	5,908
New Brunswick.....	41,719	5,701	3,830	8,434	15,206	4,487	1,727	2,334	73.0	42,670
Male.....	35,079	5,000	3,383	7,200	13,155	3,698	1,231	1,412	76.1	35,997
Female.....	6,640	701	447	1,234	2,051	789	496	922	56.8	6,673
Quebec.....	266,287	50,137	25,361	54,922	72,994	29,855	12,058	20,960	41.4	261,305
Male.....	216,807	41,296	21,092	46,278	62,864	24,565	8,775	11,937	45.1	215,184
Female.....	49,480	8,841	4,269	8,644	10,130	5,290	3,283	9,023	25.5	46,121
Ontario.....	238,286	46,473	21,835	50,937	57,170	26,395	10,841	24,635	24.0	230,495
Male.....	174,111	34,808	15,913	38,468	44,401	19,962	7,169	13,450	25.2	170,047
Female.....	64,175	11,665	5,922	12,469	12,769	6,433	3,732	11,185	20.6	60,448
Manitoba.....	34,096	5,815	3,595	8,178	8,669	4,316	1,528	1,995	36.2	30,900
Male.....	26,522	4,426	2,667	6,205	7,239	3,591	1,170	1,244	41.9	23,706
Female.....	7,574	1,389	928	1,973	1,450	725	358	751	16.3	7,194
Saskatchewan.....	27,222	3,974	2,380	6,525	8,267	3,627	1,149	1,300	54.8	24,426
Male.....	22,300	3,186	1,875	5,244	7,239	3,198	841	717	59.2	19,763
Female.....	4,922	788	505	1,281	1,028	429	308	583	35.2	4,663
Alberta.....	39,941	8,635	4,537	9,499	8,749	4,723	1,670	2,128	33.2	38,995
Male.....	31,488	6,869	3,604	7,499	7,343	3,934	1,098	1,141	35.5	31,188
Female.....	8,453	1,766	933	2,000	1,406	789	572	987	24.6	7,807
British Columbia.....	76,539	12,576	5,850	14,949	19,740	9,966	4,919	8,539	29.9	77,282
Male.....	57,666	9,950	4,360	11,131	15,699	8,026	3,545	4,955	31.9	57,469
Female.....	18,873	2,626	1,490	3,818	4,041	1,940	1,374	3,584	23.9	19,813

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
FEBRUARY, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at end of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,465	5,342	1,123	7,060	5,925	1,135	2,615
Prince Edward Island.....	1,091	917	174	1,027	886	141	254
Nova Scotia.....	9,313	7,205	2,108	10,009	8,651	1,358	2,180
New Brunswick.....	10,050	8,055	1,995	10,946	9,263	1,683	2,456
Quebec.....	80,078	59,772	20,306	79,679	68,606	11,073	23,403
Ontario.....	81,774	55,822	25,952	82,489	71,721	10,768	19,888
Manitoba.....	10,062	7,872	2,190	10,563	9,091	1,472	2,171
Saskatchewan.....	6,681	5,333	1,348	7,324	6,272	1,042	1,728
Alberta.....	13,262	9,899	3,363	13,864	11,822	2,042	3,686
British Columbia.....	21,495	15,131	6,364	23,309	19,798	3,511	5,386
Total, Canada, February 1960....	240,271	175,348	64,923	246,270	212,045	34,225	63,767
Total, Canada, January 1960....	306,564	237,387	69,177	375,872	326,291	49,581	69,766
Total, Canada, February 1959....	220,942	161,476	59,466	231,003	199,228	31,775	55,612

* In addition, revised claims received numbered 50,484.

† In addition, 51,678 revised claims were disposed of. Of these, 4,824 were special requests not granted and 1,505 were appeals by claimants. There were 7,943 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—January.....	4,325,000	3,542,500	782,500
1959—December.....	4,319,000	3,633,300	685,700
November.....	4,151,000	3,733,500	417,500
October.....	4,049,000	3,798,400	250,600
September.....	4,028,000	3,826,400	201,600
August.....	4,009,000	3,799,000	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1960

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1959	February 1960	March 1960					
(1) St. John's, Nfld.....	113.4	114.8	114.5	111.5	115.7	106.6	107.5	127.5
Halifax.....	125.0	127.0	126.7	115.9	134.4	119.9	129.9	139.6
Saint John.....	127.0	129.1	128.9	120.9	138.3	118.9	124.7	143.5
Montreal.....	126.2	127.5	126.5	123.4	145.0	104.0	118.9	137.5
Ottawa.....	125.9	127.6	127.4	119.0	147.9	114.5	121.3	137.4
Toronto.....	128.2	129.7	129.2	118.2	153.3	114.3	123.7	138.9
Winnipeg.....	122.6	124.1	124.0	116.8	133.9	117.2	119.8	133.6
Saskatoon—Regina.....	122.1	123.5	123.4	117.1	124.5	122.1	125.4	129.2
Edmonton—Calgary.....	122.2	123.2	123.3	114.8	124.8	119.9	127.0	133.0
Vancouver.....	127.0	129.1	128.7	120.3	138.9	117.4	135.0	136.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 542, May 1959 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,430	0.07
May.....	20	32	5,359	60,830	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	1	106	1,590
Manufacturing.....	9	1,684	10,500
Construction.....	11	997	12,640
Transportation, etc.....	2	105	990
Public utilities.....	1	10	10
Trade.....	2	314	1,050
Service.....	1	21	40
All industries.....	27	3,237	26,820

TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	106	1,590
Prince Edward Island.....			
Nova Scotia.....	1	426	4,560
New Brunswick.....			
Quebec.....	4	1,494	7,400
Ontario.....	16	957	9,830
Manitoba.....	2	218	3,220
Saskatchewan.....			
Alberta.....			
British Columbia.....	3	36	220
Federal.....			
All jurisdictions....	27	3,237	26,820

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1960

(Preliminary)

Industry— Employer— Location	Union	Work- ers In- volved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			March	Accum- ulated	Termination Date	
MINING— Non-Metal Mining— Newfoundland Fluorspar, St. Lawrence Corp. of Nfld. St. Lawrence, Nfld.	Workers Protective Union (Ind.)	106	1,590	1,590	Mar. 10	Working conditions~
MANUFACTURING— Food and Beverages— Brandon Packers, Brandon, Man.	Packinghouse Workers Loc. 255 (AFL-CIO/CLC)	103	2,360	2,460	Feb. 29	Wages~
Iron and Steel Products— Dominion Engineering Works, Lachine, Que.	Patternmakers (AFL-CIO/CLC)	1,426	6,580	6,630	Feb. 29 Apr. 1	Wages~Wage increase of 8 cents an hour the first year, 5 cents an hour the second year.
CONSTRUCTION— The Foundation Co. of Canada, Thompson, Man.	I.B.E.W. Loc. 735 (AFL-CIO/CLC)	115	860	4,790	Jan. 4 Mar. 14	Hours~Reduction in we- ekly hours from 54 to 48.
Halifax Construction Associa- tion, Halifax, N.S.	Plasterers Loc. 215 (AFL-CIO/CLC)	426	4,560	4,780	Feb. 15	Wages~
Various Electrical Contractors, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	250	5,750	5,750	Mar. 9	Wages, welfare benefits, travel allowances~
TRADE— Pilkington Bros. Canada, London, Ont.	Carpenters Loc. 1946 (AFL-CIO/CLC)	300	1,040	1,040	Mar. 10	Wages~

II—Industrial Accidents

**TABLE II-1—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS
1923-1959**

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	40	326	53	1	114	.....	1,766
1930.....	122	175	36	258	196	324	42	327	53	.....	117	.....	1,655
1931.....	163	76	40	153	142	217	44	205	43	.....	97	.....	1,188
1932.....	154	73	30	123	116	124	21	196	51	.....	83	1	974
1933.....	111	91	36	112	103	65	15	161	48	.....	63	.....	808
1934.....	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	.....	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938.....	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944.....	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947.....	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949 ⁽¹⁾	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950 ⁽¹⁾	58	160	42	173	243	156	61	193	54	.....	119	.....	1,259
1951 ⁽¹⁾	97	179	20	188	219	213	31	240	49	3	130	.....	1,369
1952 ⁽¹⁾	102	176	21	212	228	248	42	242	44	1	102	.....	1,418
1953 ⁽¹⁾	114	167	33	187	242	223	35	178	58	4	80	.....	1,321
1954 ⁽¹⁾	100	168	31	204	207	238	26	193	53	3	73	.....	1,296
1955 ⁽¹⁾	106	197	18	179	219	243	42	211	50	5	74	.....	1,326
1956.....	88	183	32	250	200	312	30	228	56	1	64	.....	1,462
1957.....	92	141	23	155	209	340	42	207	66	2	80	.....	1,387
1958.....	97	129	38	231	166	281	31	163	40	4	89	.....	1,269
1959 ⁽²⁾	100	135	71	165	186	269	32	178	48	2	72	.....	1,258

(1) Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

(2) These figures are preliminary. They include 964 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 294 compiled from other sources some of which will presently be reported by the Boards. The 294 fatalities were distributed as follows: Agriculture 82; Logging 13; Fishing and Trapping 67; Mining 11; Manufacturing 17; Construction 37; Public Utilities 2; Transportation, Storage and Communications 40; Trade 6; Finance 2; Service 17.

Caught In, On or Between:

Machinery.....	5	1	11	3	1	1	1	23	1	1	5	8	2	2	20
Belts, pulleys, chains, lines, etc.	1	1	2	5	1	1	1	9	2	2	8	1	1	11	
Elevators, hoisting and conveying apparatus.	1	5	4	6	3	1	1	21	1	2	1	2	1	6	
Buildings and structures (including parts of these such as doors, windows, etc.)	1	2	1	5	5	1	1	5	1	1	2	3	1	1	
Automobiles and trucks.....	1	2	1	3	2	1	1	11	1	1	1	2	3	9	
Tractors, loadmobiles, etc.	9	1	1	8	2	2	1	22	2	1	1	5	2	9	
Mine and quarry cars.....	1	5	1	7	7	1	5	5	2	2	2	5	2	2	
Trains or other railway vehicles.....	1	1	1	1	1	1	8	1	1	5	1	1	5	5	
Streetcars.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Miscellaneous transportation vehicles and craft.....	1	1	1	1	1	1	2	2	1	1	1	1	1	1	
Materials in use or stored in plant.....	1	1	1	1	1	1	2	2	1	1	1	1	2	5	
Objects in water (e.g., logs, caught between boat and wharf)	1	1	1	1	1	1	1	1	1	1	1	1	1	5	
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1	5	
Total.....	16	5	1	15	21	27	1	109	6	3	11	21	15	7	69

Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in on or between)

Involving street railways.....	3	11	9	20	34	2	1	14	2	10	10	10	10	10	10
Involving automobiles and trucks.....	39	6	2	3	9	1	2	64	41	3	1	3	13	2	151
Involving tractors, loadmobiles, etc.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	65
Involving mine and quarry cars.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Involving water craft.....	4	52	1	4	1	1	1	62	11	16	4	1	1	8	56
Involving aircraft.....	5	7	1	1	1	1	1	38	2	6	6	7	6	21	
Involving other transport agencies	1	1	1	1	1	1	1	5	1	1	1	1	1	1	1
Involving elevators and other hoisting and conveying apparatus.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Involving animal-drawn vehicles and implements.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Involving miscellaneous agencies.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total.....	47	28	53	13	28	47	4	330	47	34	16	23	30	41	308

Falls and Slips

(a) falls on same level.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to rough ground or floor surfaces.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to collapse of resistance.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to tripping over or stepping on object.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slippery surface.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slipping while handling materials.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slipping while operating machines.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to physical condition of workman.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to vehicles in motion (other than struck by, collision etc.).....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sub Total.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1959 (†)											1958 (‡)																
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL		
(b) falls to different levels																												
From ladders or stairs.....		1			1	3		1	1				7	1	1			5	4								15	
From scaffolds and stagings.....				3	5	20		1	1				31					3	17								21	
From platforms, ramps and stationary vehicles.....		1			1	4		2	2				10					1	2								5	
From buildings, roofs and towers.....				4	6	17		2	3				32					4	20								33	
From bridges, trestles and catwalks.....					2	5							7					3	3								5	
From poles, trees, logs and stumps.....						2							3					2	3								5	
From stockpiles and loads.....	1												2					1	1								2	
From moving railway vehicles.....					2			2					5					1	1								2	
From other moving transportation vehicles.....		5			2			1					11					1	1								6	
Into holds of vessels.....		1			1			2					4					1	1								7	
Into shafts, pits, excavations, etc.....	2			9	2			2					15					2	5								21	
Into rivers, lakes, sea or harbours.....		2			3	3		18					54					3	2								61	
Into storage bunkers.....		8		12	3	5		1					24					3	2								2	
Into tanks, vats or kilns.....					3	1							4					2	4								3	
Miscellaneous falls to different levels.....		1											3					3	20								32	
Sub Total.....	10	14	12	21	27	57	4	27	8	1	11	192	12	17	13	21	23	76	4	29	3	8	206	12	17	13	21	
Total.....	10	14	12	21	30	55	5	27	10	1	13	201	12	17	13	21	25	78	4	30	3	11	215	12	17	13	21	
Confagurations, Temperature Extremes and Explosions:																												
Confagurations.....		1			2	2		2					13					3	1									17
Exposure to welding flashes.....																												1
Exposure to cold or cold substances.....																												1
Exposure to steam or other hot vapours.....																												1
Exposure to hot liquids or molten metal.....					2																							1
Exposure to heat or hot substances, N.E.C.....		1			3	2							7															1
Explosions—blasting accidents.....																												19
Explosions of coal and/or dust.....		1	1	3		6	1						13					3	10								2	
Air blasts (bumps) in mines.....				1									1															2
Explosions of steam pressure apparatus.....													3															4
Explosions of liquid air, gas pressure apparatus and containers.....					1	2	1		1				6						2									3
Explosions of gasoline and/or oil.....		1	3	4	3	4		3	2				22					5	1								10	
Explosion of chemicals.....		1			6								6															8
Ammunition and firearms (accidental).....		1		1	1	1							4															4
Other explosions.....					5								6															4
Total.....	5	3	4	11	21	18	5	5	4	4	8	84	12	17	13	21	25	78	4	30	3	11	215	12	17	13	21	

Trade	1	2	6	24	1	2	3	7	48	1	2	4	21	4	1	3	4	40						
Wholesale.....	1	1	2	10	1	2	1	1	20	1	1	2	9	3	1	1	1	17						
Retail.....	1	1	4	14	1	1	6	28	28	1	1	2	12	1	3	3	23							
Finance			2						2			1	2			1	4							
Service			1	3	10	18	5	3	10	21								89						
Public administration.....	1	3	10	18	5	3	10	21	72	1	1	9	44	2	1	10	20	67						
Recreation.....	1	3	7	12	3	3	5	14	48	1	1	5	32	1	1	8	18	3						
Laundry, dyeing and cleaning.....			2	2					8									1						
Personal, domestic and business.....		1	1	1	4	2	2	6	2			3	10	1	2	1	1	18						
Total	41	3	51	61	244	408	45	54	111	247	3	1,258*	24	7	128	41	225	438	47	48	98	207	6	1,269

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated.

(2) Preliminary figures.

(3) Revised figures for 1958.

* See footnote (2) Table H-1.

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1959, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1959 ⁽¹⁾	Per Cent of Total	Total ⁽²⁾	Per Cent of Total	No. Employed ⁽³⁾ (Thousands)
Agriculture.....	1	2	6	3	6	11	13	22	12	16	5	3	100	7.9	97	7.6	692
Logging.....	9	18	8	10	11	17	12	6	10	12	6	16	135	10.7	129	10.2	95
Fishing and Trapping.....	.....	17	.....	2	4	35	.....	4	3	3	.....	3	71	5.6	38	3.0	15
Mining and Quarrying.....	15	12	16	14	14	15	12	10	15	13	18	11	165	13.1	231	18.2	89
Manufacturing.....	14	11	15	12	15	16	22	17	27	20	11	6	186	14.8	166	13.1	1,503
Construction.....	20	18	12	16	28	26	30	24	24	30	30	11	269	21.4	281	22.1	448
Public Utilities.....	2	2	3	3	3	3	4	4	3	1	4	.....	32	2.5	31	2.4	75
Transportation, Storage and Communications.....	13	11	16	14	15	13	19	20	12	14	23	8	178	14.1	163	12.8	447
Trade.....	8	4	4	2	2	4	7	7	6	3	.....	1	48	3.8	40	3.2	947
Finance.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	2	0.2	4	0.3	216
Service.....	3	12	4	6	8	5	6	9	9	2	5	3	72	5.7	89	7.0	1,350
Total.....	86	107	84	82	107	145	125	123	121	114	102	62	1,258*	100.0	1,269	100.0	5,878

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force Bulletin published by the Dominion Bureau of Statistics.

* See footnote (2) Table H-1.

**TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA,
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical Aid Only ⁽¹⁾	Temporary Disability	Permanent Disability	Fatal	Total
1955					
Newfoundland	5,608	4,193	95	17	9,913
Prince Edward Island	771	635	12	2	1,420
Nova Scotia	9,878	7,437	543	44	17,902
New Brunswick	6,560	8,245	194	33	15,032
Quebec				227	95,257
Ontario	147,330	59,284	1,922	278	208,814
Manitoba	11,661	5,521	121	29	17,332
Saskatchewan	9,082	8,011	137	52	17,282
Alberta	24,858	17,760	698	116	43,432
British Columbia	43,573	25,036	1,223	180	70,012
Total					496,396
1956					
Newfoundland	5,926	4,831	86	12	10,855
Prince Edward Island	786	663	13	7	1,469
Nova Scotia	10,628	7,629	549	84	18,890
New Brunswick	7,279	8,983	195	25	16,482
Quebec				212	106,004
Ontario	164,416	65,313	2,250	312	232,291
Manitoba	12,341	5,843	128	30	18,342
Saskatchewan	10,813	9,202	130	50	20,195
Alberta	27,363	21,336	769	126	49,594
British Columbia	49,635	28,210	1,191	229	79,265
Total					553,387
1957					
Newfoundland	4,876	3,743	32	7	8,658
Prince Edward Island	779	606	4	4	1,393
Nova Scotia	9,953	7,003	614	53	17,623
New Brunswick	6,783	7,700	202	26	14,711
Quebec				291	110,401
Ontario	177,154	68,722	2,278	338	248,492
Manitoba	12,508	5,650	226	30	18,414
Saskatchewan	11,191	9,386	174	52	20,803
Alberta	25,808	20,236	784	105	46,933
British Columbia	48,738	25,620	1,322	191	75,871
Total					563,299
1958					
Newfoundland	4,663	3,410	91	15	8,179
Prince Edward Island	843	616	6	3	1,468
Nova Scotia	8,961	6,075	651	110	15,797
New Brunswick	7,402	5,773	175	35	13,385
Quebec				206	95,868
Ontario	161,355	64,441	2,440	303	228,539
Manitoba	12,983	5,314	259	32	18,588
Saskatchewan	11,136	9,320	202	41	20,699
Alberta	25,995	19,033	781	103	45,912
British Columbia	40,753	20,951	1,249	156	63,109
Total					511,544
1959⁽²⁾					
Newfoundland	5,064	3,666	35	18	8,783
Prince Edward Island	1,019	719	13	3	1,754
Nova Scotia	9,458	6,803	63	46	16,370
New Brunswick				37	17,485
Quebec				186	99,258
Ontario	179,358	70,225	2,612	309	252,504
Manitoba	15,461	6,560	294	33	22,348
Saskatchewan	11,912	11,446	162	46	23,566
Alberta	27,602	19,743	815	117	48,277
British Columbia	41,324	21,717	1,134	161	64,336
Total					554,681

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) Preliminary figures.

Here's **VALUE**

**A 50% Reduction under This Special
GROUP SUBSCRIPTION OFFER**

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

For
Only

\$1.00

Per
Subscription

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.



A list of names and addresses of subscribers must accompany each order



Send remittance by cheque or postal money order, payable to the Receiver General of Canada, to Circulation Manager, **LABOUR GAZETTE**, Department of Labour, Ottawa.



CANADA

THE

LABOUR AZETTE



Canada's National Employment Service (p. 582)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 6

JUNE 30,

1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 6	CONTENTS	June 30, 1960
Employment Review		533
Collective Bargaining Review		546
Notes of Current Interest		552
House of Commons Debates of Labour Interest: A Guide ..		557
Third Constitutional Convention, Canadian Labour Congress ..		559
18th Annual Conference, Personnel Association of Toronto ..		578
Canada's National Employment Service		582
Seasonal Unemployment in Canada—2		584
Moose Jaw Studies Older People's Needs		593
U.N. Commission on Status of Women		594
50 Years Ago This Month		595
International Labour Organization:		
44th Conference: Agenda and Delegation		596
Sixth Session, ILO Petroleum Committee		598
Teamwork in Industry		600
Industrial Relations and Conciliation:		
Certification Proceedings		601
Conciliation Proceedings		604
Labour Law:		
Legal Decisions Affecting Labour		605
Recent Regulations under Federal and Provincial Legislation		609
Unemployment Insurance:		
Monthly Report on Operations		615
Decisions of the Umpire		616
Labour Conditions in Federal Government Contracts		619
Prices and the Cost of Living		624
Publications Recently Received in Department's Library		625
Labour Statistics		631

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

Between April and May, employment increased by an estimated 250,000 to 5,992,000. About three quarters of the over-all gain was among males and more than 90 per cent of it occurred in non-farm industries. The increase in activity resulted in a substantial, though smaller-than-usual decrease in unemployment.

Among the non-agricultural industries, employment gains in forestry, construction and manufacturing were about normal for the season. The increase in employment in services was larger than usual.

Employment in Quebec increased more than is usual for the month while in the Pacific region it was below normal. In Ontario and the Prairie and Atlantic regions, employment gains were about equal to the seasonal average.

Seasonally adjusted, non-agricultural employment was at a record level in May. The total was 189,000, or 3.7 per cent higher than a year earlier. The service industry, which accounted for three fourths of the year-to-year increase in employment, registered large gains during the past few months after remaining fairly stable during most of 1959. Employment in trade followed an irregular upward trend over the year and showed a net advance of 62,000. Construction employment declined moderately over the year, largely reflecting a decline in housebuilding. The trend in manufacturing was fairly stable during the past 12 months, though there were offsetting influences among individual industries.

In manufacturing, employment gains since last spring ranged from less than 1 per cent to better than 5 per cent in the following industries: iron and steel, rubber, paper products, printing and publishing, electrical apparatus, chemicals, shipbuilding and motor vehicles. Offsetting losses occurred in textiles, clothing, leather, non-metallic mineral products, railway rolling stock, aircraft, and tobacco products; the declines ranged from 2 per cent in textiles to 19 per cent in tobacco products.

In the iron and steel products group employment trends have been mixed. Employment in primary iron and steel has been noticeably higher than in the spring of 1959, but activity in fabricated and structural steel has shown a sizeable decline. The machinery industry showed some employment strengthening during the last half of 1959 but has made little additional improvement so far this year. Agricultural implements and heating and cooking appliances registered moderate year-to-year employment declines in May; they showed persistent increases through 1959 and the early part of 1960.

The number of persons without jobs and seeking work declined during the month by 118,000 to 399,000. Virtually all of this decline in job seekers was among males and more than half of it was in Quebec. The number seeking work represented 6.2 per cent of the labour force compared with 5.4 per cent in May 1959 and 6.0 per cent in May 1958. The estimated number on temporary layoff declined by 15,000 in May to about the same total as a year ago.

This year the number of persons without jobs and seeking work reached a peak of 566,000 in March and averaged 508,000 during the first five months. Almost 90 per cent of this total were males and three quarters were males 20 years of age and over. Just about half of the total were married men.

The Atlantic region was the only part of the country in which unemployment was lower than last year. In relation to the regional labour force, however, the number of job seekers in this part of the country was considerably higher than the national average, as it has been for many years. In other regions the unemployment rate varied from 5.1 per cent in the Prairie Provinces to 11.7 per cent in Quebec.

The incidence of unemployment was heaviest, as usual, among persons in the younger age groups. In the male labour force of 324,000 under 20 years of age, for example, one in five was seeking work this spring. Even among girls of this age group the proportion seeking work was above the national average.

Persons Without Jobs and Seeking Work (January-May 1960, in thousands)

	Labour Force	Seeking Work	Per Cent
Total	6,261	508	8.1
Males	4,665	453	9.7
Females	1,597	55	3.5
14-19 years	572	87	15.2
20-24 years	792	88	11.1
25-44 years	2,898	202	7.0
45 and over	1,999	132	6.6
Married	—	270	—
Single	—	222	—
Other	—	16	—
Atlantic	545	77	14.1
Quebec	1,756	205	11.7
Ontario	2,335	127	5.4
Prairie	1,065	54	5.1
Pacific	561	45	8.0

The intensity of seasonal unemployment in Canada is reflected, in part, in the duration of job-seeking during the winter months. In January this year almost 80 per cent of all job seekers had been seeking work for three months or less. By April, however, the proportion seeking work for more than three months had increased from one fifth to one half. On average, 20 per cent of job seekers in the first five months of this year looked for work for less than a month and 60 per cent sought work for three months or less. Those seeking work for more than six months accounted for 11 per cent of the total.

CLASSIFICATION OF LABOUR MARKET AREAS—MAY 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's Vancouver-New Westminster	→ CALGARY → EDMONTON Halifax Hamilton → MONTREAL Ottawa-Hull Toronto → WINDSOR → WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Brantford Corner Brook Cornwall Joliette Lac St. Jean Peterborough Rouyn-Val d'Or Shawinigan Trois Rivières	→ FARNHAM-GRANBY → FT. WILLIAM- PT. ARTHUR Guelph Kingston Kitchener London → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa Saint John Sarnia → SHERBROOKE Sudbury → SYDNEY → TIMMINS- KIRKLAND LAKE Victoria		
MAJOR AGRICULTURAL AREAS (labour force, 25,000-75,000; 40 per cent or more agricultural)	Rivière du Loup Theford Mines- Megantic-St. Georges Yorkton	→ BARRIE → CHARLOTTETOWN → CHATHAM Lethbridge North Battleford → PRINCE ALBERT → RED DEER Saskatoon	→ BRANDON → MOOSE JAW → REGINA	
MINOR AREAS (labour force 10,000-25,000)	Bathurst Campbellton Dauphin Edmundston Gaspe Montmagny Newcastle Okanagan Valley Pembroke Portage la Prairie Prince George Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Valleyfield Victoriaville Woodstock, N.B.	→ BEAUHARNOIS → BELLEVILLE- TRENTON → BRACEBRIDGE → BRAMPTON → BRIDGEWATER Central Vancouver Island Chilliwack → CRANBROOK → DAWSON CREEK → DRUMMONDVILLE → FREDERICTON Galt → GRAND FALLS Kamloops → KENTVILLE Lachute- Ste. Therese → LINDSAY Listowel → NORTH BAY → OWEN SOUND Prince Rupert → ST. HYACINTHE → ST. JEAN St. Thomas Sault Ste. Marie → SIMCOE → SOREL → SUMMERSIDE Trail-Nelson → TRURO Walkerton Woodstock- Tillsonburg → YARMOUTH	→ DRUMHELLER → GODERICH Kitimat → MEDICINE HAT → STRATFORD → SWIFT CURRENT → WEYBURN	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 414, April issue.

Mining Output and Employment, Prairie Region, 1949-59

The Prairie Provinces experienced a marked expansion in non-agricultural employment in the decade between 1949 and 1959. The increase amounted to 50 per cent, which compares very favourably with an increase of 34 per cent for the whole of Canada in the same period. This rapid employment advance in the non-farm industries of the Prairie region is largely associated with the development of the mining industry and the direct stimulation imparted to other industries as a consequence. The greatest production increases occurred in the petroleum industry, but outputs of uranium, copper, zinc, and non-metallic construction materials also showed significant gains.

As recently as 1949, agriculture dominated the economy of the Prairie Provinces, but its share of the net value of production had declined to 58 per cent from 66 per cent in 1928. Mining's share in this period tripled to 9 per cent, and construction moved from 5 per cent to 9 per cent.

By 1956 agriculture had moved down still further to 37 per cent of the net value of total production; mining represented 15 per cent, at almost \$485 million, and construction accounted for 24 per cent.

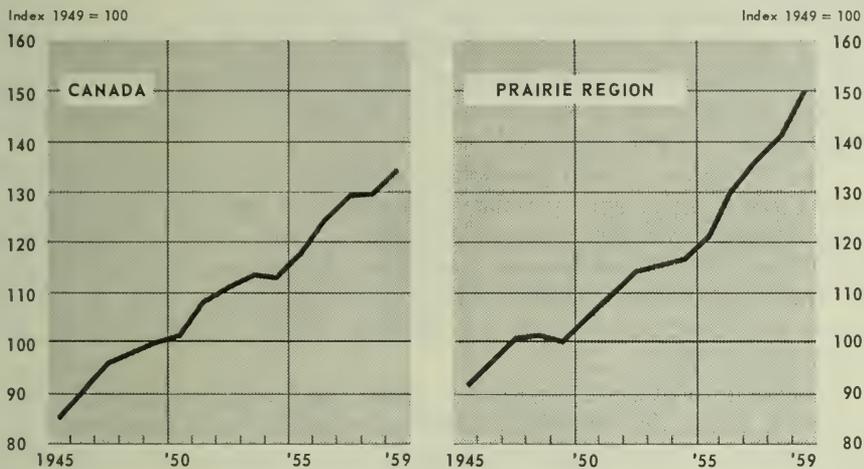
The Leduc oil discovery in February 1947 was one of the more significant events in the progress of the Prairie mining industry. In that year, less than 10 per cent of Canada's requirements of crude were met domestically and production in the Prairies totalled less than \$20,000,000 from about 400 producing wells. By 1958 there were more than 11,000 producing wells and the net value of total production reached \$394,000,000. Exploration and development expenditures went up from \$77,000,000 in 1947 to more than \$600,000,000 in 1956, and have subsequently remained near this annual level. Domestic crude currently provides more than half of Canada's requirements.

A smaller, though still spectacular development of the natural gas industry accompanied the expansion in oil. Producing gas wells increased from 174 in 1948 to 730 in 1958, and production in the same period rose from 162,000,000 to 926,000,000 cubic feet per day. Of the 1958 total, 238,000,000 cubic feet per day was exported. Prairie gas moved by pipeline to the Pacific coast for the first time in 1957, and to the central provinces in the fall of 1958.

In 1958 crude oil pipelines totalled 7,204 miles, compared with 455 miles in 1948. The largest of these are the 1,930-mile Interprovincial Pipeline from Redwater, Alta., to Port Credit, near Toronto, and the 785-mile line joining Edmonton to the Vancouver-Puget Sound area. The latter serves refineries on both sides of the international border. The 2,290-mile Trans-Canada Pipeline from Alberta to Eastern Canada is the longest natural gas line, and a 1,300 mile pipeline delivers Alberta gas into the Western United States. A 600-mile gathering and transporting system is in operation in Alberta.

Although oil and gas development has somewhat overshadowed the advance in other minerals, nevertheless their growth has been substantial and they have contributed greatly to the economic development of both the Prairie region and Canada as a whole. From \$111,000,000 (\$174,000,000 including oil and gas) in 1949, minerals production reached \$201,000,000 in 1959 (\$649,000,000 including oil and gas). In the latter year, Manitoba's minerals production totalled \$58,000,000, of which structural materials (chiefly cement, sand and gravel) accounted for \$19,000,000, nickel \$13,000,000 and crude oil, copper, and zinc for lesser amounts. Saskatchewan's 1959 total of

NON-AGRICULTURAL EMPLOYMENT 1945 - 1959



Source: D B S

\$214,000,000 was chiefly composed of: crude oil, \$100,000,000; uranium, \$54,000,000; and substantial amounts of copper, zinc, and structural materials. Oil (\$309,000,000) and gas (\$26,000,000) made up the major share of Alberta's \$378,000,000 total, with structural materials and coal also prominent. Alberta and Saskatchewan were in third and fourth place, respectively, in the value of minerals produced by Canadian provinces.

The expansion of minerals production in the Prairie region brought about large increases in employment in both mining and related industries. From 1949 to 1959, total mining employment increased most markedly in Alberta. Saskatchewan exhibited the greatest proportional change (194 per cent), owing to the much lower starting level in 1949. Employment in Alberta's oil industry nearly tripled in the 10-year period, and offset an 80-per-cent decline in coal mining employment. (Prairie coal production, affected by competition from gas and oil, declined from \$48,000,000 to \$13,000,000). In Manitoba, mining employment showed a more modest increase, with greater productivity chiefly accounting for increases in production.

Employment in the construction industry has doubled in Alberta since 1949, and Saskatchewan and Manitoba registered gains of 67 per cent and 44 per cent, respectively, because of the need for facilities for the mining industry and for residential, commercial, and municipal buildings that accompanied the increased urbanization of the region. In manufacturing, employment in iron and steel products in Manitoba went up 23 per cent, and in Saskatchewan a 71-per-cent increase in products of petroleum and coal helped raise total employment in manufacturing by 25 per cent. Manufacturing employment showed the sharpest rise in Alberta, almost 60 per cent, with employment in iron and steel products more than doubling, in products of petroleum and coal nearly doubling, and in chemical products showing a 300-per cent increase.

The previously-mentioned sharp rise of 50 per cent in non-farm employment in the Prairie region from 1949 was partly offset by the decline in agriculture that accompanied the mechanization of Prairie farms. The drop amounted to 35 per cent in the 10 years, bringing on-farm employment from 433,000 in 1949 to 284,000 in 1959. The movement from the farming areas supplied labour for, and greatly facilitated the rapid industrial expansion of the region. As a result of the movement, however, while the Canadian population rose 30 per cent in the period, the population of the Prairies went up somewhat less, 23 per cent.

The expansion in total population combined with increasing urbanization to bring about very rapid population increases in most of the cities of the region. This is especially apparent in Alberta, where Calgary expanded from 105,000 in 1948 to 218,000 ten years later; Edmonton, in the same period, went from 127,000 to 252,000. This growth was not confined to the larger centres; Red Deer's population, for example, tripled in the 1949-59 period, from 6,000 to 18,000.

Besides providing employment to offset the recent decline in the agricultural work force, the minerals-producing industries have contributed to the diversification of the Prairie economy. These industries have also provided high-wage employment. The average weekly wage in the oil industry, more than \$100, is among the highest in Canada. Royalties and other taxes have aided government finances; since 1947 revenues from the petroleum industry to the government of Alberta alone have amounted to nearly one billion dollars.

Present trends in Prairie minerals production appear likely to continue. Crude oil production is steady, although the rapid pre-1958 rise appears to have ended until new markets are developed. Natural gas production is continuing to expand rapidly, for both domestic and export markets. Final arrangements have been completed for one of four proposed export pipelines, and the construction of 50 miles of 30-inch line from southeastern Manitoba to the border-crossing point at Emerson is scheduled to begin in the near future.

In other minerals, the world's second largest nickel mine is nearing completion in northern Manitoba. A nickel smelter, a copper mine, and a zinc mine are also soon to go into production. Two mines in Saskatchewan will tap the almost unlimited deposits of potash in that province. Uranium production will continue at a somewhat reduced rate until world demand catches up with supply.

Further opportunities for manufacturing employment are being created in the steel and pipe plants completed or under construction at Regina, Camrose, Calgary, and Edmonton. Caustic soda, chlorine, phenol, and other petrochemical plants are being built in Alberta. These plants, along with the minerals-producing facilities of the region, may be expected to attract other related, subsidiary establishments to provide for a continuing growth and diversification of the Prairie economy.

The "Employment Review" in its present form will henceforth appear quarterly only, in the June, September, December and March issues. In the intervening months, the Department of Labour-Dominion Bureau of Statistics Joint press release will be substituted.

Manpower Situation in Local Areas

ATLANTIC

Employment in the Atlantic region increased seasonally between April and May, the number of persons with jobs increasing by an estimated 43,000 to 502,000. This total was about the same as a year earlier. Renewed activity in seasonal industries such as farming, fishing, construction, sawmilling, and logging accounted for most of the employment expansion. Over-all manufacturing employment strengthened somewhat despite a few small layoffs in the manufacture of steel products.

On the whole, employment conditions in the region showed little year-to-year change. Coal mining, a major source of weakness last year, continued to be hampered by reduced markets due to increased competition from other fuels. The construction industry was less active than in the spring of 1959, but forestry showed some improvement. Manufacturing employment was slightly higher than last year; gains in sawmilling, pulp and paper mills, and iron and steel plants more than offset losses in other sectors such as railway rolling stock.

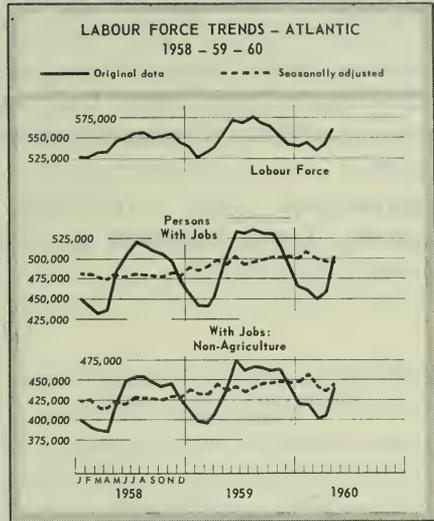
Unemployment declined sufficiently during the month to reduce labour surpluses from substantial to moderate proportions in 11 areas. The classification of the 21 areas in the region at the end of May was as follows (last year's figures in brackets): in substantial surplus, 8 (10); in moderate surplus, 13 (11).

Local Area Developments

Halifax (metropolitan) remained in Group 2. Early summer weather hastened the seasonal rise in construction employment; skilled tradesmen were in heavy demand. About 200 workers were released at the shipyards but elsewhere in manufacturing, employment either remained stable or increased. Electronic and textile plants were reported to have taken on additional staff. Service workers were in strong demand at some of the National Defence establishments, which were preparing for the cadet summer training exercises. Total employment in the area was virtually the same as a year earlier.

St. John's (metropolitan) remained in Group 1. Fishing and construction showed the usual employment expansion during the month, but total employment remained at a considerably lower level than last year. Relatively few workers were hired for the St. John's harbour development but there were increased demands for construction workers at northern sites.

New Glasgow (major industrial) was reclassified from Group 1 to Group 2. Unemployment declined sharply in the area as fishing and farming activities were resumed. The Eastern Car Co. plant at Trenton continued operating at a reduced scale.

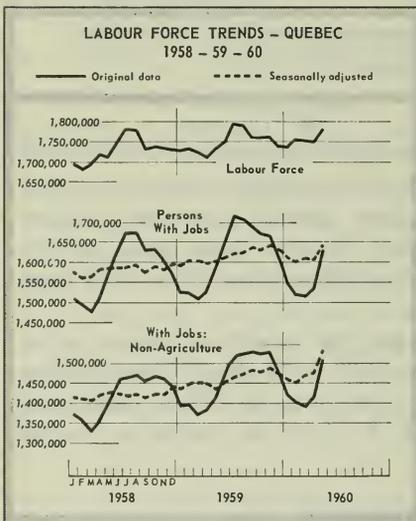


Sydney (major industrial) was reclassified from Group 1 to Group 2. Seasonal industries were almost entirely responsible for the decline in unemployment. The construction industry was more active than last year. At the same time the number of construction workers registered at the NES office at the end of May was about 30 per cent greater than the year before.

Moncton (major industrial) was reclassified from Group 1 to Group 2. The reclassification was mainly the result of seasonal employment expansion in outdoor activities. Unemployment was at virtually the same level as a year earlier.

Charlottetown (major agricultural), **Grand Falls, Summerside, Bridgewater, Kentville, Truro, Yarmouth** and **Fredericton** (minor) were reclassified from Group 1 to Group 2.

QUEBEC



The employment increase in the Quebec region between April and May was greater than usual for the month, the number of persons with jobs rising by an estimated 94,000 to 1,630,000, about 36,000 higher than in May last year. The marked increase during the month followed a relatively slow expansion in early spring. Most of the increase occurred in non-farm outdoor industries, and more than three-quarters of it was among male workers. Activities in forestry, after having reached a seasonal low point in April, turned up sharply during the month, resulting in the rehiring of more than 10,000 loggers for work in the province and in the neighbouring United States logging areas. Mining operations

continued at a higher level than last year, both metal and non-metal mining showing an employment gain.

Total non-agricultural employment was up about 2 per cent in May over the previous year. Increases occurred mainly in service, trade and manufacturing, with off-setting declines concentrated mostly in construction and transportation. Manufacturing employment has shown considerable strength since the beginning of the year. In the first quarter of 1960 manufacturing employment was, on the average, some 2 per cent higher than last year. Although the leather and clothing industries have operated at a lower level than a year before, other sectors of manufacturing, such as transportation equipment, non-ferrous metal products and primary textiles, showed more-than-off-setting gains.

Unemployment declined markedly in all areas during the month, though it was still higher than last year. As a result, eight local labour market areas were reclassified during the month to categories denoting lower unemployment. At the end of May, the area classification was as follows (last year's figures in brackets): in substantial surplus, 15 (12); in moderate surplus, 9 (12).

Local Area Developments

Montreal (metropolitan) was reclassified from Group 1 to Group 2. Registrations at NES offices in May were substantially down from the previous month but remained more than 10 per cent higher than in May 1959. Employment during the first three months of the year was more than 1 per cent higher than in the same period a year ago. Seasonal rehiring took place at some manufacturing plants such as food and beverage, textile, wood products and building material establishments. Industrial and commercial construction was reported to be high for the time of the year; housebuilding activity was at a very low level.

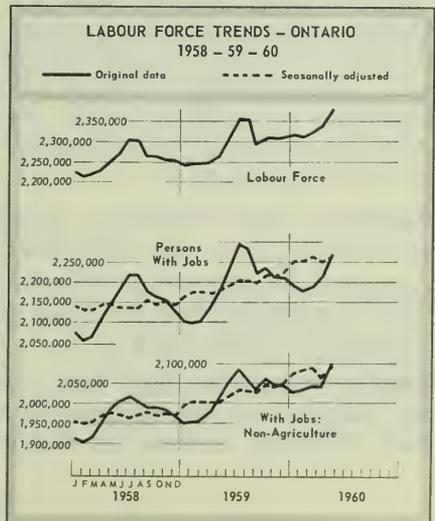
Quebec-Levis (metropolitan) remained in Group 1. Employment rose seasonally in the area during the month, particularly in forestry and waterfront activities. Unemployment remained relatively high, however, mainly because of slackness in construction and trucking.

Other Areas. During the first quarter of the year activities expanded substantially in the *Lac St. Jean* and *Shawinigan* areas: industrial employment was almost 10 per cent higher than in the same period a year ago. In the first area, the difference was mainly due to a marked increase in aluminum production: some 800 workers have been rehired since the beginning of the year. Another factor was a more intensive pulp cut in the area, resulting in higher employment among loggers. Increased production of aluminum was also responsible, in part, for the employment increase in Shawinigan, although chemicals and most other parts of the industrial complex in this area also expanded.

ONTARIO

Employment in the Ontario region increased substantially between April and May after a rather slow advance in the previous month. The employment estimate for May, after allowance for seasonal movement, was moderately higher than the level at the beginning of the year. This advance took place in spite of a slowdown in some parts of manufacturing, notably in the production of steel products, textiles, and household appliances. The main strength has been the automobile industry, where employment has been steadily maintained at a higher level with fewer short-term layoffs than last year.

The employment gain over the year, estimated to be close to 4 per cent, was the highest of any region and accounted for more than two thirds of the year-to-year increase in the country as a whole. Almost all of the increase in the province was in the trade and service industries, and nearly three quarters of the additional workers were women. There was an opposite trend in the goods-producing industry, with employment slightly lower than last year.



The number of persons without jobs and seeking work was estimated to be 111,000, some 29,000 more than a year earlier. Construction workers accounted for a substantial part of the increase, a result of the low level of housebuilding in almost all parts of the region. The labour market classification of the 34 areas of the region was as follows (last year's figures in brackets): in substantial surplus, 4 (2); in moderate surplus, 28 (20); in balance, 2 (12).

Local Area Developments

Hamilton (metropolitan) remained in Group 2. As a result of layoffs in steel, textile, and agricultural implement manufacturing, and a lower level of residential construction, unemployment remained above last year's level. However, the sharp gain in steel production last summer and fall, and the upturn in commercial and industrial construction after the strike settlement in February, has kept employment above last year's level.

Toronto (metropolitan) remained in Group 2, with some improvement over the previous month. The level of employment was about the same as that of the corresponding period in 1959. Manufacturing employment, seasonally adjusted, has been at a stable level this year. In May, there were layoffs in rubber products, and hirings in agricultural implements and iron and steel products. The seasonal increase in construction activity was interrupted by an industrial dispute involving some 1,500 painters.

Windsor (metropolitan) was reclassified from Group 1 to Group 2. Employment remained steady and corresponded closely to the figures for the same month of 1959. Employment in automobile plants remained fairly stable. Hiring in the construction industry was slow, owing to a small number of starts in residential housing. The area still has a shortage of architects, draughtsmen, and mechanical and electrical engineers.

Oshawa (major industrial) remained in Group 2 with some improvement over the previous month. Manufacturing generally remained stable, although there were some short-term layoffs in automobile parts plants. With no large projects underway, construction activity was much slower than in the previous year. Apart from some skilled and professional workers, there was a surplus of labour in most occupations.

Kitchener (major industrial) remained in Group 2. Unemployment was still substantially above last year's level. Construction, clerical and textile workers accounted for more than half of the increase. In most of the manufacturing industries, employment was close to last year's level; except for housing, construction was quite active.

Peterborough (major industrial) remained in Group 1. Activity in manufacturing, construction, and mining was at a low level. In spite of the seasonal improvement, therefore, a substantial surplus of labour continued.

PRAIRIE

A large seasonal employment increase occurred between April and May in the Prairie region. An increase of 49,000 raised the estimated number of job holders to 1,067,000, about 23,000 higher than a year earlier; most of the improvement resulted from a larger-than-seasonal change in agriculture. Cool, wet weather with heavy rains in some areas held back farming operations

somewhat in the first half of the month but by month-end the greater part of the seeding and nearly all of the harvesting of the 1959 crop was complete. A few shortages of skilled farm help were reported. Early crop prospects appeared very favourable, with moisture conditions good to excellent.

Non-farm employment expanded seasonally during May. Logging workers were hired as river drives began in the eastern part of the region and paper mills recalled men for the summer to operate woodyards. Employment in commercial and industrial construction picked up although homebuilding remained weak. Recent figures show total employment in construction to be roughly 5 per cent below last year.

Dry weather in the second half of the month permitted the lifting of road restrictions and the resumption of trucking and oil drilling operations. There was some decline in oil drilling from the May 1959 level: the number of drill rigs in operation dropped more than 20 per cent, partly because of market conditions for crude oil, and partly because of the movement of oil rigs to northern British Columbia, where prospects for discoveries have been considered favourable and where development of recently found oil fields proceeded.

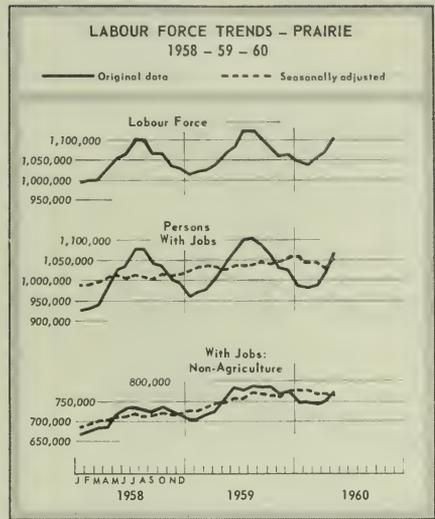
The improvement in over-all employment conditions was most apparent in smaller centres where the agricultural pickup and seasonal hirings by the railways had their greatest effect. Unemployment declined substantially, although it remained higher than a year earlier. Fourteen labour market areas were reclassified to categories denoting decreases in unemployment. At the end of May the classification was as follows (last year's figures in brackets): in substantial surplus, 3 (2); in moderate surplus, 10 (9); in balance, 7 (9).

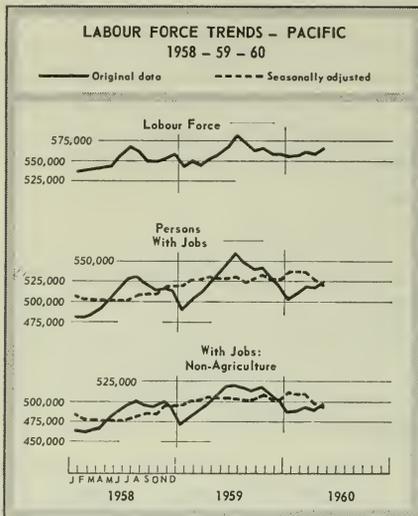
Local Area Developments

Calgary, Edmonton and Winnipeg (metropolitan); **Fort William-Port Arthur** (major industrial); **Prince Albert and Red Deer** (major agricultural); and **Dawson Creek** (minor) were reclassified from Group 1 to Group 2. **Brandon, Moose Jaw, and Regina** (major agricultural); and **Swift Current, Weyburn, Drumheller, and Medicine Hat** (minor) were reclassified from Group 2 to Group 3.

PACIFIC

In the Pacific region employment increased less than seasonally between April and May. The estimated increase of 8,000 brought the total of persons with jobs to 525,000, down 9,000 from a year earlier. This is the only region in which employment was lower than last year. The year-to-year decline was a reflection chiefly of reduced employment in shipyards, residential construction





and related industries. Sash and door makers and sheet metal shops experienced the most marked year-to-year declines.

Little change occurred in agricultural employment; seeding was well advanced at month's end and prospects appeared favourable for fruit, forage, and vegetable crops. In fishing, however, landings by fishermen in the first quarter were down by more than 50 per cent from last year. Whaling and herring fishing were discontinued this spring because of depressed market conditions. The salmon catch is also expected to be well down from last year, and halibut prices show considerable weakness.

The usual seasonal expansion in business and industrial construction was

retarded to some extent by inclement weather. Heavy rains fell in most parts of the region, and some snow in the north. The weather was also blamed for some sluggishness in retail trade and it hampered transportation and logging in areas other than the southern interior and Vancouver Island. In the latter areas, the removal of road restrictions enabled trucking and woods activity to move toward stronger summer levels. A small decline took place in plywood manufacturing, and the demand for lumber was less firm; some reductions in prices were reported. Shipments remained high through May, however, and exports for all of Canada in the first four months of 1960 were up from a year earlier by 4 per cent for lumber and timber, 5.4 per cent for wood pulp, and 10.2 per cent for newsprint paper. Pulpwood production in the first four months of the current year in British Columbia was up 20 per cent from the same period in 1959.

A slight decrease in unemployment occurred during the month, but the total remained considerably above a year earlier. One labour market area was reclassified to a category denoting a decrease in unemployment. At the end of May the classification of the 11 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 3 (2); in moderate surplus, 7 (8); in balance, 1 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 1. Some layoffs occurred in shipyards during May, and carpenters and other construction workers were in substantially greater surplus than a year earlier. Some reductions also occurred in garment factories on completion of spring and summer lines. The general seasonal increase in economic activity, however, offset these reductions, so that a moderate gain in employment was registered in the metropolitan area; transportation and service industries provided the chief source of employment opportunities during the month.

Cranbrook (minor) was reclassified from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics at June 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	May 21	6,391,000	+ 2.1	+ 3.3
Persons with jobs.....	May 21	5,992,000	+ 4.4	+ 2.4
Agriculture.....	May 21	675,000	+ 5.3	+ 6.8
Non-Agriculture.....	May 21	5,317,000	+ 4.2	+ 3.7
Paid workers.....	May 21	4,887,000	+ 4.6	+ 4.1
Usually work 35 hours or more.....	May 21	5,592,000	+ 3.9	+ 2.3
At work 35 hours or more.....	May 21	5,253,000	+ 12.2(b)	+ 1.4
At work less than 35 hours, or not at work due to short time and turnover..	May 21	73,000	- 13.1	+ 15.9
for other reasons.....	May 21	247,000	- 57.5(b)	+ 22.9
Not at work due to temporary layoff..	May 21	19,000	- 44.1	+ 5.0
Usually work less than 35 hours.....	May 21	400,000	+ 11.1	+ 3.6
Without jobs and seeking work.....	May 21	399,000	- 22.8	+ 19.5
Registered for work, NES				
Atlantic.....	May 19	78,000	- 29.2	- 10.7
Quebec.....	May 19	214,900	- 18.9	+ 7.4
Ontario.....	May 19	190,600	- 16.8	+ 17.0
Prairie.....	May 19	87,200	- 20.4	+ 14.9
Pacific.....	May 19	64,200	- 12.8	+ 8.3
Total, all regions.....	May 19	634,900	- 19.4	+ 8.4
Claimants for Unemployment Insurance benefit.....				
April 29.....	April 29	714,894	- 13.1	+ 17.0
Amount of benefit payments.....	April	\$61,767,881	- 17.5	+ 3.0
Industrial employment (1949 = 100).....				
March.....	March	114.2	- 0.4	+ 0.4
Manufacturing employment (1949 = 100).....	March	103.9	0.0	+ 0.5
Immigration.....				
1st Qtr. 1960.....	1st Qtr. 1960	16,599	—	- 2.1
Destined to the labour force.....	1st Qtr. 1960	8,087	—	+ 0.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	May	38	+ 31.0	+ 18.8
No. of workers involved.....	May	7,152	+ 30.6	+ 33.5
Duration in man days.....	May	74,900	+178.7	+ 23.1
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	March	\$78.06	+ 0.5	+ 3.8
Average hourly earnings (mfg.).....	March	\$1.78	+ 0.6	+ 3.5
Average hours worked per week (mfg.).....	March	40.5	+ 0.2	+ 0.5
Average weekly earnings (mfg.).....	March	\$71.95	+ 0.6	+ 3.7
Consumer price index (av. 1949 = 100).....	May	127.4	- 0.1	+ 1.4
Real weekly earnings (mfg. avg. 1949 = 100)..	March	135.9	+ 0.9	+ 2.6
Total labour income..... \$000,000	March	\$1,462	+ 0.1	+ 4.5
<i>Industrial Production</i>				
Total (average 1949 = 100).....	April	165.0	- 2.8	+ 1.3
Manufacturing.....	April	148.2	- 1.9	+ 0.1
Durables.....	April	149.3	- 2.3	- 0.7
Non-durables.....	April	147.3	- 1.6	+ 0.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 414, April issue.

(b) An unusually large number worked less than 35 hours because Easter Monday was in the survey week.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

Twenty-four collective agreements covering bargaining units of 500 or more workers are due to expire during the three-month period from June to August of this year. Half of these agreements are in the logging and the pulp and paper industries. Under negotiation in May were 118 major agreements; 27 of them were settled, to provide new contracts for a total of 32,200 workers, of whom more than 40 per cent are employed by the 11 pulp and paper companies that signed new agreements in the past month.

During May, there were no work stoppages in the course of negotiations for the major agreements covered by this review. Settlement on the eve of a strike deadline set by the **Retail, Wholesale, and Department Store Union** averted a work stoppage that threatened to affect operations of **Dominion Stores Limited** supermarkets in Toronto, Hamilton, Burlington, St. Catharines, Thorold, Merriton, Niagara Falls, Peterborough, Belleville, and Oshawa.

The 1,700 members affected ratified a new agreement at the end of May that provided a total wage increase of \$7.50 per week over a two-year period, made up of \$4 weekly retroactive to November 1, 1959 and a \$3.50-a-week increase to take effect October 31, 1960. As a result, employees on the company payroll since November 1, 1959 will receive \$160 in retroactive pay, with pro-rated amounts for those hired later. The first pay increase brings the minimum wage for male clerks with one year of service up to \$67.50 weekly, and for female clerks in the same category to \$59.50 weekly. Also included was a three-stage reduction in the work week without loss in pay. The reduction was from 43 to 42 hours on ratification, to 41 hours on November 1, and a final one to 40 hours effective May 1, 1961. The standard Christmas bonus of \$30 was increased to one week's pay for employees with one year of service, while those with only six months service are to receive a half week's pay.

The medical plan agreed upon was equivalent to the PSI Blue Plan. The company will continue to pay the full cost of medical coverage for the employees and, in addition, agreed to pay half the cost of dependent coverage. The vacations clause was altered to provide three weeks paid vacation for all employees with 12 years of continuous service rather than 15 as formerly. Starting in 1961, employees with 20 years service will, for the first time, receive a four-week vacation. There are to be nine paid statutory holidays per year, and double time will be allowed if the employee is required to work on his day off in a week with a statutory holiday.

Towards the end of April, negotiating committees representing **The Federation of Telephone Workers of British Columbia** and **The British Columbia Telephone Company** reached a provisional agreement. By the end of May it was reported that the union's 6,000 members had voted to accept the terms of the proposed two-year agreement, which provided for a 3-per-cent increase effective April 1, 1960, followed by another 3 per cent on December 1, 1960, and a final 2-per-cent increase on August 1, 1961. In addition, the vacation provisions were modified to allow for three weeks vacation after seven years of service instead of after eight years, and four weeks after 25 years instead of after 30 years.

Bargaining, involving plants in six provinces, was in progress between the **Dominion Bridge Company** and the **United Steelworkers of America**. Besides the establishments in Lachine listed below (*see* "Collective Bargaining Scene"), plants affected are located in Amherst, Toronto, Sault Ste. Marie, Ottawa, Winnipeg, Selkirk, Regina, Edmonton, and Calgary. In negotiating the 1959 agreements the union failed to bring about co-ordinated bargaining through a central committee. Negotiations, therefore, were on a plant-by-plant basis, with the final signing deferred until all individual agreements could be completed simultaneously. This year the union again attempted to use a central committee to co-ordinate bargaining in all 11 establishments, but the company maintained that such procedure was contrary to policy and insisted that they deal separately with each local bargaining unit. Collective bargaining at the 11 establishments was at various stages of negotiation by the end of May; some units were at the conciliation stages.

Midway in a two-year agreement between the **Amalgamated Clothing Workers of America** and the **Men's Clothing Manufacturers of Ontario** a wage reopener clause was invoked. The ensuing talks ended in a new agreement that extended the current one for another two years and provided the union members with new wage and fringe benefits. Approximately 3,000 employees of the men's clothing industry in Toronto and Hamilton are to receive a total 12½-cent an hour wage increase during the life of the new agreement, made up of 7½ cents an hour effective July 4, 1960 and an additional 5 cents an hour starting July 3, 1961. The 25 member firms of the association further agreed to add PSI coverage to existing health and welfare benefits.

Approximately 2,000 seamen were affected by conciliation board proceedings in progress during the past few months. The board was set up to deal with a dispute between the **Association of Lake Carriers** representing five Great Lakes shipping companies and the **Seafarers' International Union**. The union asked for a 10-per-cent wage increase, a 40-hour work week, and overtime rates for Saturday and Sunday work. Other demands included the retention of existing welfare benefits, eight statutory paid holidays, payment of transportation costs when joining the ship, safer working conditions, and cash payment of wages.

The SIU maintained that the carriers were able to pay added wages because, with the opening of the St. Lawrence Seaway, they were able to eliminate smaller ships and replace them with larger, more efficient vessels. One ship, therefore, with a reduced crew of 32 seamen could now handle grain from the Lakehead that formerly required six ships and a combined crew of 152 men. It was further contended that additional savings will be possible from the reduced sailing time, from 12 to 9 days, on the Fort William to Montreal route.

The Association of Lake Carriers countered the union demands with an offer of a 10-per-cent wage increase spread over a three-year contract, and two weeks paid vacation after a season of employment. They opposed the shortened work week on the grounds that a 40-hour week on Great Lakes ships was impracticable, and contended that the present agreement already provided ample compensation. This consisted of an additional 2½-days pay over and above the basic pay for seven days work and a guarantee of only operational duties on week-ends. By the end of May, the conciliation board was still deliberating on the submissions made by the parties.

Canada and Dominion Sugar, Montreal, was unable to reach a mutually acceptable agreement with its employees represented by the **Bakery and Confectionery Workers Union**, and a conciliation board was established.

A conciliation officer appointed earlier to assist in the talks suggested that the parties accept a two-year agreement in which an 8-cent-an-hour increase would be given in the first year and 7 cents an hour in the second. In addition, he recommended that another 2 cents an hour be provided as a night shift premium. The company's counter-proposal was a 4-cent-an-hour increase each year in the two-year agreement. Both the company and the union have named their representatives to the conciliation board.

The same union was also negotiating a new contract for the 300 employees of the **St. Lawrence Sugar** refineries. In these talks, too, the parties were unable to reach an early settlement. The union had asked for an hourly increase of 20 cents in a one-year agreement. The company offered a 9-cent-an-hour increase in a two-year agreement; 5 cents an hour during the first year and 4 cents an hour more during the second year. A conciliation board was set up to help the parties reconcile their differences.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During June, July and August 1960

(except those under negotiation in May)

Company and Location	Union
Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Canadian Cottons, Cornwall & Hamilton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Courtaulds (Can.), Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Stores, Montreal, Que.	Retail Clerks (AFL-CIO/CLC)
Dress Mfrs. Guild (Dresses), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, (Sportswear), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Northern Interior Lumbermen's Assoc., northern B.C.	Woodworkers (AFL-CIO/CLC)
Paper mills (various), B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (AFL-CIO/CLC)

Part II—Negotiations in Progress During May

Bargaining

Asbestos Corp., Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bristol Aero Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
B.C. Electric Railway, company-wide	Street Railway Empl. (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CCCL)

Company and Location	Union
Cdn. Sugar Factories, Raymond, Alta.	CLC-chartered local
Cascapedia Mfrs. & Trading, Gaspé Peninsula, Que.	Woodcutters, Farmers Union (Ind.) Public Empl. (CLC)
City of Ottawa, Ont.	Municipal and School Empl. (Ind.) (inside wkr.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wkr.)
City of Toronto, Ont.	Public Empl. (CLC) (inside staff)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
City of Winnipeg, Man.	Public Service Empl. (CLC)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assoc. (Ind.)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Dom. Rubber (Footwear Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fraser Cos., Cabano, Que.	Woodcutters, Farmers Union (Ind.)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CCCL)
Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Ft. William, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Hopital Hotel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL- CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CCCL)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Norton Co., Chippawa, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
St. Raymond Paper, St. Raymond and Desbiens, Que.	Woodcutters, Farmers Union (Ind.)
Sask. Power Corp., Regina, Sask.	Oil Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assoc. (Ind.)
Steinbergs, Montreal, Que.	Empl. Protective Assoc. (Ind.)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Township of Scarborough, Ont.	Public Empl. (CLC)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mere, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL)
B.C. Electric, province-wide	I.B.E.W. (AFL-CIO/CLC)
B.C. Shipping Fed., Vancouver, New Westmin- ster, Port Alberni, Victoria, Chemainus, B.C.	Longshoremen and Warehousemen (CLC)
B.C. Telephone, province-wide	B.C. Telephone Wkrs. (Ind.)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Food stores (various), Vancouver, B.C.	Retail Clerks (AFL-CIO/CLC)
Gatineau Power, company-wide	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Winnipeg Transit Commission, Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Board

Company and Location	Union
Association des Marchands Détaillants (Auto-Voiture), Quebec, P.Q.	CCCL-chartered local
Bakeries (various), Vancouver, B.C.	Bakery Wkrs. (CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
CNR, CPR, other railways, Montreal, Que.	15 unions (non-operating empl.)
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dairies (various), Toronto, Ont.	Teamsters (Ind.)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Inst. (Ind.)
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

Post-Conciliation Bargaining

Building suppliers, Vancouver, B.C.	Teamsters (Ind.)
Cdn. Aviation Electronics, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)

Arbitration Board

Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Work Stoppage

(No cases during May)

Part III—Settlements Reached During May

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ALBERTA GOVT. TELEPHONES, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 1,340 empl.—a general increase of 5% during 1960-61, and a further increase of 3% during 1961-62; empl. to be paid every alternate Friday rather than the 15th and last day of each mo.

ANGLO-CDN. PAPER, QUEBEC, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,200 empl.—increases ranging from 15¢ to 28¢ an hr. during the life of the agreement; 3 wks. vacation after 10 yrs. service (formerly 3 wks. after 15 yrs.); improved provisions for bereavement leave with pay.

BOWATER PAPER CORP., LIVERPOOL, N.S.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 600 empl.—increases ranging from 15¢ to 28¢ an hr. during the life of the agreement; 3 wks. vacation after 10 yrs. service (formerly 3 wks. after 15 yrs.); improved provisions for bereavement leave with pay.

CANADA CEMENT, COMPANY-WIDE—CEMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—8¢-an-hr. increase retroactive to July 1, 1959; an additional 8¢ an hr. eff. July 1, 1960; at Havelock, N.B., wks. will receive an additional 5¢ an hr. eff. July 1, 1960 to bring their pay in line with empl. in Alta., Man., Ont. and Que.; basic salary on July 1, 1960 will be \$1.91 an hr.

CDN. GENERAL ELECTRIC, MONTREAL & QUEBEC, QUE.—I.U.E. (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—a general increase of 3½% retroactive to April 2, 1959; plus 3½% retroactive to April 2, 1960; female empl. to receive 1¢-an-hr. additional increase on April 2, 1959 and again on April 2, 1960; union dues to be paid weekly rather than monthly.

CDN. MARCONI, MONTREAL, QUE.—EMPL. COUNCIL (IND.): 2-yr. agreement covering 600 empl.—retroactive pay of \$50 per empl.; increase of 4% eff. May 27, 1960; an additional 2% increase eff. May 27, 1961; changes in sick leave clause.

CITY OF VANCOUVER, B.C.—B.C. PEACE OFFICERS (CLC): 1-yr. agreement covering 700 empl.—general wage increase of 3½%; time and one-half to be paid for work over 8 hrs. per day or 40 hrs. per wk.

CITY OF VANCOUVER, B.C.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—a general increase of 3½%; improved vacation allowance.

DOM. RUBBER (TIRE DIV.), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,200 empl.—general wage increase of 7½¢ an hr.; 3 wks. vacation after 10 yrs. service (formerly 3 wks. after 11 yrs.); adjustments in sick pay and in job categories.

E. B. EDDY, HULL, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 1,700 empl.—wage increases ranging from 11¢ to 13¢ an hr. eff. May 1, 1960; a further increase ranging from 4¢ to 7¢ an hr. eff. Nov. 1, 1960; base rate will be \$1.80 an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. service (formerly 3 wks. after 15 yrs.).

KELLOGG CO., LONDON, ONT.—MILLERS (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—general increase of 8¢ an hr.; some classifications upgraded.

KELLY, DOUGLAS, VANCOUVER, B.C.—EMPL. ASSOC. (IND.): 2-yr. agreement covering 700 empl.—wage increase ranging from 5¢ to 10¢ an hr. retroactive to Dec. 1, 1959; an additional 2¢-an-hr. increase for all categories eff. June 1, 1960; another increase ranging from 7½¢ to 10¢ an hr. eff. Dec. 1, 1960; and 5¢-an-hr. increase for all categories on June 1, 1961; 3 wks. vacation after 7 yrs. service (formerly 3 wks. after 8 yrs.), and 4 wks. vacation after 20 yrs. service (formerly 4 wks. after 25 yrs.).

KIMBERLEY-CLARK PAPER, TERRACE BAY, ONT.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increases ranging from 11¢ to 20¢ an hr. eff. May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. service (previously 3 wks. vacation after 15 yrs.); improvements in bereavement pay.

LADIES CLOAK & SUIT MFRS. COUNCIL, MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 2,500 empl.—agreement was renewed without change.

MARATHON CORP., MARATHON, ONT.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—a general wage increase ranging from 11¢ to 20¢ an hr. eff. May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. service (previously 3 wks. after 15 yrs.); improvements in bereavement pay.

MILLINERY MFRS. ASSOC., MONTREAL, QUE.—HATTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—amount of wage settlement not yet available.

JOHN MURDOCH, ST. RAYMOND, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 1-yr. agreement covering 500 empl.—increase of 30¢ a day for salaried empl.; no change in pay for job workers in wood cutting; work week reduced from 60 hrs. to 54 hrs. per wk.; overtime pay at the rate of time and one-half after 54 hrs. per wk.

NORTH AMERICAN CYANAMID, NIAGARA FALLS, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 18-mo. agreement covering 560 empl.—general increase of 3½% eff. May 25, 1960 plus an additional increase of 3½% eff. Feb. 12, 1961; increased increments for shift work; 4 wks. vacation after 20 yrs. service (formerly no provision for 4 wks. vacation).

ONTARIO PAPER, THOROLD, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 800 empl.—general wage increase ranging from 11¢ to 20¢ an hr. eff. May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. service (formerly 3 wks. after 15 yrs.); improvements in bereavement pay.

OTTAWA CIVIC HOSPITAL, OTTAWA, ONT.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 650 empl.—wage increase of 5% retroactive to Jan. 1, 1960; a further increase of 5% eff. Jan. 1, 1961; hospital-medical plan costs to be shared equally; 3 wks. holiday with pay after 8 yrs. service for bi-weekly paid empl. (formerly 3 wks. after 10 yrs.); union shop.

PAPER MILLS (VARIOUS), QUE., ONT., MAN.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 5,000 empl.—general wage increase ranging from 11¢ to 20¢ an hr. eff. May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation with pay after 10 yrs. service (previously 3 wks. after 15 yrs.); improvements in bereavement pay.

PRICE BROS., JONQUIERE, KENOGAMI & RIVERBEND, QUE.—PULP AND PAPER WKRS. FEDERATION (CCCL): 1-yr. agreement covering 1,500 empl.—general wage increase ranging from 11¢ to 20¢ an hr. eff. May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. service (previously 3 wks. after 15 yrs.).

ST. LAWRENCE CORP., RED ROCK, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 650 empl.—general wage increase ranging from 11¢ to 20¢ an hr. eff. May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. service (previously 3 wks. after 15 yrs.); improvements in bereavement pay.

ST. LAWRENCE CORP., THREE RIVERS & DOLBEAU, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,200 empl.—general wage increase ranging from 11¢ to 20¢ an hr. eff. May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. service (previously 3 wks. after 15 yrs.); improvements in bereavement pay.

STANLEIGH URANIUM MINING, ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 850 empl.—an increase of 4¢ an hr. eff. May 16, 1960; an additional 5¢ an hr. eff. May 16, 1961; a further increase of 5¢ an hr. eff. May 16, 1962; \$6 continuity bonus for empl. to a maximum of \$400.

SWIFT CANADIAN, SIX PLANTS—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 2,800 empl.—general wage increase of 6¢ an hr. eff. April 1, 1960, and a further 6¢-an-hr. increase eff. April 1, 1961; 3 wks. vacation after 12 yrs. service starting in 1961 (previously 3 wks. after 15 yrs.); 1 additional paid holiday.

TORONTO ELECTRIC COMMISSIONERS, TORONTO, ONT.—PUBLIC SERVICE EMPL. (CLC): 2-yr. agreement covering 800 empl.—general wage increase of 4% retroactive to Feb. 1, 1960, plus an additional 4% increase eff. Feb. 1, 1961.

NOTES OF CURRENT INTEREST

Ninth Meeting, National Advisory Committee on Rehabilitation

After rehabilitation, a group of handicapped Canadians last year earned approximately \$8,500,000. Had they not been returned to the labour force their upkeep would have cost the Canadian public an estimated \$3,500,000.

The figures were based on a sample survey covering 4,689 disabled persons with 3,410 dependents, and were disclosed at the ninth meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons, held in Ottawa in May.

The meeting was held under the chairmanship of Brigadier James L. Melville, who was recently appointed Chairman of the Committee. He succeeds Dr. G. Fred McNally, former Chancellor of the University of Alberta, who has retired after serving as Chairman since the Committee's inception in 1952.

Brigadier Melville told the Committee that "rehabilitation and employment must go hand in hand and we must impress on every citizen of Canada that it is the ability of a handicapped person that counts, not his disability."

In his report to the Committee, Ian Campbell, National Co-ordinator of Civilian Rehabilitation, said that the past year provided evidence that the experimental period through which the rehabilitation program has passed has resulted in the establishment, in all parts of the country, of better means of reaching the disabled with the constructive forces of rehabilitation.

Since the program began, Mr. Campbell said, Canada has seen established rehabilitation offices in each of the provinces, growth in facilities for medical rehabilitation in hospitals, and "a significant increase in the number of professional personnel engaged in the medical side of this program."

The Committee heard that at least 15 new rehabilitation centres had come into being, at least 11 new centres for sheltered employment had been established, the number of disabled persons receiving formal or on-the-job training had increased considerably, placement efforts of the National Employment Service have been extended, and efforts to co-ordinate the work being done by both voluntary and governmental agencies strengthened.

In the past 12 months, special placements officers of the National Employment Service had found employment for 17,940 handicapped persons, 3,000 more than in the previous year, it was reported by A. G. Wilson of the NES.

The Committee also heard a preliminary report from Frank S. Hatcher, Department of Labour, on a survey made of sheltered workshops in Canada. These provide employment for handicapped persons who are not ready to enter the regular competitive employment market.

Some members of the Committee expressed concern over the fact that many persons with physical handicaps are not known to rehabilitation authorities and consequently are not getting the services they need.

Referring to the rehabilitation program as a whole, Arthur H. Brown, Deputy Minister of Labour, said, "we have a good vehicle for rehabilitation in this country, but we need to generate more horsepower in this vehicle so that we can move ahead at a faster rate." He urged the Committee to examine seriously the operation and scope of the rehabilitation program.

"Looking back over past progress," Hon. Michael Starr, Minister of Labour, told the Committee, "it is quite obvious that facilities to deal with the problems of the disabled have expanded; greater interest has been developed in rehabilitation; co-operation between governments and voluntary agencies has increased; thousands of disabled persons have been assisted to stand on their own feet and take their rightful place as productive citizens.

"The contribution to their happiness has been great and the savings to the public purse considerable. And not only that. A productivity has been developed in these people that has benefited them and the whole of Canada as well . . ."

Speaking on the provision of medical grants for rehabilitation, Dr. E. A. Watkinson of the Department of National Health and Welfare told the Committee that this year more than \$2,600,000 is available to the provinces through the Medical Rehabilitation Grant for the extension and development of their rehabilitation programs.

30th Meeting, Vocational Training Advisory Council

Full employment in Canada requires, among other things, a work force that is adequately equipped to perform available jobs. Hon. Michael Starr, Minister of Labour, told delegates to the 30th meeting of the Vocational Training Advisory Council, held in Ottawa on May 19 and 20.

Chairman of the meeting was Dr. G. Fred McNally, Edmonton, Alta.

Mr. Starr told the meeting that one of the many problems facing Canadians as they enter the 1960's is the realistic relating of vocational education and training programs to the social, economic and industrial situations that currently prevail.

He noted that unemployment, whether due to seasonal, cyclical or technological reasons, has no easy or ready-made solution, but that adequate education and training is regarded as one of the means to cushion its heavy burden on Canadian society.

"A well-balanced program," said Mr. Starr, "to provide the potential industrial workers, the service and commercial workers and the professional and technical personnel in proportion to the needs of our economy and the needs of our young people, is required . . ."

Mr. Starr stressed the importance of keeping young people in school until they have the required background to undertake further training or employment as their capacity dictates. He added:

"Full employment also places a demand on shorter range programs to retrain, upgrade, refresh, or rehabilitate those who for one reason or another require such training to adjust to changing conditions of employment, age, or physical condition.

"The Vocational Training Advisory Council has been instrumental and helpful in establishing training programs for the unemployed, for the physically handicapped, for apprentices, trade and technical training programs, and programs at the high school level.

"We have set up a research program on the training of skilled manpower for industry which is giving us a picture of what is needed.

"We have undertaken an extensive 'Stay in School' campaign to try to point out the advantages of a high school education for all of our young people.

"And yet many of our young people are dropping out of school or graduating with less than sufficient education and training to get and hold job opportunities that are available.

"Many young people have been unable to find training facilities which they so badly need.

"People are unemployed because they are unable to get the training necessary to take available jobs.

"Our relations with industry on the kind and amount of training needed are not as good as they might be.

"Co-ordination of school and on-the-job training might be improved to make our efforts more effective and efficient.

"It seems that all of these things are related directly or indirectly to the great problem of unemployment which in the past year or two has reached well beyond the limits that any of us would want to see.

"A great responsibility rests on all of us to look at our vocational training program in the light of present conditions, and especially for Council to recommend studies and measures that will realistically meet the needs of our present conditions, as they relate both to the requirements of Canadian industry and to the extension of training facilities and programs to provide training designed to widen the opportunities for employment of unskilled workers and for those workers who have been displaced by reason of technological changes in industry."

Delegates to the meeting, representing government, industry and labour, expressed themselves as fully in accord with the Minister's contention that education of the adequate kind at the adequate time would go far toward eliminating unemployment from the Canadian scene.

The meeting discussed ways of increasing training opportunities for the unemployed, the desirability of setting nation-wide standards for courses in institutes of technology, and techniques to promote and encourage vocational training in agriculture.

During the year ended March 31, more than 4,600 unemployed persons were trained under Schedule "M" of the Special Vocational Training Projects Agreement, but the Council agreed that expansion of this training was necessary.

Some effort should be made to guarantee that a graduate of an institute of technology in any province is acceptable in all others, the Council declared.

A standing committee was appointed to investigate what might be done to meet the vocational training needs in agriculture.

The report of the Department's Vocational Training Branch showed that the number of apprentices under the federal-provincial agreements was 19,962 at March 31, an increase of 1,395 over the previous year.

Minister of Labour in N.B., Hon. A.E. Skaling Dies at 68

Hon. Arthur E. Skaling, prominent in the Canadian trade union movement for more than 30 years, and from October 8, 1952 New Brunswick Minister of Labour, died in Lancaster, N.B., May 24, at the age of 68 years.

Hon. C. B. Sherwood, Minister of Agriculture, was appointed Acting Minister of Labour, effective June 1.

During his career, Mr. Skaling served as President of the Saint John Trades and Labour Council for 22 years; President for a period of the New Brunswick Federation of Labour, of which he was a member for 24 years; President for a time of the Bricklayers, Masons and Plasterers' International Union of America, Local No. 1, which he joined shortly after moving to Saint John in 1930.

In 1955, Mr. Skaling was a member of the Canadian delegation to the 38th International Labour Conference at Geneva.

He was a member of the Saint John Common Council from 1940 to 1944 and a member of the Executive of Mayors and Municipalities of Canada in 1944.

Four International Unions Name New Men to President's Post

New presidents have been named by four international unions.

Kenneth J. Brown, a Canadian, has been confirmed as President of the Amalgamated Lithographers of America. He succeeds F. P. Slater, to whom he had been serving as administrative assistant.

John J. Murphy, Secretary of the Bricklayers, Masons and Plasterers' International Union since 1948, has succeeded Harry C. Bates, President since 1935, who retired last month.

David Sullivan, President of the Union's largest local, has succeeded William L. McFetridge as President of the Building Service Employees' International Union. Mr. McFetridge, a Vice-President of the AFL-CIO, was President of the Union for 20 years.

Roy E. Davidson, First Assistant Grand Chief Engineer of the Brotherhood of Locomotive Engineers for seven years, on July 31 will become Grand Chief Engineer, succeeding Guy L. Brown, who last month announced his intention to retire on that date.

The new President of the Lithographers had served five years as President of the Toronto local and was the Canadian member on the union's international council. He

is a son of Arthur W. Brown, Vice-President in Canada of the Lithographers.

Harry C. Bates

Although he has stepped down as President of the Bricklayers, Harry C. Bates will continue to serve as a Vice-President of the AFL-CIO. He assumes the title of President Emeritus of the Union.

Mr. Bates first joined the Bricklayers in 1900. He was elected president of a local in 1910, and was later a special representative of the international union. In 1920 he was elected ninth Vice-President, and in 1924 he became Treasurer. He was elected First Vice-President in 1928.

At the 1933 convention of the AFL in San Francisco he was elected Vice-President of the Federation.

Mr. Bates has been succeeded by John Murphy, Secretary of the union since 1948, and before that Director of Organization for the AFL. He first joined the Bricklayers in 1926.

William L. McFetridge

William L. McFetridge entered the labour movement in 1923, when he joined the Chicago Flat Janitors Union. He became president of the local 14 years later, and continued to hold that position while serving as International President of the BSEIU.

He will continue to serve as AFL-CIO vice-president and as a member of the Federation's Executive Council.

Guy L. Brown

Guy L. Brown, Grand Chief Engineer of the Brotherhood of Locomotive Engineers since 1953, started work as a locomotive fireman on the Chicago & North Western Railway in 1909. He was promoted to engineer in 1914, but continued to work mainly as a fireman, and was a local officer of the Brotherhood of Firemen and Engineers for many years.

He became a local chairman of the Brotherhood of Locomotive Engineers in 1939, and was elected general chairman for the engineers on the C & NW in 1945. At the 1947 BLE convention he was elected an Alternate Assistant Grand Chief Engineer, and he became an Assistant Grand Chief Engineer by succession in 1949. He assumed the top post in the union just before the 1953 convention on the death of James P. Shields, the Grand Chief Engineer; and was elected in his own right at the convention.

Determination to support a continuing program of publicity to persuade students to remain in school and get enough education to allow them to adequately meet the demands of employers was voiced at the 74th meeting of Canada's National Employment Committee.

Re-Organizing Head Office UIC Creates Two New Posts

The appointments of M. D. Fidler as Director of Technical Services and of T. G. Morry as Director of Personnel and Administrative Services in the Unemployment Insurance Commission were announced at the end of May. Both men qualified for the newly created senior posts in interdepartmental competitions held in connection with re-organization of a number of the Commission's head office branches.

Mr. Fidler was born in Calgary, where he played football for the Stampeders and won national titles in short-distance swimming. After 15 years in public auditing and accounting in Calgary, he became, in 1941, a district treasury officer for the Commission. In 1942, he was promoted to Assistant Chief Treasury Officer of the Commission in Ottawa, and in 1947 became Director of Organization and Personnel in the Office of the Comptroller of the Treasury, Department of Finance. In 1959 he was appointed Director of Administration with the Comptroller of the Treasury.

Mr. Morry left the employ of the Newfoundland Government in 1949 to join the Commission as district auditor for the province. He came to Ottawa in 1953 as a standards and methods officer, and in 1955 was promoted to re-organize the enforcement operations of the Commission, later becoming Director of Enforcement until his appointment as Director of Personnel in May 1958.

He was born at Ferryland on the Avalon Peninsula, Newfoundland, and was educated in Newfoundland and at Pittsburgh, Pa. He worked in the United States for some years before returning to St. John's to enter the government service.

Disabled Persons Allowances, Old Age Assistance on Rise

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,688 at December 31, 1959 to 8,671 at March 31, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$1,044,012.18 for the quarter ended March 31, compared with \$1,052,019.43 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$27,393,995.21.

Federal expenditure for the fiscal year 1959-60 amounted to \$4,198,167.36, a decrease of \$36,964.12 from the \$4,235,131.48 in 1958-59.

At March 31, the average monthly allowance in the provinces ranged from \$50.27 to \$54.15. In all provinces the maximum allowance paid was \$55 a month.

Old Age Assistance—The number of persons receiving old age assistance in Canada increased from 98,495 at December 31, 1959 to 98,773 at the end of March 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$7,630,321.96 for the quarter ended March 31, compared with \$7,604,015.19 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$189,396,548.06, an increase of \$140,263.70 over the expenditure of \$30,207,284.36 in 1958-59.

The average monthly assistance in the provinces ranged from \$48.79 to \$53.15 except for one province where the average was \$45.69. In all provinces the maximum assistance paid was \$55 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 49,446 at December 31, 1959 to 49,889 at the end of March 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$4,079,489.78 for the quarter ended March 31, compared with \$4,024,492.06 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$55,724,790.70.

Federal expenditure for the fiscal year 1959-60 amounted to \$16,050,960.22, an increase of \$720,592.06 over the \$15,330,368.16 in 1958-59.

At March 31, the average monthly allowance in the provinces ranged from \$52.67 to \$54.56. In all provinces the maximum allowance paid was \$55 a month.

BLFE Will Conduct Referendum On Setting Up Canadian Division

A referendum on the question of establishing a Canadian division of the Brotherhood of Locomotive Firemen and Engineers (AFL-CIO-CLC) will be held among Canadian firemen, H. E. Gilbert, President of the Brotherhood, announced last month.

As a result, 32 of the 44 Canadian lodges that had been withholding dues from the grand lodge since April 1 have consented to release the money.

In connection with the referendum, Mr. Gilbert pointed out that he has no power to allow establishment of a Canadian division. Such action must be taken by a convention. The next convention of the Brotherhood is scheduled for 1963.

Gérard Picard Now President Of CCCL Printers' Federation

Gérard Picard, former President of the Canadian and Catholic Confederation of Labour, has been elected President by acclamation of the Federation of Printing Trades of Canada Registered (CCCL). He succeeds Roland Thibodeau, who becomes secretary.

At the organization's convention, held last month in St. Johns, Que., it was announced that the Federation will change its name to the Canadian Federation of the Printing Trades and Information.

Following his term as President of the CCCL, Mr. Picard was for one year President of the National Metal Trades Federation (CCCL).

Amendments to Labour Act Made by Alberta Legislature

Prohibition of, or checks on certain kinds of picketing are provided by amendments to the Alberta Labour Act, which received Royal Assent early in April. The amendments also withdraw or limit the right to strike in certain cases.

One of the amendments provides that a trade union shall not be certified by the Board of Industrial Relations, if, in the opinion of the Board, "application for membership or membership in the trade union directly resulted from picketing of the place of business of the employer at which the employees affected are employed, or elsewhere."

It further provides that where an employer has recognized a trade union and has entered into an agreement as a result of picketing, the agreement will not be deemed to be an agreement under the Act.

Picketing in support of an illegal strike is made an offence under another amendment.

The Lieutenant-Governor in Council is given authority under one of the amendments, in cases where "life or property would be in serious jeopardy by reason of" stoppages or impending stoppages of work affecting the supplying of water, heat, electricity or gas to the public or any part of the public, or a stoppage or impending stoppage of hospital services; to declare by proclamation that normal procedures in the dispute are to be replaced by emergency procedures. After the date fixed in the proclamation, any such stoppage becomes an offence under the Act. The Minister is then empowered to provide machinery to help the parties to reach a settlement.

Another new provision of the Act makes it an unfair labour practice for an em-

ployee to refuse to perform work for his employer "for the reason that other work will be or has been performed by any class of persons being or not being members of a trade union or other organization." For a trade union representative to authorize, or to consent to encourage, an employee's refusal to work under these circumstances is also an unfair labour practice.

It was previously an offence under the Act to threaten an employee with dismissal or in any other way, or to cause loss of employment, in order to prevent an employee from exercising trade union activities. One of the new amendments makes it an offence to threaten or injure an employee in such a way in order to prevent him from joining a trade union. Another amendment prohibits an employee or a trade union representative from using threats or coercion in order to encourage or discourage trade union activity. The scope of this provision is extended to cover any person.

A proposal to amend the Judicature Act by eliminating the use of *ex parte* injunctions in labour disputes was removed from the bill in committee of the whole House.

Conversion to Diesels Completed On Canadian National Railways

Diesel locomotives now do all the hauling on the Canadian National Railways. The last steam locomotive to operate on the 25,000-mile system arrived at Winnipeg from The Pas, Man., on April 25, it was announced on May 31.

There now are 2,144 diesel locomotives and 28 self-propelled diesel cars operating across the system.

Building of diesel repair and maintenance shops has kept pace with the CNR's conversion program. Major shops for complete overhaul are located at Moncton, Montreal and Winnipeg. Road switchers are overhauled every four or five years, road freight locomotives every 360,000 miles and road passenger locomotives every 700,000.

Prince Edward Island was the first province to be entirely served by diesels. The entire Atlantic region, with headquarters in Moncton, was converted by 1957. It was the first region in the system to lose steam power.

The Central region became fully converted last year, when the region's last steam locomotive left Montreal on April 17, 1959. The Western region was fully converted to diesel power this year.

The Canadian Pacific Railway expects to complete its conversion to diesel equipment by early next year.

Office Mechanization Hasn't Yet Made Inroads into Employment

Mechanization in offices may be increasing, but so far it has made few inroads into employment, delegates attending the 41st conference of the National Office Management Association in Montreal last month were told.

In the opinion of one speaker, the demand for office workers in the United States

alone will increase by 35 per cent by the end of the present decade.

Another speaker told the delegates that electronic computers can do a certain amount of prognosticating "but their accuracy is no better than the information fed to them" by human beings. He could not forecast when the automatic office will arrive, but urged his listeners: "Don't hold your breath until it gets here."

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

April 26—*The Proposed changes in regulations* relating to the payment of old age assistance, disability allowances and blind persons allowances, tentatively agreed to at a meeting last September 28 and 29, have been circulated in draft form to the provinces, who must indicate their official concurrence before further steps can be taken, the Minister of National Health and Welfare replies to a question (p. 3274).

Work on CNR passenger cars will not be done at London shops after the end of July, but work on medium and heavy repairs to freight cars, work equipment and miscellaneous equipment, employing upwards of 300 men, will not be affected. Those employed in the passenger car workshop will have an opportunity to transfer to other assignments, the Minister of Transport replies to a question (p. 3316).

April 27—*A \$15,000,000 Colombo Plan contribution to Pakistan is announced by the Minister of External Affairs. The funds will be used for Canadian commodities and equipment to help in Pakistan's economic development program (p. 3317).*

Apartheid in South Africa is discussed. The House was debating a motion to adjourn for the purpose of discussing a definite matter of urgent public interest (p. 3319).

April 28—*Immigration Service advertisements in Great Britain carry lists of occupations in which there are vacancies in Canada. "There are always a few openings at various places in Canada," the Minister of Citizenship and Immigration says in answer to a question (p. 3347).*

Progress reported on second reading of Bill C-57, to amend the Trans-Canada Highway Act (p. 3349).

May 2—*Federal aid to Atlantic Provinces discussed in debate on motion that the*

House go into committee of supply (p. 3551). Hon. J. W. Pickersgill (Bonavista-Twillingate) moves an amendment urging consideration of four proposed components of a "comprehensive and planned program of federal assistance" (p. 3461). Erhart Regier (Burnaby-Coquitlam) moves an amendment to the amendment to add a fifth proposal (p. 3464).

May 3—*Federal aid to Atlantic Provinces again debated (p. 3498). Amendment to the amendment is defeated, 211 to 8 (p. 3522); the amendment, by 166 to 51 (p. 3523).*

"Drastic fall-off in housing starts" is subject of grievance by J. R. Garland (Nipissing) (p. 3524). The Minister of Public Works predicts a total of 123,000 housing starts this year, slightly lower than his earlier prediction of 125,000 (p. 3533).

May 4—*Loans aggregating \$19 million were made to the Unemployment Insurance Fund by government agencies between April 19 and April 29, the Minister of Finance informs the House (p. 3540).*

Policy of allowing farmers' sons from European countries to accept employment on Canadian farms for the farming season is not a new policy, the Minister of Citizenship and Immigration informs a questioner. This is the third year young farmers have come from Holland, the first from Belgium (p. 3545).

May 6—*Committee has been appointed to consult with representatives of the Ontario Government, mining companies and the community of Elliot Lake, and has been empowered to examine the possibility and feasibility of any projects under federal jurisdiction that might be considered for location in the Elliot Lake area, the Minister of Trade and Commerce announces in reply to a question (p. 3632).*

May 9—*There have been continual instances of fraud in connection with claims for unemployment insurance benefits practically throughout the existence of the Unemployment Insurance Act, the Minister of Labour says in answer to Hon. Lionel Chevrier (Laurier), who asked the Minister to comment on the remarks of his Parliamentary Secretary (p. 3682). (The Parliamentary Secretary's address is summarized on page 582 of this issue.)*

Introduction of a bill that will provide for deferring of income tax on certain profit-sharing plans is approved. The measure proposes to amend the Income Tax Act to make provisions under which amounts allocated under a profit-sharing plan shall not be included in taxable income until actually received (p. 3719).

May 11—*Advertisements have been placed in the British Isles by the Department of Citizenship and Immigration inviting immigrants to Canada and outlining employment opportunities in the construction industry, the Minister of Citizenship and Immigration replies to a question (p. 3773).*

In setting up a committee to explore the possibilities of maintaining and extending a high level of employment, the Senate acted on its own initiative, the Minister of Labour replies to a question (p. 3780).

May 12—*Committee dealing with Elliot Lake will also deal with Bancroft and Uranium City, "because these areas deserve the same consideration as Elliot Lake," the Minister of Trade and Commerce replies to a question (p. 3809).*

Housing loans by approved lenders during the first four months of 1960 totalled 4,023 compared with 5,737 in the same period of 1959, the Minister of Public Works says in reply to a question. But in the week ended May 6, there were 668 loans compared with 576 in the same week last year (p. 3811).

May 13—*Motion to adjourn to discuss "the imminent termination of unemployment insurance seasonal benefits to approximately 200,000 unemployed persons" was not accepted by the Speaker (p. 3853).*

There were 1,979 prosecutions completed by the Unemployment Insurance Commission in connection with unemployment insurance frauds during the fiscal year ended March 31, 1960, and \$2,008,165.65 recovered from claimants not entitled to benefits, the Minister of Labour replies to a question (p. 3895).

May 16—*Report on Commonwealth Prime Ministers' conference given by Rt.*

Hon. John G. Diefenbaker (p. 2898). He said he hoped the South African Government would heed "and heed quickly the appeal that was made to it" concerning its racial policies.

Bill C-57, to amend the Trans-Canada Highway Act to extend the period of federal payments and to increase the maximum expenditures, read the third time and passed (p. 3928).

Bill C-61, to amend the Railway Act to permit grants to be made from the grade crossing fund for a further period of three years beyond January 31, 1961, introduced and read the first time (p. 3942).

May 17—*Bill C-61, to amend the Railway Act, read the second time, considered in committee, reported, read the third time and passed (p. 3955).*

May 18—*Figures on housing starts and completions in the first four months of 1960 given by the Minister of Public Works (p. 4003).*

May 19—*Bill C-63, to amend the Old Age Security Act to permit the payment of pensions to pensioners who leave Canada, given first reading (p. 4055).*

May 20—*Approved lenders are now coming into the housing loan market, the Minister of Public Works says in reply to a question about a change in the \$5,000 limit on incomes of applicants for loans. Applications amounting to \$50 million have already been received (p. 4077).*

Provincial payments to hospitals during 1959 totalled \$300,938,192.97, the Minister of National Health and Welfare replies to a question. Federal advance payments under the Hospital Insurance and Diagnostic Services Act were based on the provincial payments (p. 4122).

May 23—*National advisory board on economic development and automation called for in non-confidence motion. The board should have representatives of government, industry, labour, agriculture and the universities, the motion said (p. 4128). The Minister of Labour says setting up of such a committee would be "setting up a Cabinet outside of the Cabinet" (p. 4163).*

May 24—*Debate continues on the motion to set up a national advisory board on economic development and automation (p. 4178). The motion is defeated, 136 to 43 (p. 4204).*

Provision for earlier vesting in industrial pension plans would be made by the Government through the Income Tax Act, says W. H. McMillan (Welland) in bringing up a grievance that "for the most part there are no vesting rights in industrial pension schemes in vogue in our country" (p. 4205).

Third Constitutional Convention of the Canadian Labour Congress

Almost unanimous approval given to proposed formation of new political party. SIU and Teamsters expelled for raiding other CLC affiliates. Congress calls for higher wages, all-inclusive social security system; raises per capita tax

Almost unanimous approval of the proposed formation of a new political party in Canada was given by the 3rd Constitutional Convention of the Canadian Labour Congress, held in Montreal April 25 to 29, thus carrying one step further the project begun at the 1958 convention in Winnipeg (L.G. 1958, p. 586). Accredited delegates numbered 1,726.

The Congress made clear its determination to enforce its constitutional prohibition against jurisdictional warfare between member unions by expelling two unions that had been found guilty of raiding other CLC affiliates. The Seafarers' International Union was expelled forthwith; the International Brotherhood of Teamsters was given 30 days in which to agree to conform to the constitution.*

(The latest edition of the Department's directory of labour organizations, *Labour Organization in Canada*, lists the Teamsters' Canadian membership as 37,943, and the Seafarers' as 15,700.)

Of the 475 resolutions submitted to the convention, not much more than a third were dealt with, the remainder being left for the incoming executive when the convention adjourned. Because of lack of time, the reports of three of the thirteen convention committees were not brought before the delegates.

In a statement on economic policy adopted by the convention, the CLC called for an increase in Canadians' buying power in order to provide and maintain full employment. The statement enumerated nine steps that could be taken to increase buying power, the first of which was to "press for higher wages."

A new, all-inclusive social security program gained overwhelming support of the delegates. The convention asked for a government inquiry into the price of drugs, and recommended a system of free education for all, including university education.

The delegates showed their disapproval of racial discrimination by passing a strongly worded resolution condemning the South African Government's policy of *apartheid*. They reinforced this by under-

taking to give full support to a boycott of South African goods, arranged to start on May 1.

Constitutional amendments passed at the convention increased the per capita tax of affiliated organizations and directly chartered unions. Other amendments increased the salaries of the four principal officers of the Congress.

But the delegates resisted all attempts to amend the constitution to remove the clause prohibiting affiliation of any union controlled or dominated by Communists or other totalitarians.

An amended resolution that was adopted after delegates had refused to accept a recommendation to reject the original urged all unions to make it a policy not to cross picket lines. But the convention rejected a resolution calling for the setting up of a central strike fund.

All four executive officers—President Claude Jodoin, Secretary-Treasurer Donald MacDonald, and Executive Vice-Presidents Stanley Knowles and William Dodge—were re-elected by acclamation.

Guest speakers included Hon. Michael Starr, Minister of Labour; Hon. Antonio Barrette, Premier and Minister of Labour of Quebec; and four fraternal delegates, two from the Trades Union Congress, one from the AFL-CIO and one from the International Confederation of Free Trade Unions.

Senator Sarto Fournier, Mayor of Montreal, welcomed the delegates to the city.

Claude Jodoin

A strong appeal for support of a new left-wing political reform party was made by President Claude Jodoin in his address at the opening of the convention.

While asserting that the CLC will remain first of all a trade union organization, he affirmed strongly the right of unions "to undertake political activities and to try to elect a government of their liking."

So that there should be no doubt of his own stand in this matter, he added that he was "wholeheartedly in support" of the resolution proposed by the Executive Council to form a new political party and that he hoped "it will have the kind of resounding support that will leave no doubt as to where we as a labour movement stand."

*Expulsion of the Teamsters was made effective June 1 by the CLC Executive Council after the union failed to send a representative to meet with the Council.

In his 5,000-word address, read alternately in English and in French, the President discussed varied matters such as unemployment, inflation, labour legislation, education, world peace, defence spending, international affairs, automation and the South African situation.

Mr. Jodoin first spoke of "the waste and tragedy" of unemployment during the past winter and expressed the fear that it would become "year-round unemployment".

He again suggested the calling by the federal Government of a conference at which all levels of government—federal, provincial and municipal—would meet with the representatives of management and labour so that an intensified attack could be launched against unemployment.

"We have just entered a new decade," he said, "and we are on the threshold of great new economic developments with national boundaries giving way to international market areas. In such a world, with all its implications, there is simply no room for the gross inefficiencies that are reflected in large numbers of workers out of jobs."

Mr. Jodoin recalled that, since the last convention, the labour movement has "been made the target for the most vicious type of attack.

"We reject these accusations and slanders," he said. "If Canadians enjoy higher living standards today than they did a year ago, if there is growing concern about the rights of individuals in a free society, if there is more leisure for all of us, it is because organized labour has been a vital factor in the life of Canada."

Much more needs to be done, said Mr. Jodoin. "We have a very real need for a comprehensive medical plan that will give protection and service to all Canadians in time of illness; we need a national pension plan that will provide a reasonable standard of living for our older citizens."

Mr. Jodoin called upon the membership to "face up to the realities and obligations of life in a political democracy." He denied that "direct participation in political issues through a particular party is something foreign to the labour movement. In one way or another, labour movements over a great many years in this and other countries have taken an active part in politics," he said.

He was warmly applauded when he added:

And so I say to you today that for the unions that make up this Congress to associate themselves freely with the party of their choice is consistent with the role that unions, as a social force working for the betterment of all mankind, have to play. I would go further and say that not only have unions a right to undertake political activities and to try to elect a

government of their liking; but they have a responsibility to help provide the people of their country with an opportunity to exercise a meaningful choice as to their representation in Parliament and the legislatures and municipal councils.

The President reaffirmed that the CLC should not itself become an appendage of any political party. He explained: "As in the case of the British TUC and labour organizations in other countries, so we will, most certainly, remain first of all a trade union organization. We shall retain our rights as trade unionists regardless of what party happens to be in power."

Turning to education, Mr. Jodoin stated that the labour movement is concerned about the educational needs of the children of our country and about education as a continuing experience.

And, he asserted, although the historical rights of the provinces must be preserved, "this does not diminish for a moment the obligation of the federal Government to use its resources toward eliminating the imbalance that exists between the children of one province and another in terms of their educational resources."

The President of the CLC declared that the preservation of world peace and justice is the most important problem of our time. He saw in mutual and simultaneous disarmament the best defence against war.

Mr. Jodoin stated that "we do not need atomic warheads in Canada and we cannot effectively maintain them." He also called for a reduced defence budget, claiming that the money thus saved "could be used at home or for increased aid to the economically under-developed countries abroad."

Mr. Jodoin referred to the position taken by the CLC in regard to South Africa.

The apartheid policy of South Africa is an example of the blind obstinacy of a white minority trying to impose a system of slavery on the overwhelming majority of the native population. We spoke with some emphasis of the South African situation when we met the Government earlier this year, and it was obvious that these remarks caused the Prime Minister some annoyance. We have no apology to make for the stand we have taken on behalf of the people in South Africa who have been the victims of the most inhuman treatment.

He also pledged continued support to the International Confederation of Free Trade Unions, stating that the CLC plans to increase its contributions to the International Solidarity Fund and that it "shall not hesitate to make real sacrifice to the cause of trade union solidarity."

The President reported that the CLC has not yet been able to reach agreement with the Canadian and Catholic Confederation of Labour on a unity formula acceptable to the Congress.

The Minister of Labour

Techniques in dealing with men and women must keep pace with the techniques of industry itself, suggested the Minister of Labour in a 2,000-word address to the convention.

The Honourable Michael Starr called for a whole new approach to the problem of labour-management relations, one that will mean closer working arrangements between labour and management.

"I would advocate an open-minded approach in labour-management relations," he said. "In such matters as portable pensions, mobility of labour within industries and within plants, automation, and other matters of contention, a 'new look' may be required in labour-management relations."

Mr. Starr warned that "the human element in labour can be ignored only with peril."

"In the Government," said the Minister, "there is deep concern that those who are displaced by technological advances in industry should be retrained in order that they may once again take their places in the assembly line of progress.

"This is the age of the skilled worker," declared Mr. Starr. "We must increase the level of training skills in order to keep up employment and to keep high productivity at manageable cost."

Stating that in Canada it should not be necessary to import technicians, he listed among the measures now being studied in this field: stepped-up apprenticeship training, improved technical schools, closer ties between the schools and the plants.

Mr. Starr recalled that in its last submission to the Government, the CLC referred to attacks being made on labour. He believed that labour and management have a tremendous responsibility to seek out and explore those areas of mutual interest that are beneficial to both rather than those that divide.

The rights of both management and labour are preserved in our federal legislation, he said. "As long as I am Minister of Labour, those rights will neither be infringed nor abridged," he pledged.

At the same time, he stated that labour-management problems are best solved through mutual arrangements and on a voluntary basis "rather than through legalistic coercion."

He praised the Canadian labour movement for having "done a good job of keeping its house in order."

The Minister deplored the fact that "in the midst of our economic expansion, with the highest employment on record, there is unemployment."



—Portugal & Ayers, Winnipeg

The Minister of Labour

He drew applause from the delegates when, after having mentioned the different kinds of unemployment as listed by the economists, he said: "I do not think that a person who is out of work is too concerned about what type of unemployment he is suffering from. He just wants a job."

Mr. Starr stated that the type of unemployment that flows from the very complexity of our industrial organization can and must be tackled by labour, by management and by government.

"In the field of technical change, our industrial operation must never be allowed to become so big, so aloof, so indifferent, as to lose sight of the individual and his needs," he warned.

He added that since we are not fully aware of all the effects and side effects of automation, increased productivity through technological changes does not justify an abrupt or all-out implementation of automation.

Mr. Starr registered his concern for the individual over the age of 40 who is unable to obtain a decent job. He referred to his campaign among employers on this subject, saying that the response has been gratifying.

"I have received indications from many employers that they have already modified their attitude or are prepared to modify their policies in this matter," he said.

Mr. Starr added that he is determined to carry on his campaign for the employ-

ment of older workers "until the situation is rectified to quite an extent."

Mr. Starr referred to the fact that the Unemployment Insurance Commission and the Training Branch of the Department of Labour, in co-operation with provisional departments, made it possible, last year, for 6,000 unemployed persons to follow some 800 courses approved by the Commission and at the same time receive benefits.

The Minister also referred to the changes to Unemployment Insurance Regulations 172 and 173 so that severance pay, bonuses and gratuities are no longer considered as earnings, and that holiday pay will be so considered only under certain circumstances. "In other words," he pointed out, "the whole situation reverts back to what it was."

He said that the representations of the CLC in this matter received careful consideration, adding that "as you can see, they were not without effect."

Mr. Starr also spoke of the federal Government's Municipal Winter Works Program, which, this winter, provided some 50,000 jobs directly on site and stimulated needed municipal construction to the value of more than \$100 million.

"It is my personal opinion," the Minister said, "that we can lick many of the problems of seasonal unemployment in Canada—or at least reduce it to a point in keeping with the second highest standard of living in the world. I can assure you that we will take whatever measures are necessary to do so."

In his opening remarks the Minister paid a tribute to the late Aaron Mosher, Honorary President of the CLC, referring to him as "a good Canadian, a good labour man."

New Political Party

The convention, in a boisterous bedlam, solidly sanctioned the creation of a new left-of-centre political party.

After a 3½-hour debate, during which 32 speakers favoured the new party, three opposed it and one was non-committal, the delegates voted overwhelmingly to give the CLC a mandate to continue working toward the creation of a new federal political party.

Fewer than two dozen of the 1,600 delegates present at the Wednesday evening session opposed the resolution (see box) submitted by Eamon Park, chairman of the Political Education Committee.

The afternoon session was marked, however, by the dramatic walk-out of the 43-member International Brotherhood of Electrical Workers delegation in protest against political action.

Spokesman Angus MacDonald, of Vancouver, read a prepared statement to the

effect that the IBEW wished to take a neutral position on the new party and that it opposed "any part of its per capita dues to the CLC being used or channelled to the formation or assistance of any political party."

He added that the IBEW delegates would be back after the convention had disposed of the political action resolution.

The overwhelming show of hands in favour of the new party was the signal for an exuberant demonstration on the floor of the convention: delegates stood and cheered, confetti flew, and there was an impromptu chorus of "Solidarity Forever" followed by six cheers, three for the Congress, three for the new party. The session was then adjourned, almost a full hour before the scheduled time.

The resolution re-affirmed the Congress' two-year-old decision to study the possibility of founding a new party (L.G. 1958, p. 589). The next step is likely to take place at the CCF convention at Regina this summer. Then, a year from now, a founding convention for the new party is contemplated.

Chairman Park, Assistant Canadian Director of the United Steelworkers of America, said that labour does not seek to dominate the new political party. "We want to play our part with the CCF, the farmers, and other progressive groups in building a better Canada," he added.

The parade of rank-and-file speakers at the microphone represented all provinces. None of the CLC officials on the platform spoke in the discussion.

Argument in favour ranged from the need of legislative powers to achieve economic gains to the need to create a sense of realism in political life through a system of right and left.

A. R. Denton, International Association of Machinists, Winnipeg, warned against a class party, that is, one dominated by labour.

The convention, wishing to clear the air as to the portent of the new party resolution, reasserted by a resolution "that affiliation with the New Party shall be on a voluntary basis from CLC-affiliated organizations and chartered local unions and their membership."

The delegates also restated the position of the CLC itself: It shall not itself become an integral part of the new party but it shall co-operate with the new party and with the fullest assistance encourage the affiliation of CLC affiliates with the party.

The CLC thus expressed recognition that some of its affiliates are obligated, by the

Resolution on New Political Party

WHEREAS the events of the past two years have shown the correctness of the Winnipeg resolution of this congress and the continuing need for a broadly based political instrument of the Canadian people; and

WHEREAS the response inside the labour movement and from the public generally has shown the great possibility for effective political action which lies ahead;

THEREFORE BE IT RESOLVED that this convention:

(1) Accepts and approves the report of the Executive Council, including the general principles set out in the study papers referred to therein, and hereby endorses the steps taken by the Council to carry out the instructions and mandate of the last convention.

(2) Instructs the Executive Council to continue its participation in the work of the National Committee for the New Party

and the Executive Council is hereby authorized to assist by all appropriate means in the preparations for and in the calling of a Founding Convention at a time and place and on a basis to be decided by the National Committee.

(3) Urges the Executive Council, affiliates of the Congress, provincial federations and local labour councils to bring this resolution to the attention of all local unions and their members and to encourage their democratic participation in the formation of the political instrument envisaged herein, as well as in its work and activities after it is formed.

(4) Re-affirms its determination that the new political instrument shall be organized on such a basis that it will be fully representative of farmers, members of the CCF and other liberally-minded groups and individuals as well as of labour, so that it may faithfully serve the best interests of all the people of Canada.

character of the employment of their members, to maintain a position of political neutrality.

Commented Mike Punshon, of the Painters Union, Toronto: "This should clarify the situation and show that public service employees can join the CLC."

Expulsion of SIU

The Seafarers' International Union did not appear before the convention when given an opportunity to appeal its threatened expulsion from the Congress. Two days later, approval of the report of the committee on officers' reports, which contained a recommendation that the SIU be expelled "as of the date of the adoption of this report," removed the seamen's union from affiliation with the CLC.

The Union had been suspended on June 18, 1959, by the CLC Executive Council for raiding another CLC affiliate, the National Association of Marine Engineers (L.G., July 1959, p. 681).

When, on the second day of the convention, President Jodoin offered the platform to any SIU representative at the convention, no one came forward. The convention moved on to the next item on its agenda and the question of the SIU expulsion did not come up again until two days later, when the committee on officers' reports submitted its report.

The committee had originally proposed to recommend that the expulsion should take effect after six months, if the union meantime failed to satisfy the Executive Council of its intention to conform to the rules of the Congress.

The chairman of the committee said that unions were not needlessly expelled. He pointed out that the SIU had ignored the opportunity it had been given to come to

the convention and plead its case, and he said that the committee had considered the Executive Council's report on the matter and had decided to recommend adoption of that report. The recommendation was approved.

Expulsion of Teamsters

Immediately after the vote on the expulsion of the SIU had been taken, President Jodoin rose to explain the decision of the Executive Council in the case against the International Brotherhood of Teamsters on charges of raiding the membership of two other affiliates of the Congress—the Brotherhood of Railway and Steamship Clerks, and the United Brick and Clay Workers.

Mr. Jodoin said that the 40,000-member Teamsters Union had been found guilty by the executive on charges of raiding. The constitution must be abided by. Efforts had been made to settle the matter by negotiation. "If we don't settle our own problems, we shall be legislated against," he said. The Teamsters had refused to accept the terms laid down by the Executive Council for settling the dispute, Mr. Jodoin said, and on behalf of the Council he moved that if the Brotherhood did not abide by the constitution, it should stand expelled 30 days from that date.

I. M. (Casey) Dodds, Canadian Director of the Teamsters, in defending his union's stand complained that he had had only three and a half hours in which to prepare his statement. He said that with regard to the employees of Canadian Pacific Merchandising Services, his union was prepared to allow the question of which union was to represent these employees to be submitted to a vote of the employees themselves.

Frank Hall, Vice President of the Brotherhood of Railway and Steamship Clerks,

saying that some of the statements Mr. Dodds had made were red herrings, declared that the real issue was whether the constitution was to be observed and upheld. The basic fact was that the Teamsters had raided the membership of his Brotherhood, which for the past 40 years had had a contract with the CPR covering the employees who were included in the new department, known as Merchandise Services, that the CPR had set up in British Columbia.

Mr. Hall contended that the employees included in this new department were freight handlers and express workers, who belong to a nation-wide group of railway employees who are all covered under one set of contracts negotiated by his union.

In the discussion that followed, some of the delegates supported the Teamsters. More than one said that the dispute should have been settled by bringing the two parties together.

William Mahoney, United Steelworkers, said that every effort had been made to settle the dispute by bringing the parties together. He pointed out that the Teamsters would have 30 days in which to comply with the constitution, and "If the Teamsters are out of the Congress in 30 days, it will be by their decision," he declared.

The motion to expel the Teamsters within 30 days if it did not abide by the constitution was approved by a large majority. Only an estimated 150 delegates voted against it.

Economic Policy

Only by putting more buying power into the hands of the people can Canada develop the new economic frontier presented by the "vast unsatisfied needs of the people, here and abroad," the CLC declared in a statement on economic policy approved by the convention. The statement enumerated nine ways to raise the people's buying power.

"Higher wages" was given the No. 1 place on the list.

These unmet needs can provide full production, full employment and steadily rising standards of living "as far into the future as we can see," the statement declared. And full employment with progressively rising living standards for all "continue to be the main goal of Canadian Labour."

Instead of full employment, Canada now has high unemployment in a booming economy, the CLC asserted. Unemployment in March was worse than for any March since the war with the single exception of March 1958, yet production was at an all-time high. To put an end to this situation, governments, management and labour must

exert all their energies: "but the heaviest responsibility rests upon the National Government, which alone has the necessary powers and resources to make full employment effective," the statement said.

One of the measures slowing down the rate of annual growth and causing steady unemployment is the "tight money" policy. "Neither the current degree of inflation nor its causes justifies a tight money policy," the CLC declared.

A tight money policy makes sense only in the case of "demand" inflation—too many dollars chasing too few goods—which, to a large extent, is caused by excessive consumer demand in an economy with no idle manpower and no idle plant capacity. But today there is unemployment and unused plant capacity. As long as the money pumped into the economy is no more than necessary to employ such idle resources, there is likely to be little danger of inflation, the statement said.

"Creeping" inflation may be the price the nation has to pay to achieve maximum growth and full employment; "we may not be able to eliminate inflation altogether and at the same time have full employment," the statement admitted. If this is so, the logical thing to do would be to try to find ways of keeping inflation "to the absolute minimum consistent with the maintenance of maximum economic growth and full employment."

To provide and maintain full employment, to provide jobs for those now unemployed and to absorb annual increases in the labour force, the Canadian economy must grow at a faster annual rate. And to sustain a faster rate of growth, there is the unmet need in Canada for housing, schools, hospitals; and in the underdeveloped countries for our machinery.

The nine ways in which buying power can be raised, the CLC believes, are:

1. By pressing for higher wages;
2. By reducing working hours and maintaining take-home pay, thus spreading available employment;
3. By increasing old age security benefits and family allowances;
4. By a public investment program in housing, school, hospitals and roads;
5. By increased efforts to promote exports;
6. By a planned immigration policy;
7. By adequate measures to increase farm purchasing power;
8. By a substantial increase in Canada's contributions to the Colombo Plan and United Nations technical assistance;
9. By special measures to help depressed industries and depressed areas.

Social Security

In a series of resolutions the CLC called for an all-inclusive social security program. The major resolution urged establishment by the federal Government of "a unified, integrated system of social security that would provide a minimum health and decency standard of living."

Existing measures would have to be improved to meet such a standard, the resolution said, and additional legislation enacted to meet the following needs: loss of income due to illness, medical care in all its phases, maternity, invalidity, death of the breadwinner, funeral expenses, and retirement. Benefits under such a system should, "to the greatest extent possible," be available "as of right," the resolution added.

Other resolutions demanded improvements in old age pensions to increase payment to \$75 a month payable at age 65 without a means test, greater federal financial support towards the cost of building hospitals and other hospital costs not now covered by hospital insurance, establishment of a national system of old age security over and above the one now in effect, removal of the restriction that prevents old age pensioners from living abroad, and increases in family allowances to restore "their original purchasing power."

In another resolution the CLC asked for immediate introduction of a national health insurance plan that would provide preventive and diagnostic as well as curative and rehabilitation services, drugs and appliances provided by physicians, surgeons, dentists and other specialists and agencies.

A federal government investigation into the drug industry, its profits, and its pricing and business policies was called for in another resolution that protested against the "exorbitant prices being charged for drugs."

The proposed old age security system would be based on contributions from government, employers and employees, though not necessarily in equal proportions, and would be portable, universal and compulsory on employers and employees, would provide pensions proportional to income during the best period of working life, would provide protection against the effects of inflation, and would provide "a minimum pension sufficient for a minimum health and decency standard of living, where the accrued pension, together with any other old age security benefit, falls short of satisfying such a standard."

The need for portability of pension plans was supported, the relaxing of rules governing pension plans by the Department of National Revenue was protested, and the Congress was directed to take suitable

action, in a resolution approved by the convention.

Speaking on the resolution on financing of hospital construction, W. M. Black, National Union of Public Employees, charged that the British Columbia Government was now using for other purposes money paid by the federal Government for hospital construction. He wanted money so paid to be earmarked for the purpose for which it was intended.

J. W. Bruce, Plumbers, Toronto, speaking as the CLC representative on the Council of Health, said that some of the delegates were making mis-statements. Millions of dollars were ready to be supplied by the federal Government, but the provincial governments were not co-operating, he said. He also pointed out that the Government through the combines investigation machinery was acting in the matter of drug prices.

When one delegate asked where the money was to come from to pay for the services the Congress was demanding, another delegate suggested that a 4 per-cent increase in the corporation tax would cover the cost.

Unemployment Insurance Act

A number of resolutions submitted to the convention expressed dissatisfaction with the Unemployment Insurance Act, and demanded its amendment.

The delegates unanimously passed a resolution recommended by the legislative committee, which was under the chairmanship of W. G. Davis, Executive Secretary, Saskatchewan Federation of Labour, instructing the Congress, directly and through its representatives on the Unemployment Insurance Advisory Committee, to continue to press for the repeal of Regulations 172 and 173, under which severance pay and vacation pay were counted as wages for unemployment insurance purposes. (The Minister of Labour, in his address later to the convention announced that the regulations had been changed to bring them back to what they were before September 1959).

The committee recommended against the acceptance of four resolutions that would have committed the convention to the demand that the Act and regulations be amended to allow all insurable unemployed persons to receive benefits as long as they were unemployed, regardless of the number of contributions they had made. The committee, although agreeing with the criticism of the Act implied by the resolutions, opposed them on the ground that they would mean that workers who had made extensive contributions to the Unemployment Insurance Fund would fare no better

than those who had made few contributions, and that this would create injustices and change the Act into a social assistance measure.

The committee's stand, however, was strenuously opposed by a number of the delegates.

W. Rutherford, United Automobile Workers, Oshawa, said that the committee seemed to be more concerned with conserving the Unemployment Insurance Fund than with helping the unemployed. C. B. Keely, Shipyard General Workers' Federation of British Columbia, said that if there was enough money to spend on Bomarcs that don't work, it should be possible to find the money for unemployment benefits.

As a result of this opposition, two of the resolutions were referred back to the committee and the other two were deferred. Later the committee recommended a substitute resolution to cover the four; it directed the CLC to urge the Government to extend the provisions of the Unemployment Insurance Act to allow benefits to be paid to unemployed workers who cannot qualify for them or have exhausted their rights, and further resolved "that benefits paid under such circumstances be financed through consolidated revenue or other sources exclusive of the Unemployment Insurance Fund." Owing to lack of time, however, the committee's resolution was not dealt with by the convention.

A resolution, submitted by the Brotherhood of Painters and Decorators, Vancouver, that instructed the Executive Committee to press for a change in the regulations that would allow provincial workmen's compensation boards to insert stamps in claimants' unemployment insurance books in the same manner as employers was referred to the incoming Executive Committee for review and consideration.

The committee recommended referral to the incoming executive of another resolution, submitted by the Brotherhood of Carpenters and Joiners, Vancouver, and proposing legislation to allow workmen's compensation boards to buy unemployment insurance stamps in the same way as employers, but the delegates strongly objected to the recommendation.

Henry Weisglass, United Steelworkers, speaking in support of the committee's recommendation, pointed out that social insurance should not be confused with social assistance. He told the delegates that reason might prevail over emotion "if you realized how your pockets would be affected." Broadening unemployment insurance would mean higher contributions, he said, with

"the burden falling on us rather than on the federal treasury."

The resolution was referred back to the committee, which almost immediately reversed its stand and recommended concurrence. This recommendation was approved.

Other resolutions that were passed recommended amendment of the Unemployment Insurance Act to prevent the exemption or exclusion of any employee from coverage under the Act on the strength of a "declaration of permanency," because annual earnings exceeded \$5,460, or for any other reason.

Communist-Dominated Unions

A move to delete from the CLC constitution the clause that excludes from affiliation "any organization controlled or dominated by communists, fascists or other totalitarians" was defeated.

Rejection of the resolution urging removal of the clause, which had been submitted by a West Coast local of the Pulp, Sulphite and Paper Mill Workers, was recommended by the constitution and law committee. Although a small but aggressive group of delegates supported the resolution, the convention adopted the committee's recommendation.

Orville Braaten, delegate from the local sponsoring the resolution, said the clause had held up the admission of the Mine, Mill and Smelter Workers to the CLC. "How can we control Communists unless we have them in our Congress?" he asked.

J. K. Bell, Secretary-Treasurer of the Marine Workers' Federation, Halifax, pointed out that the clause in the constitution that withholds charters or certificates of affiliation from organizations "in conflict with the jurisdiction" of CLC affiliates, unless the affiliates give their written consent, could be used by groups already in the Congress to keep rivals out.

Several supporters of the resolution declared there was a need for a unified labour movement in Canada. Charles Stewart, Street Railwaymen, Vancouver, contended there was no need to fear Communist leaders in a few unions.

Murray Cotterill, of the United Steelworkers took issue with the speakers who supported the resolution. The free trade union movement holds that a man cannot serve two masters, he said, and the success of the Congress had been based on its refusal to allow the presence of disrupting elements.

The real issue, he contended, was that certain organizations have proved they cannot organize successfully outside the Congress and they want to get in in order to get help.



—Federal Photos, Montreal

Confetti flew when the convention voted overwhelmingly in favour of a new party.

Crossing Picket Lines

A resolution sought to prevent an employer from requiring an employee to cross a picket line established by "a recognized labour organization while conducting a strike lawfully under the provisions of any legislation, federal or provincial," or from disciplining an employee for refusing to cross such a picket line. The organization committee recommended non-concurrence in the resolution.

Several speakers spoke in opposition to this recommendation, then the convention sent the resolution back to the committee with instructions to bring in a substitute. The substitute resolution urged all unions to "develop a policy of refusing to cross picket lines established by other unions in any legitimate strike situation," and to try to negotiate provisions in agreements giving protection to workers who refuse to cross such picket line.

The resolution further directed the Congress and its provincial federations "to promote a program of legislation to provide protection for workers who honour picket lines in legitimate strikes."

Strike Fund

A resolution submitted by the National Union of Public Employees, Port Arthur, besides condemning the "hold-the-line" wage policy, would have required the CLC to

support "all unions which may be compelled to strike," and to set up a defense fund for giving financial help to striking unions. The organization committee opposed this resolution on the ground that the Congress had no right to assess the members of affiliated unions for contributions to such a fund.

General Vice-President William Mahoney supported the committee, saying that the proposal to set up a strike fund was impracticable. Most unions had set up their own strike funds, and a national strike fund would be depleted by small unions, he argued.

Regional Vice-President Larry Sefton also supported the committee. He said that it was the responsibility of the committee "not to recommend things we cannot do." The Congress was not equipped to set up a national defence fund, and it was irresponsible to want to establish such a fund, he said.

Establishing a strike fund would create the "illusion of a pot of gold," another delegate said. Each union must be prepared to make its own sacrifices, he added.

Orville Braaten, Pulp, Sulphite and Paper Mill Workers, Vancouver, said that the committee should re-shape the resolution. To concur in the committee's recommendation might give the appearance of endorsing a hold-the-line policy.

S. K. Thornley, United Rubber Workers, Toronto, supported the resolution and took issue with the committee. The resolution should be amended, he said, but in such a way as to allow a strike fund to be set up.

The resolution was referred to the committee on economic policy but was not dealt with by that committee before the convention ended.

South Africa

By a unanimous standing vote, the convention passed a strongly worded resolution that:

1. Condemned "in the strongest terms" the *apartheid* laws of the Government of South Africa;

2. Called on the Canadian Government to support in the United Nations and in the Councils of the Commonwealth "all measures in condemnation of the policies of the Government of South Africa";

3. Urged that, should these measures fail, the Government of South Africa be excluded from the Councils of the Commonwealth of Nations;

4. Urged members of all CLC unions to join in a world-wide boycott of South African consumer goods that was to begin on May 1.

Eamon Park, United Steelworkers, proposed that "to give a dramatic touch and impact" the President should ask the provincial governments to require the liquor commissions in their respective provinces to stop buying South African wines and brandies. Regarding foodstuffs, to make the boycott effective some appeal should be made to the leaders of industries to support it, he added.

President Jodoin said that action would be taken through the provincial federations of labour.

J. W. Bruce, Plumbers Organizer, Toronto, said that the volume of trade was not the important factor. Rather it was to attract attention to the inhumanity of the South African Government's policy. We have to arouse humanity and our own Government, and if considerations of Commonwealth unity stand in the way, "Let's get rid of the Commonwealth," he said.

After the standing vote, a minute of silence was observed in respect for those who had died in the South African disturbances.

Public Relations

A number of resolutions submitted to the convention showed concern and annoyance about the offensive allegedly being waged against the labour movement by various

employers' organizations, and about the anti-labour legislation believed by many trade unionists to have been one of the outcomes of the attack.

A substitute resolution to combine some of these resolutions was passed unanimously. It instructed the incoming executive to "intensify public relations activities of the Congress to the fullest possible extent by use of radio, press, television and other methods."

It further called upon provincial federations of labour, labour councils and affiliated unions to co-operate in such a program by the appointment of publicity committees, and directed the CLC Public Relations Department of the Congress to co-ordinate the activities of such committees.

Murray Cotterill, Canadian Public Relations Director for the United Steelworkers, speaking in support of the resolution, said that the organized attack on labour was working to a great extent, even among the less active members of the labour movement itself. The labour movement had been guilty of a sin of omission in not telling the public the story of the movement, and many workers were ignorant of their own movement. Local and international unions must support the publicity campaign actively, and not leave it entirely to the CLC, he said.

Automation

Establishment of a national advisory committee—representing labour, management and social agencies—on the re-training and re-location of workers displaced by automation was urged by the Congress in a resolution adopted in a unanimous standing vote.

Adequate compensation for displaced workers is a necessity, the same resolution said. It was a substitute for seven others that was drafted by the committee on economic policy, of which Neil Reimer, Canadian Director of the Oil, Chemical and Atomic Workers, was chairman.

The resolution recommended government action "to enable displaced workers to fill new jobs" by: training and re-training, with full pay during such training; bringing new industries to surplus labour areas, or where this was not possible by helping the workers to move to new industries by paying the cost of moving and re-settling.

All affiliated unions were advised to press for higher wages, and shorter hours and longer vacations with the same take-home pay; and the incoming executive was instructed to press for "the fullest participation by the unions in all measures taken to cope with the problem of automation and technological change."

The resolution urged the Government's committee on technological change to "broaden and speed up its research into the employment effects of such change."

Education

The principle of equal opportunities of education for all was endorsed in a resolution that requested the federal Government to "institute an early and adequate system of federal aid to education at all levels." The aid should include free university education for all students who are qualified and who maintain suitable standings, it added.

In another resolution the CLC urged the Government to increase the grants to the federal-provincial training schemes so that anyone wishing to take the courses could do so free of charge. This resolution also proposed that "anyone who has depleted his unemployment insurance should be able to obtain financial assistance while taking these courses without undergoing the indignities at present connected with Schedule M*."

The chairman of the education committee, Frank C. Bodie, President of the Alberta Federation of Labour, said his committee found no indignities in connection with Schedule M and recommended deletion of the words in the resolution that referred to them. His recommendation was adopted, and the resolution amended and approved.

The committee recommended rejection of a resolution that would have asked the federal Government to provide loans to worthy students at universities and technical institutes, explaining that it was incompatible with the principle of free education already endorsed by the convention.

A resolution urging the federal and provincial governments to make grants to selected universities for the training of a sufficient number of persons in labour economics, industrial relations, and arbitration and conciliation was referred to the incoming CLC executive and to provincial federations of labour.

Expressing regret that it had not been possible to make progress toward the establishment of a Labour College, a resolution reaffirmed endorsement of the College and instructed the Congress to continue its efforts to have one established.

*Schedule M of the Special Training Projects Agreement makes provision for the training, for occupations that offer a reasonable opportunity of regular employment, of persons registered with the National Employment Service as unemployed, whose fitness for employment would be definitely improved by training.

Per Capita Tax and Officers' Salaries

The convention approved changes in the CLC constitution to increase the per capita tax of affiliated bodies and to raise the salaries of the president and secretary-treasurer by \$2,000 a year and of the two executive vice-presidents by \$1,000 a year.

The president will now receive \$16,000, the secretary-treasurer \$14,000 and the executive vice-presidents \$13,000 a year, "plus expenses."

Secretary-Treasurer MacDonald explained in his report that the increases in per capita tax, which it is estimated will bring in an additional \$400,000 a year, were necessary in order to enable the Congress to meet the anticipated increase in the cost of maintaining its present services, and the cost of the expansion of activity that should be undertaken if the Congress was to play its part effectively.

He mentioned especially the need for "a much broader public relations program—one designed to offset to some degree at least the tremendous propaganda campaign that has been directed at labour for the past two years or so."

Greater emphasis on educational programs was also necessary, he said, "if our unions and members are to be properly equipped to cope with the rapid changes in the economy and the resultant effects on labour organization."

The establishment of several trades departments was being considered, he added, and this would require money.

The amendments were approved by the required two thirds majority, in spite of vigorous opposition from some delegates, especially to the proposed salary increases.

The per capita tax of affiliated international and national unions, regional and provincial organizations and organizing committees was raised from 7 to 10 cents per member per month. The tax of directly chartered unions was raised from not less than 75 cents to not less than \$1.05 a member a month, and the portion of the per capita tax paid by chartered unions required to be set aside in the defense fund was increased from 5 cents to 20 cents a member a month.

In support of the recommended tax increase, Executive Vice-President William Dodge pointed out that the Congress was a service institution for its affiliates, and the affiliates' demands were increasing. He called attention to the loss of revenue that resulted from the CLC's policy of transferring directly chartered locals to affiliated unions.

Opposing the increase, Angus MacDonald, IBEW delegate from Vancouver, said that the unions must take a greater share in public relations work, that the Congress was giving too much help, and that the Congress ought to operate on as near a skeleton budget as possible. Charles Stewart, Street Railwaymen, Vancouver, said that there should be better assurance on the distribution of the revenue from the per capita increases, suggesting that a good proportion of it should be put into a national defence fund.

Speaking in favour of the recommended increases in the head officers' salaries, William Mahoney, who as chairman of the constitution and law committee introduced the amendments, said that salary adjustments for lower officers could not be made if the senior officers' salaries were left unchanged.

J. D. Hunter, CBRT, Belleville, contended that the salaries of CLC executives were now out of line with those of the rank-and-file and that liaison between the workers and their representatives was lost when some of the latter were getting as much as \$16,000 a year.

Election of Officers

All the officers of the Congress except two of the regional vice-presidents were re-elected, and all except the four general vice-presidents were elected without opposition.

Claude Jodoin was returned for his third term as President, Donald MacDonald for his third term as Secretary-Treasurer, and Stanley Knowles and William Dodge for their second terms as Executive Vice-Presidents.

William Stewart of the Shipyard General Workers' Federation of British Columbia was nominated for the presidency but as he was not in the convention hall to accept nomination, and did not send written acceptance, the nomination lapsed.

The only contest took place for the four general vice-presidencies. In the balloting, the six candidates placed as follows: William Jenoves, President, Toronto and District Labour Council, 1,072; William Mahoney, Canadian Director, United Steelworkers, 1,044; George Burt, Canadian Director, United Auto Workers, 988; Frank Hall, Vice-President in Canada, Brotherhood of Railway and Steamship Clerks, 906; Gordon Lambert, United Auto Workers, 332; and J. K. Bell, Secretary-Treasurer, Marine Workers' Federation, 290. Joseph Connolly, Plumbers organizer, was nominated but declined to run.

There was no contest for the 13 regional vice-presidencies. But there are two newcomers to vice-presidential positions, as two former incumbents declined nomination. Angus MacLeod, President of the New Brunswick Federation of Labour, succeeds James A. Whitebone, MBE, as an Atlantic regional vice-president; and J. H. D'Aoust, Canadian Director, Textile Workers Union of America, succeeds Paul Swaity as an Ontario vice-president.

The other 11 regional vice-presidents are: Atlantic—D. J. Gannon, President, Halifax, Dartmouth and District Labour Council; Quebec—Miss Huguette Plamondon, United Packinghouse Workers; Roger Provost, Canadian Director, United Textile Workers; and Louis Laberge, President, Montreal Labour Council; Ontario—Andrew Cooper, Canadian representative, United Brotherhood of Carpenters; Larry Sefton, Director, District 6, United Steelworkers; W. H. Smith, President, CBRT; Prairie—Neil Reimer, Canadian Director, Oil, Chemical and Atomic Workers' International Union, and Donovan Swailes, Vice-President, Manitoba Federation of Labour; Pacific—Joseph Morris, President, District No. 1, International Woodworkers of America, and E. P. O'Connor, Secretary, British Columbia Government Employees' Association.

Fraternal Delegates

Arne Geijer

A great mission lies before the trade union movement in Canada, the AFL-CIO, and the European trade union movements, said Arne Geijer, President of the International Confederation of Free Trade Unions, fraternal delegate to the convention from that organization.

This mission, the speaker said, is to establish trade unions in the so-called economically underdeveloped countries of the world, not only to take care of the workers' economic interests but also to give "the longing for freedom and the fight for independence a democratic basis in free, genuine and progressive trade unions."

The ICFTU has always been on the side of oppressed peoples and has defended their right to decide their own fate and to exploit their own natural resources, Mr. Geijer said.

There was reason to think that the number of employees would increase rapidly, and that as new territories get their independence and began to exploit their natural resources, foreign capital would flow in, the speaker thought. In helping to build trade union organizations, the ICFTU must be careful to support only "real trade union projects."



—Federal Photos, Montreal

CLC President with Two of the Guest Speakers
 with Hon. Antonio Barrette with AFL-CIO's George Harrison

The International Solidarity Fund was established in order to enable those countries that could afford to do so to contribute to the growing activities of the ICFTU, Mr. Geijer said. As a result of the voluntary contributions received, "significant activities are under way." He mentioned educational work in Asia, Africa and Latin America, referring especially to the African college at Kampala in East Africa, for which "we are now constructing our own building." We may also have to do this for other colleges in West Africa and in Latin America, he added.

"Most important for our international... is that we give it ample resources of competent and experienced trade unionists and financial support. And I know that we can rely upon our Canadian friends to fulfil their share of this obligation," Mr. Geijer said.

(When Mr. Geijer had finished speaking, the CLC gave him a \$25,000 contribution to the International Solidarity Fund. It was an instalment of the \$100,000 that the CLC voted at its 1958 convention to contribute in the period ending December 31 this year.)

Sir Thomas Williamson

If we are to win the minds and hearts of the younger generation—and we must do so if we are to survive and progress—our message must be more up-to-date and more

in tune with modern conditions than it has been, Sir Thomas Williamson, C.B.E., J.P., General Secretary, National Union of General and Municipal Workers, fraternal delegate from the Trades Union Congress of Great Britain.

The speaker pointed out that today most of the social evils of the early days of the labour movement in Britain had been eliminated. "We live in a different world from that of the pioneers... We cannot win the youth of 1960 with the slogans and programs of 1860."

Sir Thomas said he believed the primary reason why the Labour Party had been defeated in three successive elections after six years in government was "that we are not winning over the younger generation."

To meet this situation, the British TUC was spending large sums of money on educational schemes directed mainly towards the younger members of the labour movement, the speaker said. He referred to a suggestion made by the TUC delegate to the previous CLC convention that there should be an exchange of trade union students between Canada and the United Kingdom, and he said that although distance was a difficulty he believed it was one that should somehow be surmounted.

"The struggle in the world today, in all countries, is for the minds of men. The problems of all peoples everywhere are the

same . . ." The struggle was to determine the future organization of society, whether it was to be on the basis of the freedom and parliamentary democracy for which we stand, or some form of totalitarianism. "History has proved that basic to this [our] way of life is a strong, virile, responsible, free trade union movement," Sir Thomas asserted.

Robert Willis

A glance at the resolutions before the convention showed that the labour movements in Great Britain and in Canada had much in common, said Robert Willis, one of the two fraternal delegates from the TUC. He suggested that the industrial and political experiences of the old country might be useful to the new.

He believed that some of the industrial problems we were facing were the result of our being in the first phase of a second industrial revolution. Automation brought changes in union relations, and old methods no longer worked, he said. We now have a trade union organization, whereas in the first industrial revolution the workers were unorganized. Must we repeat the mistakes that were made in the first upheaval? he asked.

Are we ready for the changes that are approaching and for the new class of worker that is coming to industry Is the white collar worker going to consider himself as being in a class apart or as a part of the working class movement? he continued.

Employers and governments must be told that new techniques must not become a cause of unemployment. The new marvels of science should lead to more production and shorter hours, not more unemployment. Various welfare services should not be based on a bank balance, but should be a social right, Mr. Willis said.

Regarding the relation between the Trades Union Congress and the Labour Party, the speaker said that the TUC was not subservient to the Labour Party. The Congress demanded and preserved the right of consultation with any government. It held joint consultations with the Labour Party, but was not affiliated with it, the speaker pointed out.

Robert Willis is General Secretary of the London Typographical Society.

George Harrison

The fraternal delegate of the AFL-CIO warned that the North American economy is not expanding at a fast enough pace.

George M. Harrison, President of the Brotherhood of Railway Clerks since 1928, told the Canadian delegates that the number one problem on the economic front is to

find additional employment opportunities for the workers displaced by automation and technological changes.

Mr. Harrison, who is also Vice-President and member of the Executive Council of the AFL-CIO, said that the all-out attack on labour in the U.S. is "an effort to stop the progress of labour unions on the economic front."

"To fight wage increases on the ground that they are inflationary is a misunderstanding of inflation economics," he added.

Turning to international matters, Mr. Harrison called the 20th Century the century of the common man. "We are on the verge of a social upheaval that will put aside poverty, illness and disease throughout the world," he said.

He added that with the skill and the energy at the disposal of the modern economy the world can no longer tolerate such social ills.

The AFL-CIO fraternal delegate agreed that the moral responsibility of the trade union movement extends beyond the day-to-day battle because the survival of the world is at stake. At the same time, he called upon the U.S.S.R. to abandon its goal "of establishing its godless ideology, by subversion, on the rest of the world."

Other Speakers

Cardinal Léger

His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal, called on the working classes to engage in tripartite cooperation with employers and the State, so as to avoid "the abuses of unbridled liberalism on the one hand, without, as a reaction, slipping into the opposite excess of abusive State control."

Speaking at the opening of the convention, His Eminence expressed the hope that conversations would be held between employers' and workers' groups and that opportunities for meeting and for discussing problems would be sought.

"That solidarity which should bind together all the agents of production," said Cardinal Léger, "should find a practical application in the setting up of joint committees on which management and labour leaders would undertake studies in common and concerted action, thus enabling them to submit concrete plans with regard to outstanding questions, such as unemployment for example, and obtain from the State the support and the services considered necessary."

His Eminence denounced as materialistic the two modern economic systems of economic liberalism and Marxist communism.

"An economic system," he said, "must be humane; in other words, it must serve man,



—Federal Photos, Montreal

The 1960-62 Executive Council of the CLC (left to right): Front row—Executive Vice-President Stanley Knowles, President Claude Jodoin, Secretary-Treasurer Donald MacDonald, Executive Vice-President William Dodge. Second row—B.C. Regional Vice-President E. P. O'Connor; General Vice-Presidents Frank Hall, William Mahoney, George Burt and William Jenoves; and Regional Vice-Presidents Harold D'Aoust (Ontario), Miss Huguette Plamondon (Quebec), Andrew Cooper (Ontario). Third row—Regional Vice-Presidents Joe Morris (B.C.), Larry Sefton (Ontario), Neil Reimer and Donovan Swailes (Prairie), Louis Laberge (Quebec), Angus McLeod and D. J. Gannon (Atlantic). Regional Vice-Presidents Roger Provost (Quebec) and W. J. Smith (Ontario) not shown.

it must respect his nature, and it must be guided by his primary needs—hence the need to set up an economic system in terms of the common good, that is favourable to the community as a whole.”

In order to achieve this end, he went on, an economic system must be organic, but it must not absorb the whole of human activity. Spiritual values must retain their priority and economics must be subordinate to moral law.

The Cardinal stated that planning “is a good thing under certain conditions.”

Citing the testimony of Pius XII, he added:

Our obligation to increase production and to adapt it wisely to the needs and the dignity of man brings to the foreground the question of regulating the economy as regards production. Now without substituting their oppressive omnipotence for the legitimate autonomy of private enterprise, the public authorities have an undeniable part to play here when it comes to co-ordination—all the more essential in view of the confusion of present-day conditions, especially social conditions.

Cardinal Léger cautioned, nevertheless, against too rigid planning, which might be dangerous, for human society “is not a

machine, and it should not be made such, even in the field of economics.”

Hon. Antonio Barrette

The Premier of Quebec told the CLC delegates that he did not believe in government by any particular class.

“I do not believe,” said Hon. Antonio Barrette, “in class government. I think that every government should have representatives of all classes of society.”

Mr. Barrette attended the convention both as Premier and as Minister of Labour, and also as a member, since 1917, of the International Association of Machinists, Lodge 847. This was apparently the first time a Premier of Quebec had addressed a labour congress, although Mr. Barrette himself said that he was speaking to the delegates in his capacity as Minister of Labour.

One of his main reasons, Mr. Barrette said, for having decided to accept the office of Premier was that it would give the workers of the province a chance to say that one of their own had reached the highest post in the provincial Government.

Claude Jodoin Receives Histadrut Award

CLC President Claude Jodoin became the first Canadian to receive the newly-founded Canadian Histadrut Humanitarian Award.

The award, in the form of a plaque, was presented at a testimonial luncheon during the Convention by Col. Isaiah Avrech, representative for Histadrut, who praised Mr. Jodoin for his "integrity and leadership".

"We want to acknowledge our appreciation for your outstanding efforts in fostering sympathetic understanding between Canada and Israel," he added.

Accepting the award, Mr. Jodoin said that it really belongs to the Canadian Labour Congress as a whole.

Quebec's new Workmen's Compensation Act, according to Mr. Barrette, is the most progressive and most humane of all such laws in Canada. He reminded the delegates that the Superior Labour Council has been revived, that the fines imposed on employers guilty of dismissals for union activities have been increased, that labour has been given increased representation on the Labour Relations Board and that the code of procedure has been amended to allow *bona fide* trade unions to engage in civil actions.

Dr. Alexander Laidlaw

The labour movement and the co-operative movement were fundamentally brothers, said Dr. Alexander Laidlaw, National Secretary of the Co-operative Union of Canada. He appealed to labour to support the co-operatives by their patronage, and in the fight the co-operatives were making against the move to have their net earnings made subject to income tax.

The idea that the co-operative movement was mainly a rural one was no longer correct, the speaker pointed out. Besides their rural trade, they were now engaged in the insurance business, credit, home building, and distribution of consumer goods and services.

The position of the co-operatives with regard to income tax had, he said, been greatly misrepresented. In many communities they were among the largest tax payers. Their contention, however, was that the savings they gained for their members should not be subject to income tax, since these savings were not income for the co-operatives.

A. P. Gleave

Closer co-operation between organized labour and the organized farmers was urged by A. P. Gleave, President of the Saskatchewan Farmers' Union and Chairman of the Inter-Provincial Farm Union Council. He proposed a national conference of labour, industry and the farmers.

Just as workers sought security through higher wages, so farmers sought security through stability of the prices of their products, Mr. Gleave said, Labour's efforts to get lower interest rates on housing loans parallel the farmers' need for capital at a reasonable rate. Farmers and labour had a common interest in such matters as national health insurance, adequate pensions and unemployment insurance, the speaker pointed out.

The difficulties that automation was creating for labour were, in many respects, similar to the problems faced by farmers in the pressure for increased efficiency without the sacrifice of individual welfare, Mr. Gleave contended.

Col. Isaiah Avrech

The message of Israel is that there is no disagreement between democratic freedom and economic progress, Col. Isaiah Avrech, American representative for Histadrut, told the delegates in a brief address.

He said that Histadrut has reached a state in its development where it can, in turn, give the same assistance it has received to the trade union movement of the underdeveloped countries of Africa and Asia.

After thanking the Canadian labour movement for the support given to Israel, Col. Avrech expressed the hope that Histadrut may, in turn, serve the ideals of world labour.

Other Resolutions

White Collar Workers

A resolution urging an intensification of the campaign to organize white collar workers and calling upon the whole trade union movement to help in the work was carried unanimously.

During the debate, a Vancouver delegate of the Office Employees' International Union said that the Canadian banks were reverting to the anti-union tactics of many years ago in trying to prevent the organization of their employees. He suggested that delegates who had bank accounts should find other ways of placing their money.

National Council of Canadian Labour

A resolution passed unanimously and without discussion charged the National Council of Canadian Labour with encroaching on the jurisdiction of the Plumbers and with raiding various organizations affiliated with the CLC. The resolution, proposed by the Plumbers' Montreal local, asked affiliated unions to boycott the NCCL and to expel from their ranks "members found supporting or organizing members of the said organization."

CLC—CCCL Merger

The committee on organization combined in one resolution a number of separate ones regarding a merger between the CLC and the CCCL. The resolution, which directed "that the incoming Executive Council renew negotiations with the CCCL in an endeavour to find a mutually acceptable formula for merger of the two bodies," was carried without opposition or discussion.

Organization of Immigrants

A resolution that alleged exploitation of newly arrived immigrants by employers, who were accused of using them "to break down union contracts, reduce wage rates and also to remove work and employment beyond the protection and guardianship of organized labour," was referred back to the committee. Later a re-worded resolution was brought back and passed. It resolved "to aid all unions to organize these workers and that the officers of this Congress be instructed to give the closest attention to this undertaking." The CLC was also directed to try to set up special committees across Canada to correlate organizing efforts.

Conflicting Jurisdictions

The convention, on the recommendation of the committee on organization, passed a substitute resolution directing the CLC to "encourage the elimination of conflicting and duplicating organizations and jurisdictions through the process of agreement, merger, or other means, by voluntary agreement in consultation with the appropriate officials of the Congress."

Other Constitutional Changes

The perennial move to have conventions held by the CLC every year instead of every two years was once again defeated. The constitution and law committees pointed out that the amount of staff work involved in connection with a convention made it impracticable to hold one every year.

A resolution to amend the constitution to "provide for votes at conventions to be allotted on a per capita basis" was defeated.

The convention defeated a resolution that would have amended the constitution "to give workers in Canada their democratic right to belong to their chosen union, by majority vote of workers concerned." The committee, in recommending rejection, said that this resolution would negate the non-raiding provisions of the constitution.

Financial Statement

A surplus of \$1,274.92 out of a total revenue of \$1,219,907.05 in the CLC's operations during 1959 was reported by Secretary-Treasurer Donald MacDonald in his financial statement. This compared with a surplus of \$30,398.05 out of total revenue of \$1,191,453.11 in 1958.

The per capita tax paid by affiliated organizations accounted for \$1,112,169.71 of the total revenue in 1959 compared with \$1,092,846.87 in 1958. Other sources of revenue brought in \$127,853.60.

ICFTU

A resolution re-affirming "the need for international solidarity action to assist workers who become victims of repressive measures or of natural or industrial disasters, as well as to strengthen free trade unions, so that they can raise the living standards of their members and the wage-earners of their respective countries," was the last resolution passed by the convention.

The resolution pledged the Congress to make "an annual contribution of at least \$50,000 to the International Solidarity Fund, to be raised from voluntary contributions to the ICFTU Activities Fund of the Canadian Labour Congress." It reiterated decisions adopted by the first and second conventions calling upon all affiliated and chartered organizations to contribute a minimum of 1 cent a member a month to the ICFTU Activities Fund.

Unfinished Business

Among the resolutions not dealt with for lack of time and referred to the incoming executive for consideration, were some that would have:

—Demanded prompt adoption of the Congress's proposals to the Winter Employment Conference of 1958 for direct financial inducements through tax relief, and lower interest and depreciation rates, to provinces, municipalities, firms and individuals, to encourage wintertime construction.

—Urged the Dominion Government to announce the terms of the its winter works policies early in the summer to allow all concerned to plan accordingly.

—Pressed for the establishment of a 5-day, 40-hour week, without reduction in take-home pay, as the legal maximum throughout Canada.

—Urged the establishment of a national minimum wage of \$1.25 an hour, and longer paid vacations.

—Asked the federal Government to protect the rubber footwear industry by establishing quotas or by raising tariff barriers so as to "level out Canadian production to 75 per cent of the Canadian market."

National Women's Auxiliary

Some progress in organizing a national women's auxiliary, in accordance with a resolution passed at the Winnipeg convention, was reported by George Burt, Canadian Director of the UAW. He said that at a conference held that morning a provisional national committee had been elected to organize this body.

The committee consists of: Mrs. Addie Gannon, representing the UAW, Windsor, chairman; and the following 10 members: Mrs. Janet Grant, representing the London and District Labour Council; Mrs. Mabel Tallon, International Typographical Union, Ottawa; Mrs. Lily Morritt, International Association of Machinists, Montreal; Mrs. Clara Parrish, United Rubber Workers, Toronto; Mrs. Josephine Hallock, United Brotherhood of Carpenters, Vancouver; Mrs. Eleanor Liness, Brotherhood of Locomotive Firemen and Enginemen, Toronto; Mrs. Ethel Mcguire, CBRT, Ottawa; Mrs. Rose Reid, CBRT, Winnipeg; Mrs. Ethel Bedusky, United Steelworkers, Winnipeg; and Mrs. Dorothy McKellar, Oil, Chemical and Atomic Workers, Sarnia.

—Urged the federal Government to adopt "policies designed to create a healthy textile industry capable of doing its share to maintain full employment."

—Called upon the federal Government to adopt measures "to bring American-Canadian trade more nearly into balance, and to encourage development of the secondary industries..."

—Demanded a Royal Commission to investigate "the high prices of agricultural implements which are making life more and more difficult for the farmers."

—Asked the federal Government to subsidize the Canadian merchant marine to enable it to compete "on an equal basis with Commonwealth and foreign ships;" and to make the payment of the subsidy conditional upon the building, repair and maintenance of Canadian ships being done in Canadian yards.

—Pressed for amendment of the British North America Act "to provide for a bill of rights guaranteeing to the Canadian people those rights and freedoms which are essential to a free society."

—Called upon the federal Government to prohibit by law discrimination against older workers because of age.

—Asked for amendment of the National Housing Act to prevent racial discrimination in the renting or selling of housing financed under the Act.

—Condemned the federal Government's policy of granting piecemeal and non-retroactive salary increases to civil servants.

—Supported "to the fullest extent possible the efforts of federal and provincial government employees' associations to obtain the right of collective bargaining."

—Urged the Government of Canada to work for cessation of the testing of nuclear weapons and for an agreement on the necessary control and enforcement measures; for "a strong United Nations with an international force under its control to safeguard peace everywhere;" and for a number of other measures intended to promote peace, self-determination and protection against oppression.

Pre-Convention Meetings

National Policy Conference, United Steelworkers

Wage rates in the Canadian steel industry equal to rates in the United States, and higher in some cases because of special circumstances; reduced working hours—by extended leave with pay, shorter work day, or by longer vacations; and company paid pensions that will provide retirement pay of \$125 a month after 25 years service were the future bargaining aims set in resolutions passed at the national policy conference of the United Steelworkers.

Besides the industry pensions, the union wants the Government to increase old age security payments to \$75 a month at age 65, instead of the present \$55 a month at age 70.

The conference, which was attended by some 300 delegates, was held in Montreal on April 21 and 22, immediately before the CLC convention.

William Mahoney, Canadian Director of the union, told the delegates that he plans

to seek a new round of talks with the Big Three in the Canadian steel industry before the present collective agreements expire late in 1961.

"We have until the end of 1961 to decide whether the next set of negotiations in Canada will have to be based on past procedure without any rules, or whether we can devise a new formula in which sharing productivity with the industry's customers will be a mutually accepted part of the rules," Mr. Mahoney said.

The union is convinced that price reductions are possible in raw materials and processed raw materials, he said.

Vice-President Howard Hague of Pittsburgh, Pa., told the conference that to remain strong, the Steelworkers union must enlist office and technical workers. In Canada about 25,000 office and technical employees in the steel industry are unorganized, and the union, which now represents about 2,000

office workers, is campaigning for more members in the newer mining districts where such employees are "less hostile" to unions than elsewhere.

Larry Sefton, Director of the union's District 6, accused some employers of making use of professional spies in order to find out what union activities their employees were engaging in.

The convention asked the provincial governments to require companies to give at least six months notice of intention to close down or move substantial portions of their operations. It also asked the federal Government to use the National Employment Service to provide facilities for re-employment of workers left unemployed by such shutdowns.

International Ladies' Garment Workers Union

The International Ladies' Garment Workers Union, at its co-ordinating conference held in Montreal on April 23, laid plans for an industry-wide campaign for a 37½-hour week, an average general wage increase of 15 per cent, and a provision that the union label shall be sewn into all women's gar-

ments made in union shops.

A statement issued after the conference said that the 37½-hour week is already in force for about 5,000 of the union's members, and that the move for a shorter work week was the first step toward the goal of an industry-wide 35-hour week.

2nd Convention, Union Label Trades Department, CLC

At the second convention of the CLC Union Label Trades Department, a considerable increase in the number of unions affiliated was reported by the President, Stan Clair, in his opening address. The all-day meeting, held on April 24, was attended by about 90 delegates.

President Clair, who was chairman of the convention, said that the number of affiliations had increased during the previous two years from 32 to 38, leaving 20 unions still unaffiliated. He mentioned that some of the large unions were among those not affiliated.

The Secretary-Treasurer, Thomas B. Ward, stated in his report that besides the addition of eight new affiliates, charters had been issued to seven district labour councils.

Mr. Ward said that the union label directory had been produced and distributed. "While, in the main, the directory has proved to be quite successful, our biggest problem has been to get the co-operation of some affiliates to supply us with the information which is required to make the directory as effective as it might be."

In accordance with opinions expressed at the Winnipeg convention, Mr. Ward said, President Clair had been engaged "on an experimental basis" as a part-time union

label representative for the province of Ontario, starting on October 1, 1958. In regard to the expansion of this kind of activity he suggested that it might be better, "in such a far-flung country as ours," to engage part-time regional directors instead of employing a full-time national director, whose travelling expenses would be very heavy.

Later in the convention a resolution was passed directing the incoming executive to consider the appointment of a full-time director "to manage the Union Label Trades Department, for an all-out promotion to give added impetus for union jobs at this time of mass unemployment." The resolution asked the Canadian Labour Congress to allot additional funds to cover the extra expense. It was further resolved that until a full-time director could be appointed the incoming executive should consider the expansion of part-time workers "on an honorarium basis" to cover the whole of Canada.

A resolution that all unions affiliated with the CLC should automatically become affiliated with the Union Label Trades Department and with Union Label Trades Councils or Leagues was rejected, as also was a resolution "that all trading stamp practices be stopped by the Government."

The propaganda committee introduced a resolution that each labour council union label committee must prepare and have a complete buyer's guide of goods and services that could be bought in their territory. This led to warm discussion about the use of the word "must"; finally, "should" was substituted for "must" and the resolution was passed.

The delegates also resolved that each labour council "should" get out a union label buying guide.

In the election of officers, Stan Clair, Amalgamated Clothing Workers, Windsor, was re-elected President without opposition, and Thomas B. Ward, Canadian Labour Congress, Ottawa, was re-elected Secretary-Treasurer, also without opposition. Mrs.

Josephine Hallock, Office Employees' International Union, Vancouver, and Rene Rondou, Tobacco Workers' International Union, Montreal, were re-elected Vice-Presidents by acclamation.

The five regional Vice-Presidents elected were: Atlantic Provinces—John F. Simonds, Bakery and Confectionery Workers' International Union, Saint John, Quebec—Saul Linds, Amalgamated Clothing Workers, Montreal; Ontario—Saul Fagan, United Hatters, Cap and Millinery Workers, Toronto; Prairies—Mrs. Emily Ross, United Garment Workers, Edmonton; and British Columbia—Percy J. Deplissey, United Brotherhood of Carpenters and Joiners, Vancouver. Both Mrs. Ross and Saul Fagan had held the same offices in the previous two-year term.

18th Annual Spring Conference of Personnel Association of Toronto

Among subjects of addresses were: relationship between productivity and wages, and economic outlook for next decade. Panel discusses negotiations, collective agreements and labour-management relations. More than 1,000 delegates attend

The relationship between productivity and wages, the economic outlook during the next decade, and labour-management relations, negotiations and collective agreements, and communicating were among the subjects discussed at the 18th Annual Spring Conference of the Personnel Association of Toronto at the end of April. More than 1,000 representatives of business, industry, education and government attended the two-day meeting.

The relationship between productivity and wages was emphasized by Dr. Jules Backman, Professor of Economics, New York University; Canada's economic possibilities during the next decade were outlined by A. E. Grauer, Chairman of the Board and President, British Columbia Electric Company Limited, Vancouver; labour-management relations, communicating, collective agreements and negotiations were discussed by a four-man panel.

Members of the panel were: John Wettlaufer, University of Western Ontario; T. J. Bell, Fibreglass Canada Limited; Arthur Patillo, QC, Blake, Cassels and Graydon; and D. A. Page, Goodyear Tire and Rubber Company.

The panel spent most of its time discussing and answering questions submitted anonymously by members of the audience.

Dr. Jules Backman

In analyzing the relationship between productivity and wages paid to Canadian workers, Dr. Backman referred extensively to statistics contained in "Productivity and Employment," an address delivered September 30, 1959 by Dr. George V. Haythorne, Assistant Deputy Minister of Labour (L.G., Nov. 1959, p. 1152).

Dr. Backman noted that if Canadian workers had received increases in real wages equal to the gains in output per worker in the period 1955 to 1959, their wages today would be "significantly lower" than they are.

Real weekly earnings (industrial composite) from 1946 to 1949, he said, increased 38.6 per cent, or at an annual rate of 2.5 per cent—exclusive of non-wage benefits. For manufacturing the rise was 43.6 per cent, or an average annual rate of 2.8 per cent. This compared with an increase of 1.1 per cent in output per worker in the same period and a rate of increase of 1.4 per cent since 1926. Between 1955 and 1959 real weekly earnings climbed by 10.8 per cent, or twice as much as the rise of 5.3 per cent in output per worker.

Although increases in average real wages of all workers tend, in the long run, to be

about the same as average gains in productivity in the *entire* economy, these long-term increases in real wages have no close relationship to long-term gains in productivity in a *specific company or industry*, Dr. Backman said. The average relationship for the entire economy is the end result of thousands of disparate relationships. "The national average is like every other average. Some workers experience an increase in economic well-being at a faster rate than national gains in productivity; others at a slower rate."

Year to year changes in productivity are too irregular to be meaningful, he pointed out. Long-term averages must be considered in order to make allowances for periods of recession as well as the boom periods. When long-term comparisons are made, it is important to make sure that the beginning and terminal years were at similar stages of the business cycle, he warned.

Giving an example, Dr. Backman said that comparisons with 1939 were rejected by the 1949 Steel Wage Board in the United States because the depressed level of economic activity in that year tended to result in an exaggerated rate of increase through 1948, a year of high-level activity. The Board suggested comparisons should be with 1941, because "... valid comparisons can be made only for years of similar rates of operation."

When making wage-productivity comparisons, many use wage rates or average hourly earnings to measure the changes in the economic well-being of workers. But such comparisons understate the improvement experienced because they omit non-wage benefits, he said. The proper comparative is total labour costs.

And the proper comparative is total man-hours, not those of production workers alone, which was acceptable when the ratio of production workers to total employment remained fairly steady. In recent years, however, the relative proportion of total employment accounted for by production workers has been declining, in Canada from 83.7 per cent in 1946 to 75.6 per cent in 1958.

Absence of change in unit labour costs can not be used to gauge what is a proper increase in wages and non-wage benefits, Dr. Backman continued. Unchanging unit labour costs merely show that the total labour bill has increased by the same percentage as total volume of sales. The labour cost component of total costs may vary and a smaller proportion of total costs should be paid for direct labour if a gain in output per man-hour is attributable to the introduction of costly labour-saving devices.

Unchanging unit labour costs in this situation would result in an increase in total labour costs.

"The fact that a smaller proportion is paid for labour does not mean that the wages of the workers retained will not rise," he pointed out. "On the contrary, wages could rise substantially if the total labour cost is divided among a smaller number of workers."

In other words, we must distinguish between an average rise in wages and non-wage benefits, which enables a worker to share proportionately in rising output per man-hour, and the total labour cost bill, which is affected also by the number of workers employed, Dr. Backman said.

Increases in wages and non-wage benefits that are greater than increases in output per man-hour create wage inflation, he continued. When unit labour costs rise, a company can raise prices, narrow profit margins, or reduce costs. But a program to reduce costs might result in unemployment, because labour costs are often the most important costs.

The effects depend on the general trends in the economy. During periods of expansion, a rise in unit labour costs will probably lead to a rise in prices and to some shading of profit margins. During a period of stable or declining business activity, it will be more difficult, even impossible, to pass on a rise in unit labour costs in the form of higher prices; the tendency would be to reduce profit margins or cut costs, with the resulting increase in unemployment.

Available information indicates that there has been and still is wage inflation in Canada, he said. Average hourly earnings and weekly earnings have increased much more rapidly than productivity during the war and postwar years, particularly during the past decade.

Productivity formulas do not provide a simple solution to the problem of wage determination, he told the delegates. Even the annual improvement factor introduced in the 1948 agreement between General Motors and the United Auto Workers is inadequate, for eight reasons:

1. It ignores other factors in wage determination such as the economic climate, ability to pay, and wage comparisons.
2. It ignores the fact that annual changes in wages and in output per man-hour do not follow a fixed and uniform pattern.
3. It ignores the important role of non-wage benefits; these, too, must be paid out of rising productivity.
4. It ignores the growing proportion of salaried employees whose higher compensation also must be paid out of productivity increases.
5. It assumes that past rates of gain in output per man-hour will continue in the future.

6. It assumes that wages and non-wage benefits should increase in real terms at the same rate in periods of expansion and recession.

7. It ignores the role of changing wage relationships in allocating our labour resources to their most effective use.

8. It ignores the key fact of dynamic new types of gains to justify their position.

A contract that provides for an annual improvement factor usually includes an unlimited cost-of-living escalator clause, Dr. Backman said. "To the extent that escalator clauses become operative, the increase in money wages will be greater than the rise in output per man-hour, thus creating wage inflation and pressures for new price rises."

In conclusion he said that productivity is only one factor to consider in wage determination and that mathematical formulas do not provide any short-cut or substitute for the give and take of collective bargaining. And collective bargainers must weigh many factors in reaching an agreement that is fair and equitable to all.

A. E. Grauer

Canada's remarkable growth of the last 15 years indicates some fairly clear trends for the future, trends that will be difficult to reverse because of several factors; yet the remedying of the situation in which this country now finds itself is perhaps the biggest economic challenge for the sixties, said A. E. Grauer, who spoke on "The Challenge of the Next Decade".

The trends, he said, were: the shift of Canada's trade away from the United Kingdom and towards the United States, the flow of foreign investment into Canada, and the growth of the deficit—now serious—in Canada's international balance of payments. Over the next decade Mr. Grauer could foresee no changes in these trends.

The factors that will make it difficult to reverse these trends are: war-devastated countries have completed their internal reconstruction and will probably be more serious competitors from now on; continued heavy foreign investment in Canada will mean a steadily increasing outflow of interest and dividend payments; Canadians have become great tourists, and now spend more abroad than foreign tourists spend in Canada; and, because of our high standard of living and proximity to the United States, Canadians cannot resist the greater variety of goods that the U.S. is able to produce because of their very much bigger internal market.

Even in the export of raw materials—"the backbone of Canada's international trade"—this country faces competition: in uranium, oil, iron ore, and forest products. "Canada will need to place a higher priority

than they have in the past on maintaining their competitive position," Mr. Grauer said.

Canada has never been, and has very little prospect of becoming, an important exporting country of the products of secondary manufacturing. "The problem of Canadian manufacturers will be to retain their share of the internal market."

The heart of our external trade situation is the United States: about 60 per cent of Canada's exports now go to the United States, and about 70 per cent of our imports come from there, he pointed out. The United States tariff, which is designed to permit free entry, or entry at very low rates of duty, of industrial materials in their raw form or in an early stage of processing and which imposes progressively higher rates on goods at more advanced stages of manufacture, has largely kept Canada out of the manufacturing stages where she would otherwise have competitive advantages.

Deep concern has recently been expressed in the United States about its current deficit of international payments, about \$4 billion. If this deficit bore the same relationship to gross national product as Canada's deficit does to her gross national product, that \$4 billion would be more than \$22 billion. Yet there was no concern in the United States about the Canadian situation, nor any thought that something should be done about it, such as reducing artificial obstructions to Canadian trade with the U.S.

Mr. Grauer thought that the United States should be more concerned about Canada's deficit than about its own, because Canada was its best customer and the country in which it has such a big stake. He pointed out that U.S. investment in Canada is now approximately \$14 billion, nearly 40 per cent of its investment abroad, and that U.S. investors "presently control various Canadian basic industries to the following approximate percentage figures: motor vehicles and parts industry, 98 per cent; rubber, 88 per cent; oil and gas, 75 per cent; electrical apparatus, 68 per cent; mining, 65 per cent; chemicals, 60 per cent; pulp and paper, 50 per cent."

"There is no single challenge more important for the 1960's than to get Canadian-American trade relations on a more realistic and enduring basis."

There are, however, important factors that "round out Canada's economic shape for the next 10 years." Canada's population will continue to rise, and "population growth is a basic stimulus to economic development." The nation's labour force may rise by about 25 per cent and, despite an expected decrease in the working day, output

per man-hour may increase by at least 2 per cent a year, with the result that Canada's gross national product will probably continue to rise at an average rate of between 4 and 5 per cent a year.

He warned that this forecast makes "the not unreasonable assumption" that governments now have enough economic knowledge and practical experience that, together with such "built-in stabilizers" as unemployment insurance, will keep the economy from plunging into a major depression.

An important and growing area of economic activity during the 1960's, Mr. Grauer believed, will be in the field of "social capital." This includes schools, universities, churches, hospitals, urban renewal, airports, roads and streets, sewer and water systems and a mixed assortment of other buildings, installations, and equipment used by public institutions and departments of government.

He referred to housing as "an allied important area" and noted that much has been done in recent years to catch up with housing requirements in Canada but that there remains in most towns and cities of Canada a deficiency in such things as sewers, water systems, schools, roads and streets, and airports.

Mr. Grauer proposed four steps that his listeners could take:

1. Rid their collective agreements of any clauses that result in the stifling of initiative or the restriction of output.

2. Assist management in accepting temporary road-blocks to employees co-operation as an inherent characteristic of modern, large-scale industrial organization.

3. Assist in developing the skill of management in dealing with the insecurities, frustrations and disruptions to the work force resulting from the technological changes necessary to improve productivity.

4. Promote and develop in the routine of daily work an atmosphere of meaningful participation by all levels of the organization.

Another challenge for the sixties, he said, lies in the better co-ordination of public and private capital expenditures. "Government expenditures on social capital should be contracyclical to business expenditures."

Canada does not devote enough money and attention to research and to education, particularly vocational, technical, university and postgraduate education. "To meet the difficult competitive future that faces us, . . . we spend far too little time and money on our greatest economic asset, our working force broadly defined, and far too much

attention and money on merely trying to extend the area of material or resource development," he said.

Panel Discussion

John Wettlaufer opened the discussion by suggesting that employers should place more emphasis on communicating, since the ability of most of them in this seemed to be poor. He stressed the very great importance of using exactly the right words when passing on information, when negotiating and drafting collective agreements, and particularly before signing them.

T. J. Bell suggested that many employers are not astute enough to communicate properly and emphasized the importance of programs for proper training in this skill.

Panel Moderator E. R. Complin, Employee Relations Manager, DuPont of Canada, suggested that the panel should make clear in their discussion of communications what they intended. Should the employer concentrate on communicating to the employee the information that management wants him to know, or the information that the employee wants to know.

Mr. Wettlaufer then switched to the social aspects of business and industry and suggested that business had made a great mistake in the past in adopting a hands-off attitude towards everything that was of a social nature. He thought that if business had devised the social security measures that now exist it would consider them good and there would have been less controversy over them. D. A. Page agreed there was too much tendency on the part of business to let someone suggest ideas and then reject them.

Arthur Patillo brought up the subject of Canada's economic position in the world today and the prospects for the future, and advised business and industry to take a good look at it. Making comparisons, he noted that a country like Canada must export to live, whereas the United States, with its tremendous markets at home, does not need to do so. Canadians, he noted, were compelled to keep a close watch on what competitors were doing and try to match their prices in the world of trade abroad. This goal was hampered by the influence of the United States on Canadian labour thinking, which made Canadian workers constantly strive for parity in wages and working conditions with those of their neighbours.

Answering a question from the floor, Mr. Page said he believed that "unions are here to stay, but they are not indispensable." He cited a company in Hamilton that has for many years operated a "company union"

and has never experienced any friction of any sort at the plant. Many employee benefits had been granted by the company away from the bargaining table, proving that business "does do some things voluntarily."

Mr. Patillo, replying to a question on labour-management committees, said he believed that it was a "great mistake to have these committees." He thought management should run their businesses, set the rules and be responsible for the results. The three other panelists, each asked the same question, would not comment.

Commenting on labour unions, Mr. Wettlaufer said that labour is now "big business." Mr. Page believed union leaders must seek more members all the time to keep unions strong, but while they were doing this they were less concerned about the membership than they were with protecting their own jobs.

A three-part question from the floor asked the panel if legal advice should be sought only in drawing up a collective agreement; should a lawyer draw it up; should a lawyer

do the bargaining. Mr. Patillo said he would not recommend seeking legal advice alone; he would not want a lawyer to draw up a collective agreement if it was going to be couched exclusively in legal terminology. He would prefer that an experienced person or persons draw it up with emphasis on simplicity of language; he did not favour having a lawyer do the negotiating of a collective agreement.

Mr. Wettlaufer commented on the importance of simplicity of language in collective agreements. Too often, after an agreement is signed, it is discovered that it does not say what the parties agreed to during negotiations.

Whether companies should sign long- or short-term collective agreements was discussed by Mr. Patillo. He said the financial position of the company should be very carefully considered in deciding this point. The company, primarily, should be certain that it can afford to sign a two- or three-year collective agreement before doing so, otherwise it can run into grave difficulties.

Canada's National Employment Service

Parliamentary Secretary to Minister of Labour says faults and flaws exist in the Service, and fraud occurs in collection of unemployment insurance benefits, but "it is only fair to consider some of its better, maybe redeeming, features"

Faults and flaws exist in Canada's National Employment Service, but before condemning it, "it is only fair to consider some of its better and perhaps redeeming features," said Richard D. Thrasher, Parliamentary Secretary to the Minister of Labour, in an address last month to the Employers' Advisory Committee in Montreal.

And although fraud exists in the collection of unemployment insurance benefits, "in comparison with the total volume of cases, fraud is almost negligible," he said.

Canada's National Employment Service, "cornerstone" of our unemployment insurance scheme, is admired by many in the United States, partly because it is on a national basis in spite of the federal character of our constitution. "In the United States there are as many employment services as there are states."

Good Points

Some of the NES's good points mentioned by Mr. Thrasher were:

It has offices in almost every working community big enough to warrant opening such an office; there are more than 200 of them.

It makes efforts to provide adequately trained staff to seek out available employment, and bring it to the attention of persons seeking employment.

It has a system for adequate communication of employment opportunities and available labour, covering the entire country.

It has machinery with which to maintain effective contact with the demands of the labour market.

It provides necessary statistical information to facilitate government policy decisions on employment, based on concrete facts rather than guesses, and free from the pressures of groups with particular interests.

Turning to criticisms of the NES, he quoted from a paper presented by Prof. John S. Morgan, Acting Director of the School of Social Work, University of Toronto, at a provincial educational conference in February 1959:

... we need a new attitude in relation to the development of the Employment Service. On their behalf it should be said that the employment part of the community also tends to disregard the virtues of the National Employment Service and only to turn to them when they are unable to meet their demands in the open market. Thus it is that the Employment Service tends to get referred to them only

those vacancies that employers have found difficult to fill. This in its turn means that an employee searching for work still has to go the rounds of a whole range of employers if he wants to get one of the better jobs, at least in too many cases this is true. And to the extent to which it is true, it is a denial of the purpose and of the usefulness of any national employment service.

Any unemployment insurance scheme has a two-fold function, Mr. Thrasher reminded the meeting, first to get the unemployed worker back on the job and, when it is impossible to do this, to make financial assistance available to him to compensate him in some degree for his loss of income.

Existence of Fraud

It was at this point that he acknowledged the existence of fraud.

"From time to time," he said "charges are made that the Unemployment Insurance Fund is being drastically reduced through fraud. We know that fraud exists. To deny its existence would be utter nonsense. To prevent it entirely would require the expenditure of vast sums of money, and at some stage the point of diminishing returns would be encountered."

He suggested that the answer was to effect a compromise between the ideal and the practical, and at the same time to stimulate public awareness of the results of fraud.

Three serious consequences result from fraud, Mr. Thrasher said. First, there is a danger that public confidence in the whole unemployment insurance scheme could be seriously undermined to the point where it ceases to be regarded as a unemployment insurance scheme, but rather as a pot out of which insured persons are entitled to draw solely on the ground that at some time in the past they had been contributors.

Secondly, in certain cases collusion sometimes exists between employers and employees for the purpose of collecting benefits, and thirdly, "the effectiveness of our employment system is threatened because our list of registered applicants is no longer a register of genuinely unemployed persons who are actively seeking work; some are registered only for the purpose of obtaining benefits."

There is a responsibility on the State to assist those who through no fault of their own are not able to obtain employment but,

if we are to protect our unemployment insurance system as an insurance scheme we must beware of an attitude that would regard the fund as a panacea for any and all sorts of financial needs and that benefit should be paid to all persons who are not working regardless of the duration of their unemployment or the circumstances which gave rise to it.

Full employment requires action by Government, Industry and Labour, he declared. Just as the impact of unemployment is felt immediately at the local level, so "remedial action must be taken at the same level." If Government alone is forced to provide full employment, "I suggest that the result will be bureaucratic muddle which will impair rather than improve conditions."

Two Other Problems

In addition to the "unwarranted" drain on the Fund imposed by the drawing of benefits by unauthorized persons, two other problems are causing great concern to the NES, Mr. Thrasher said. One is the matter of the older worker, the other the lack of skill among many of the unemployed or the possession of skills that have now become obsolete.

The Minister of Labour last year sent out more than 35,000 letters seeking the co-operation of employers in the older worker problem, and, regarding the second problem, the Unemployment Insurance Commission and the Training Branch of the Department of Labour, in co-operation with provincial departments, last year made it possible for 6,000 unemployed persons to follow 800 courses approved by the Commission and at the same time to receive benefits.

To ensure that the Unemployment Insurance Commission renders maximum possible service to the working men and women of Canada, staffs have been enlarged and their pay substantially increased, he pointed out. In the 12 months ending March 31 this year, the NES filled 80 per cent of all vacancies notified. "This, I submit, is a good record of achievement."

This record was possible, Mr. Thrasher concluded, only through the joint efforts of NES officers and the employers with whom they dealt, and can be improved "only by constant co-operation carried on in an atmosphere of mutual understanding and confidence."

Seasonal Unemployment in Canada—2

Second instalment of three-part article examines some of the characteristics of the seasonally unemployed and attempts to answer some questions: from what industries and what occupations do they come, how skilled, how old are they?

Part 2—Characteristics of the Seasonally Unemployed

From what industries do the seasonally unemployed come, to what occupations do they belong, what are their skills, how old are they, and what is their regional distribution? Part 2 examines some of the characteristics of the people who become seasonally unemployed during the winter, and attempts to answer these questions.

For this report, it has been assumed that the net change in the number of "persons without jobs and seeking work" from summer to winter represents the seasonally unemployed. This method excludes some people who are seasonally unemployed and includes others who are unemployed for non-seasonal reasons. However, it yields

results that are adequate for a general discussion of the characteristics of the seasonally unemployed.

Data on the number of "persons without jobs and seeking work" were obtained from the Dominion Bureau of Statistics; reference has already been made to the monthly survey from which the Bureau obtains this information. Since no detailed occupational information is available for the "persons without jobs and seeking work," data from another source were substituted. For all other characteristics, the data on "persons without jobs and seeking work" were used. For the sake of simplicity, "persons without jobs and seeking work" will be referred to as the "unemployed".

WHAT INDUSTRIES CONTRIBUTE TO SEASONAL UNEMPLOYMENT?

Nearly all industries contribute to seasonal unemployment, although there is a very wide difference in the magnitude of the contribution. Moreover, some industries have their peak employment activities in one season while others have theirs at another, so that the seasonal variations of industries tend to offset one another.

Unfortunately, all the large contributors to seasonal unemployment in Canada have their peak employment in the summer months and their trough in the winter months. The industries that have their peaks in the summer months account for nearly 80 per cent of total industrial employment.

Chart 10 shows the percentage distribution of the seasonally unemployed by broad industry groups with comparable figures for the summer and winter unemployed.

The combining of industries into large major groups conceals some very important differences among the subgroups. This grouping was necessary because of the nature of the original data. (A finer division may produce results in which the probable size of the error in one category is larger than the difference between the categories.) The value of the data is somewhat lessened, also, because they are limited to two years.

However, one aspect of seasonal unemployment is brought out very clearly; the prominent role of the construction and primary industries. The construction indus-

try accounts for 41 per cent of the seasonally unemployed, although it comprises only 22 per cent of the unemployed in summer and 33 per cent of the unemployed in winter. The construction, primary and transportation industries account for 70 per cent of the seasonally unemployed.

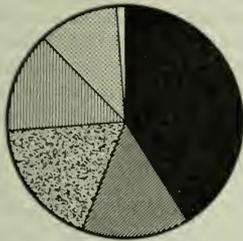
Transportation, public utilities and the primary industries also make up a larger percentage of the seasonal "seekers" than of the summer or winter "seekers". The opposite is true of the other groups.

Before examining the other characteristics of the seasonally unemployed in more detail, it might be useful to compare the industrial distribution of the employed for the same dates as the unemployed. Chart 11 shows the results of this comparison.

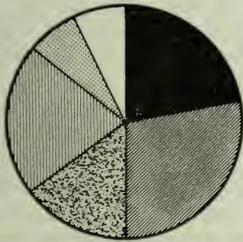
A glance at Charts 10 and 11 will show the difference in the contribution of the industry groups to seasonal unemployment relative to the size of the groups. Only construction, transportation, and public utilities contribute more to seasonal unemployment than to employment during the winter. It is especially true of construction, which contributes only about 8 per cent of total employment in the winter but 41 per cent of the seasonally unemployed. The trade-finance-insurance-service group contributes substantially more to employment than to seasonal unemployment.

Chart 10

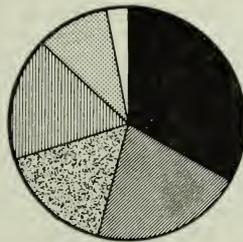
PERCENTAGE DISTRIBUTION OF UNEMPLOYED MEN, CANADA,
AVERAGES 1958 - 1960



SEASONALLY UNEMPLOYED



SUMMER 1958-59

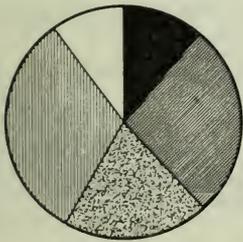


WINTER 1959-60

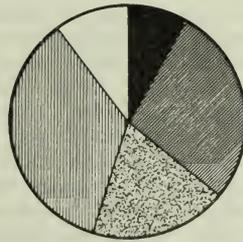
Source: Labour Force Survey, D.B.S. Unpublished data tabulated for this report.

Chart 11

PERCENTAGE DISTRIBUTION OF EMPLOYED MEN, CANADA,
AVERAGES 1958 - 1960



SUMMER 1958-59



WINTER 1959-60

Source: Labour Force Survey, D.B.S. Unpublished data tabulated for this report.

OCCUPATIONS OF THE SEASONALLY UNEMPLOYED

The "persons without jobs and seeking work" (called the "unemployed" in this report) are classified only by broad occupational groups, which, for various technical reasons, are not published. It was necessary, therefore, to look elsewhere for information on the occupational characteristics of the seasonally unemployed. One of the other series on unemployment that provides detail by occupation is the series on registrations for employment at National Employment service offices.

In order to test the consistency of these data, the Dominion Bureau of Statistics provided a special tabulation of male persons without jobs and seeking work, by broad occupational groups for summer troughs and winter peaks. These men compared with a similar occupational grouping of the registrations series. The two series were found to yield almost identical distribution patterns, although the actual numbers were considerably different. Hence, all data included in this chapter are presented in terms of percentage distribution only.

In order to minimize the effect of non-seasonal factors, the data were averaged for five years, i.e., the troughs were averaged for 1954 to 1958 and the peaks were averaged for 1955 to 1959.

Nearly all occupational groups are represented among the seasonally unemployed, but some groups are found in greater numbers than their size in the employed sector would indicate. Those occupations that are closely associated with the seasonal industries are generally more widely distributed than those linked with non-seasonal industries. The most noticeable is the construction group of occupations. Within the construction group, however, there are some trades that are subject to wider seasonal fluctuations than others.

Table 1 shows the percentage distribution of the seasonal increases in registration at National Employment offices by large occupational groups.

Among the skilled and semi-skilled occupational groups, three groups predominate. These are the occupations in construction, primary industries and transportation. Construction and the primary industries also dominate the unskilled group. The construction occupations, skilled, semi-skilled, and unskilled, account for 40 per cent of the seasonal increase in registrations.

There is not much seasonal variation among the different "office" groups of occupations. However, within this category the "professional and managerial" occupations register the smallest increase and "sales" occupations the largest.

Each occupational group shown in Table 1 is examined in more detail below.

Service Occupations

Service occupations account for about 6 per cent of total "seasonal" registrations. The seasonal increase in unemployment that originates in the service industry is not as large as the seasonality of employment in the industry would indicate. This is because many persons who work in summer resorts, restaurants, hotels, amusement centres, etc., are "seasonal" workers. They work or look for work during the summer peak and then leave the labour force in early fall. This is particularly true of the large number of students who find employment in the service industries during the summer months.

There is, however, a considerable increase in registrations from summer to winter. For the group as a whole the increase is 122 per cent. Cooks and kitchen workers register the largest increases, 238 per cent for the former and 222 per cent for the latter group. The smallest increase, 92 per cent, is registered by the building service workers.

Protective service workers account for a very large part of the registrations in service occupations throughout the year; during the summer months they represent nearly half of the total. Larger relative increases among the other groups make the protective workers appear less significant during the winter months. Nevertheless, they represent 42 per cent of the winter registrations in the service group and 38 per cent of the seasonal increase. Table 2 shows this in more detail.

Table 1—Percentage Distribution of the Seasonal Increase in Male Registrations by Occupational Group, Canada, Average 1954-59

Skilled and Semi-Skilled Occupations	Per Cent
Professional, Semi-Professional and Managerial	0.8
Clerical and Sale.....	2.9
Service.....	6.0
Primary Industries.....	15.9
Manufacturing.....	1.7
Metalworking and Mechanical.....	5.1
Construction.....	18.4
Transportation.....	9.6
Miscellaneous.....	2.0
Unskilled Occupations	
Food and Tobacco.....	1.8
Lumber and Lumber Products.....	5.4
Construction.....	22.0
Others.....	8.4
TOTAL.....	100.0

SOURCE: Unemployment Insurance Commission, Form 757.

Table 2—Percentage Distribution of Male Registrations in Service Occupations, Canada, Average 1954-59

Occupation	Summer 1954-58	Winter 1955-59	Seasonally Unemployed
Cooks and Chefs (not in private homes).....	8.6	13.1	16.7
Waiters.....	5.7	5.2	4.9
Kitchen Workers.....	6.6	9.5	11.9
Domestic and Personal Service.....	9.3	10.0	10.6
Protective Service.....	46.6	42.1	38.4
Building Service Workers & Porters.....	23.2	20.1	17.5
TOTAL SERVICE OCCUPATIONS.....	100.0	100.0	100.0

SOURCE: Unemployment Insurance Commission, Form 757.

Occupations in Primary Industries

Registrations are not a very good indication of the extent of unemployment in agriculture and primary fishing. Workers in agriculture are not included under the Unemployment Insurance Act and because of their location in relation to National Employment Service offices are less likely to register for employment than workers in urban areas. Fishermen are now covered by the Act but have been excluded from these calculations because they are entitled only to seasonal benefits and came under the Act only in 1958. Although figures on agriculture and fishing are included in Table 3, they should be interpreted with caution.

Skilled and semi-skilled loggers and bushmen show the largest increase in registrations from summer to winter, increasing by nearly 700 per cent. This may seem somewhat peculiar considering that logging employment reaches its peak in early winter, usually December. Employment in logging declines very rapidly after January so that by March, when most other industries have reached their troughs, it is at a very low level indeed.

Furthermore, the logging industry is really made up of two quite different segments, the Eastern and the Pacific. Eastern logging has its peak in early winter and trough in

May; Pacific logging employment reaches its peak in October and November and its trough in February.

Although there is no indication that logging employment in Canada is increasing during the summer months, there is some evidence that more of the annual cut is now completed between September and December than was the case formerly. There are many factors involved but probably the most important is the use of heavy mechanical equipment and power saws. Snow was of considerable advantage when horses were used, but with the introduction of trucks it has become an obstacle.

Table 3 shows the percentage distribution of summer and winter registrations as well as the distribution of the seasonal increases for the primary occupations. Loggers and bushmen (skilled and semi-skilled) account for nearly half of the seasonal increase in registrations in primary occupations. Unskilled workers in lumbering and lumber products account for another 34 per cent.

Manufacturing Occupations

Some occupations are common to many industries, others are peculiar to one industry. The group of occupations included in Table 4 belong to the latter category. All these occupations are skilled and semi-skilled, since the registrations in the unskilled group are reported separately.

Table 3—Percentage Distribution of Male Registrations in Occupations in Primary Industries, Canada, Average 1954-59

Occupation	Summer 1954-58	Winter 1955-59	Seasonally Unemployed
Agriculture, Fishing and Forestry.....	10.1	7.0	6.3
Loggers and Bushmen.....	30.5	44.7	47.9
Sawmill and Planning Mill Workers.....	5.2	4.5	4.4
Cabinet Makers and Joiners.....	4.5	2.8	2.4
Other Lumbering and Sawmilling Occupations.....	5.6	2.8	2.2
Unskilled Workers in Lumbering and Lumber Products.....	33.8	34.0	34.1
Miners.....	8.7	3.0	1.7
Other Mining Occupations.....	1.6	1.2	1.2
TOTAL PRIMARY.....	100.0	100.0	100.0

SOURCE: Unemployment Insurance Commission, Form 757.

Table 4—Percentage Distribution of Male Registrations in Manufacturing Occupations, Canada, Average 1954-59

Occupation	Summer 1954-58	Winter 1955-59	Seasonally Unemployed
Food and Tobacco Products.....	9.9	18.0	27.5
Primary Textiles.....	14.4	12.1	9.2
Secondary Textiles.....	16.8	15.4	13.6
Pulp and Paper Products.....	2.9	4.1	5.6
Printing and Publishing.....	6.7	5.9	4.9
Chemicals.....	2.6	2.4	2.1
Rubber Goods.....	1.1	1.4	1.8
Leather Products.....	9.5	11.2	13.3
Stone and Clay Products.....	2.7	6.2	10.5
Transportation Equipment.....	21.7	12.0	0.7
Miscellaneous.....	11.7	11.3	10.8
TOTAL MANUFACTURING.....	100.0	100.0	100.0

SOURCE: Unemployment Insurance Commission, Form 757.

As a group, these occupations account for less than 5 per cent of total summer registrations and about 3 per cent of the seasonal increase. There is, however, a considerable difference in the seasonality of the registrations among the various sub-groups. The industries associated with the primary group show the largest increase from summer to winter. Registrations in "food and tobacco" increase by 236 per cent and those in "stone and clay products" by 329 per cent. The lowest increase (54 per cent) is registered by workers in primary textile occupations.

No single industry dominates the whole group, but "food and tobacco" accounts for about 28 per cent of the seasonal increase. Table 4 shows the contribution that the various industries make to total male registrations in summer and winter, and to the seasonally unemployed.

Metalworking and Mechanical Occupations

The metalworking and mechanical group of occupations accounts for about 13 per cent of summer registrations, 7 per cent of winter registrations and 5 per cent of the seasonal increase. Although most of these occupations do not show large increases

in registrations from summer to winter, sheet-metal workers and automobile mechanics show increases of more than 200 per cent. Nearly one-third of the sheet-metal workers enumerated in the 1951 Census were attached to the construction industry, and this might account for the large increase in registrations of sheet-metal workers from summer to winter. One would not expect much seasonality in the registrations of sheet-metal workers attached to the iron and steel industry since there is little seasonal variation of employment in this industry.

Table 5 shows the percentage distribution of summer and winter registrations in the metalworking and mechanical occupations.

Construction Occupations, Skilled and Semi-Skilled

Registrations in the skilled and semi-skilled construction occupations account for about 8 per cent of summer registrations, 15 per cent of winter registrations and 18 per cent of the seasonal increase. If the unskilled construction workers are added to the group, the contribution of the construction occupations to the seasonal increase is more than 40 per cent.

Table 5—Percentage Distribution of Male Registrations in Metalworking and Mechanical Occupations, Canada, Average 1954-59

Occupation	Summer 1954-58	Winter 1955-59	Seasonally Unemployed
Machinists, and Tool and Diemakers.....	9.9	7.3	4.7
Other Machine Shopworkers.....	11.7	7.7	3.8
Sheet Metal Workers.....	2.4	4.3	6.2
Welders and Flame Cutters.....	12.4	11.8	11.1
Other Metalworking Occupations.....	24.3	22.1	19.8
Stationary Engineers and Firemen.....	8.8	8.5	8.2
Millwrights.....	3.1	3.3	3.4
Automobile Mechanics.....	8.1	13.6	19.1
Other Mechanics.....	13.0	14.0	15.1
Electricians.....	6.3	7.4	8.6
TOTAL METALWORKING AND MECHANICAL.....	100.0	100.0	100.0

SOURCE: Unemployment Insurance Commission, Form 757.

The increases in registrations in construction occupations from summer to winter are so large that it might be useful to show them for each subgroup. Table 6 gives the percentage increases from summer to winter for skilled and semi-skilled construction occupations.

Table 6—Percentage Increases in Male Registrations in Construction Occupations, Canada, Average 1954-59

Occupation	Percentage Increase from Summer to Winter
Construction Machinery Operations ⁽¹⁾	759.1
Bricklayers and Tile Setters.....	1,020.8
Carpenters.....	661.5
Cement and Concrete Finishers.....	745.7
Painters, Construction and Maintenance.....	575.5
Plasterers.....	1,165.6
Plumbers and Steamfitters.....	193.1
Others.....	479.2
TOTAL.....	605.6

SOURCE: Unemployment Insurance Commission, Form 757.

⁽¹⁾ Average for two years only.

As can be seen from Table 6, there is considerable variation among the construction workers in the summer-to-winter increase in registrations. The workers whose type of work is affected most directly by the weather show the largest increases in registrations, and vice versa. Thus, the plasterers and bricklayers show the largest while the plumbers show the smallest increases.

Table 7 shows the percentage distribution of registrations in skilled and semi-skilled construction occupations. Not all the occupations are included, since some occupations common to many industries are difficult to link with one industry. Electricians, sheet-metal workers and foremen are examples. On the basis of the 1951 Census, however,

Table 7—Percentage Distribution of Male Registrations in Construction Occupations, Canada Average 1954-59

Occupation	Summer 1954-58	Winter 1955-59	Seasonally Unemployed
Construction Machine Operators ⁽¹⁾	8.2	9.9	10.1
Bricklayers and Tiles setters.....	4.6	7.3	7.7
Carpenters.....	50.5	53.9	51.4
Cement and Concrete Finishers.....	1.8	2.1	2.1
Painters, Construction and Maintenance.....	10.9	10.3	10.3
Plasterers.....	1.2	2.1	2.3
Plumbers and Steamfitters.....	11.1	4.9	3.9
Other Construction Workers.....	11.7	9.5	9.2
TOTAL CONSTRUCTION OCCUPATIONS.....	100.0	100.0	100.0

SOURCE: Unemployment Insurance Commission, Form 757.

⁽¹⁾ Average for two years only.

the occupations in Table 7 account for about 84 per cent of the employment in construction occupations.

Carpenters dominate the registrations in construction occupations, accounting for 50 per cent of the summer total. This simply reflects the numerical importance of carpenters among the construction occupations. According to the 1951 Census, carpenters accounted for 50 per cent of the skilled and semi-skilled construction workers in the occupational groups included in Table 7.

Transportation Occupations

Registrations in transportation occupations account for nearly 10 per cent of the increase in registrations from summer to winter. Taxi, truck and tractor drivers account for 82 per cent of the increase in the transportation group. Table 8 shows the summer, winter and the seasonal increase in registrations averaged for the period 1954 to 1959.

The increase in registrations in transportation occupations from summer to winter is very large. For the group as a whole it amounts to 355 per cent; it is 379 per cent for the taxi, truck and tractor drivers, and 127 per cent for the routemen.

Although not included in Table 8, seamen are in an occupation that is subject to large seasonal variations. Registrations by seamen increase by more than 700 per cent from summer to winter.

Employment in "water transportation" is subject to rather wide seasonal variations, since the inland sector of this industry is inactive during the winter months. Land transportation facilities are also affected in large measure by the seasonal lull in activity in the winter because of a drop in demand for their services.

Unskilled Occupations

Registrations of men in unskilled occupations account for 32 per cent of summer

Table 8—Percentage Distribution of Male Registrations in Transportation Occupations, Canada, Average 1954-59

Occupation	Summer 1954-58	Winter 1955-59	Seasonally Unemployed
Routemen.....	9.7	4.9	3.5
Taxi, Truck and Tractor Drivers.....	76.8	80.7	81.9
Other.....	13.5	14.4	14.6
TOTAL TRANSPORTATION.....	100.0	100.0	100.0

SOURCE: Unemployment Insurance Commission, Form 757.

and 36 per cent of winter registrations. They represent 37 per cent of the seasonal increase. Registrations in these occupations increase by nearly 300 per cent from summer to winter. Labourers in lumbering and lumber products and construction occupa-

tions represent about 65 per cent of the winter registrations in the unskilled occupations. Registrations by the remainder of the unskilled group increased by about 143 per cent or less than half the increase of construction and forestry.

HOW SKILLED ARE THE SEASONALLY UNEMPLOYED?

Is there any association between the level of skill and seasonality? If registrations are taken as an indication, then skill level does not seem to be an important factor. The most important link seems to be the industry, and within the industry the association appears to be with the weather. This is clearly seen in the construction industry.

If the registrations in construction and lumbering and lumber products occupations are excluded from both the skilled and unskilled group, the increase from summer to winter is somewhat less for the unskilled group (143 per cent) than for the skilled and semi-skilled group (155 per cent).

HOW OLD ARE THE SEASONALLY UNEMPLOYED?

Generally speaking, the seasonally unemployed are somewhat older than the summer unemployed. This difference, however, is nearly all the result of the large influx of students into the labour force for short periods during the summer months, added to those who have finished their studies in June and are entering the labour force on a more permanent basis.

The seasonal factor has a different impact on the different age groups. This is shown in Table 9.

The two age groups that show the largest increases because of the seasonal factor are the 25 to 44 and 45 to 64 age groups; the very young and very old members of the labour force are least affected.

Comparisons of this kind are always suspect unless something is known about the relative positions of groups *before* the time for which the comparisons are being made. Therefore, rates of unemployment for the various age groups for both summer and winter are given in the last two columns of Table 9.

In spite of the relatively small seasonal increase in the young group of "seekers," the winter unemployment ratio is still much higher for this age group than for any of the other groups. It is also interesting to note that the unemployment rate drops with age, the rate of the 25 and over groups being less than half that of the "under 20" group.

Table 9—Summer-to-Winter Increase in Unemployment, and Percentage of Labour Force Unemployed in Summer and in Winter, Canada, Both Sexes, by Age Group

Age Group	Summer-to-Winter Increase 5-Year Average (1954-59)	Unemployed in Summer, 5-Year Average (1954-59)	Unemployed in Winter, 5-Year Average (1954-59)
	%	%	%
14-19.....	40.6	6.6	12.8
20-24.....	141.0	3.8	9.4
25-44.....	172.2	2.2	6.0
45-64.....	167.4	2.2	5.9
65 and over.....	110.7	2.5	5.5
ALL AGES.....	127.5	3.0	7.0

SOURCE: Labour Force Survey, D.B.S.

The seasonal unemployment problem is essentially a "male" problem, but it was thought useful to examine the effect of the inclusion of women in the above ratios. Unfortunately, data on the "seekers" by age group are not broken down for the two sexes. A special tabulation obtained from the Dominion Bureau of Statistics suggests

REGIONAL DISTRIBUTION OF THE SEASONALLY UNEMPLOYED

Since climate is the principal cause of seasonal unemployment, the seasonally unemployed are found in all regions of Canada. Some industries are more affected by the weather than others, so the type of industries that predominate in a particular region will determine the extent of seasonal unemployment. A region with a large part of its labour force engaged in the primary industries, construction and transportation will likely have considerable seasonal unemployment. If, on the other hand, a region has its labour force primarily engaged in a varied manufacturing industry, its seasonal unemployment problem will likely be less severe.

It is not surprising to find that the regions with the largest seasonal problem are the Prairie, Quebec and Atlantic regions. Ontario is least affected by the seasonal factor. The milder climate on the West Coast partly offsets the fact that the region is heavily dependent upon primary industries.

Seasonal unemployment is closely linked with other types of unemployment. It might be useful, therefore, to examine the rates of "general" unemployment for the various

that the exclusion of women from the tables would not change the relationship among the age groups to any significant degree. Because of the high proportion of young women among the female unemployed, their exclusion would slightly reduce the ration of the "under 20" to the other age groups.

regions during the summer and winter. Table 10 shows the ratio of "seekers" to the labour force for the past five years in the various regions.

Table 10—Percentage of Labour Force Unemployed in Summer and Winter, Canada and the Five Regions, Both Sexes, 5-Year Average (1954-1959).

—	Unemployed in Summer	Unemployed in Winter
	%	%
Atlantic.....	4.0	13.4
Quebec.....	4.0	10.6
Ontario.....	2.5	5.1
Prairie.....	1.2	5.1
Pacific.....	3.2	7.0
CANADA.....	2.9	7.6

SOURCE: Labour Force Survey, D.B.S.

The Maritime and Quebec regions have the highest "rates" of unemployment in summer and winter; the Prairie and Ontario regions have the lowest. The winter rates in the Prairie and Ontario regions are not much higher than the summer rates in the Maritime and Quebec regions.

HOW LONG ARE SEASONALLY UNEMPLOYED SEEKING WORK?

There is no definite answer to this question. Many persons who are laid off for seasonal reasons find work in other industries or other firms in the same industry almost immediately while others may look for work for three or four months. Even during the winter months, the labour market is an active place. Jobs disappear and new ones are created. People leave jobs through retirement, injury, emigration or death. These jobs have to be filled. Surpluses of certain skills may be partly offset by shortages of other skills. During the winter months, however, the time required for people to find a job lengthens considerably.

Table 11 shows the percentage distribution of "persons without jobs and seeking work" by number of months looking for work in July and March.

In July, 31 per cent of the "seekers" had looked for work for more than three months but in March, when unemployment reaches its peak, 40 per cent had looked for this

Table 11—Percentage Distribution of Unemployed in July and March, Canada, Both Sexes, by Number of Months Looking for Work.

Months Looking for Work	Unemployed in July 1954-58 (5-Year Average)	Unemployed in March 1955-59 (5-Year Average)
	%	%
Under 1.....	35.9	18.5
1 to 3.....	32.5	41.3
4 to 6.....	14.2	30.5
7 and over.....	17.3	9.7
TOTAL.....	99.9	100.0

SOURCE: Labour Force Survey, D.B.S.

length of time. At the other extreme, 36 per cent of the July "seekers" had looked for work for less than one month but only 18 per cent of the March "seekers" fell into this category.

Table 12 shows the relative position of the different "time" groups at the trough (July) and the peak (March). It does not show the changes that take place in the same "time" groups from trough to peak. The table shows the average percentage increases that have taken place from July to the following March over the five-year period.

Table 12—July-to-March Increase in Duration of Unemployment, Canada, Both Sexes

Months Looking for Work	July-to-March Increase (5-Year Average, 1954-59)
	%
Under 1.....	25.0
1 to 3.....	208.6
4 to 6.....	420.0
7 and over.....	40.0
TOTAL.....	144.6

SOURCE: Labour Force Survey, D.B.S.

Very little increase takes place in the "under 1 month" group and the "7 months and over" group, although it is impossible to say how many, if any, of the seasonally unemployed are in those two "time" groups

in March. The bulk of the seasonally unemployed will by the month of March have been looking for work at least two months and most for probably three to four months.

It is helpful to trace the pattern of the "seekers" as they move through the various "time" groups from summer trough to winter peak. The "under 1 month" group increases slowly until September, then very rapidly to December. There is very little increase from December to January; the group declines quickly after January. This would seem to indicate that the seasonally unemployed are already in the "pool" by January and that seasonal layoffs are coming to an end. From then on the shifts are fewer and the duration of unemployment becomes longer. The "1 to 3 months" group increases from December to February and then declines while the "4 to 6 months" group does not begin to increase until January, showing the largest increase from February to March. This group does not begin to decline until after April.

Although it is difficult to separate the seasonally unemployed in relation to duration of unemployment, there is little doubt that it is the seasonal groups that make these "duration" series behave in this way.

Unemployment in the United States dropped in April by 550,000 to 3.7 million—approximately double the normal seasonal decline for the month.

As a result, the seasonally adjusted rate of unemployment fell to 5.0 per cent from 5.4 per cent the month before.

Most of the improvement in unemployment occurred among adult men, the group that accounted for most of the increase in the previous month.

Total employment increased by 1.9 million over the month to 66.2 million in April, about 850,000 above the year-ago level.

During the month sharp rises in employment occurred in agriculture and construction and there was a substantial pickup in pre-Easter trade.

Several hard-goods manufacturing industries reported employment declines larger than is normal for this time of the year.

The number of workers on nonfarm payrolls increased by 600,000 over the month to 53.0 million in April, mainly as a result of brisk activity in the construction trade.

The employment increases in construction (285,000) and trade (225,000) were both exceptionally large for the month and

reflected the upsurge in building activity and consumer buying.

In contrast to the gains, the number of factory jobs dropped by 100,000 to 16.4 million in April.

Long-term unemployment—15 weeks or more—was unchanged over the month at 1.2 million in April. All of the reduction in unemployment occurred among workers jobless from one to three months, including many normally employed in outdoor industries.

In Great Britain during March, the number of persons in civilian employment was estimated by the Ministry of Labour to have increased by 5,000 to 23,343,000.

The largest increases occurred in construction and in the metals, engineering and vehicles group of industries. There were reductions in coal mining, agriculture, cotton, railways, shipbuilding and ship repairing.

On April 11, there were 391,000 persons registered as being completely unemployed; 10,000 temporarily out of work. Between March 14 and April 11, unemployment fell by 22,000.

Moose Jaw Studies Older People's Needs

Delegates to three-day regional conference discuss flexible retirement, problem of the older worker, maintenance of economic security, health and welfare needs, preparation for retirement, and housing, recreational and educational needs

A three-day regional conference on the needs of senior citizens was held in Moose Jaw, Sask., on May 17, 18 and 19.

Under the general chairmanship of Judge Harold W. Pope, the delegates discussed such questions as flexible retirement, the problem of the older worker, maintenance of economic security, preparation for retirement, health and welfare needs, and housing, recreational and educational needs.

The conference was arranged by a planning committee under the leadership of Dr. Fred C. Heal, a local physician, and Mrs. Kay Larter, social worker, chairman and secretary, in co-operation with the Moose Jaw Ministerial Association. Acting as consultant was Miss Lola Wilson, Director of the Saskatchewan Government's study of the aged and long-term illness.

In the keynote address, Dr. Keith Stuart, Senior Medical Specialist, Ontario Department of Public Welfare, stressed that arbitrarily turning people out to pasture at a specific chronological age was both wrong and harmful to the individual and to society in general. He pointed out that some elderly persons could compete favourably with younger persons in doing heavy physical labour. Others could do many lighter jobs where painstaking and exacting care was needed. He thought such people should have the opportunity to work as long as they were capable and desirous of doing so.

Dr. Stuart said that Canada needed the skills of its older people and that it was a waste of valuable manpower to place persons on the retirement shelf when they still had skills and knowledge to contribute to the productive sector of society.

Wesley G. Bolstad, Budget Bureau, Saskatchewan Government, himself a young man, described as wrong the attitude of our society that idolized youth and relegated older persons to a low status. He stressed that many older people could make a significant contribution to society if given the opportunity.

Dr. Keith A. Yonge, Head of the Department of Psychiatry, University of Alberta, explained the need of the older person to be integrated with his environment.

A recent survey had shown that there were some 3,700 persons aged 65 or over in the city of Moose Jaw, approximately

11.3 per cent of the population compared with a provincial figure of 8.9 per cent and a national figure of 7.7 per cent. The 1956 Census had revealed a population of 8,284 persons aged 45 or over in Moose Jaw.

It was obvious from the large attendance, intense interest, and determination of the delegates that knowledge of these statistics had provided an impetus to positive action on behalf of older persons in the Moose Jaw area.

The social and economic problem of the older worker was introduced by Len Douse, Chief, Division on Older Workers, Civilian Rehabilitation Branch, Federal Department of Labour. He outlined the complexities of the problem and described the Minister of Labour's campaign to create a more favourable employment climate for older workers. He pointed out that efforts by local officials of the National Employment Service to persuade employers to raise or remove unnecessary age barriers in hiring were having favourable results. At the same time, the Department of Labour was carrying out a continuing educational program and developing research and study into many aspects of the problem. As a result of these joint efforts, Mr. Douse explained, considerable interest in finding ways and means of minimizing the problem was becoming evident among employers, organized labour, and the public generally. He stressed the need for community action in this field.

The last day of the conference was held under the auspices of the Ministerial Association of Moose Jaw at their fifth annual Pastoral Clinical Institute under the chairmanship of Rev. H. E. Fennell, Hospital Chaplain, Moose Jaw Presbytery, the United Church. Principal speakers at this session were Rev. Aubrey W. Ingram, Associate Pastor, Zion Church, Moose Jaw, and Rev. H. G. Tuttle, Secretary, Department of Pensions, United Church of Canada, Toronto.

The Moose Jaw Regional Conference provided an outstanding example of the activity that can be stimulated by community co-operation in dealing with a social problem. As a result of the deliberations, a continuing committee is being established to find ways and means of setting in motion the activities suggested at the conference.

U.N. Commission on Status of Women

At 14th session, held in Buenos Aires in April, discusses several aspects of question of improvement of economic opportunities for women: equal pay for equal work, vocational training for women, women in the Civil Service, retirement age

At its 14th session, held in Buenos Aires, Argentina, March 28 to April 14, the United Nations Commission on the Status of Women discussed several aspects of the question of the improvement of economic opportunities for women.

Equal Pay for Equal Work

A representative of the International Labour Organization reported that between January 1, 1958 and February 1, 1960, eight countries had ratified the Convention concerning equal remuneration for men and women for work of equal value, bringing to 32 the total number of ratifications. Peru was the last country to do so, having submitted ratification on February 1, 1960.

Despite widespread official acceptance of the principle of equal pay for equal work, the past decade has seen little narrowing of the differential between the wages of men and women, she said. Further study and action was urged in relation to factors that contribute to the lower level of women's wages. The factors underlined were the limited employment opportunities for women that result from social and economic circumstances, the frequent inadequacy of the vocational education for girls and a romantic and unrealistic attitude towards work on the part of large numbers of women.

Job evaluation is being used increasingly as a means of determining the rate for the job, but the Commission was reminded that job evaluation in itself is not the answer to the problem of equal pay for equal work. Without a diversified approach to the question through education and collective bargaining in situations in which women are employed, job evaluation might lead to such abuses as the classification of certain jobs as women's work and therefore subject to lower rates of pay.

Vocational Training

Several delegates stressed the importance of recruiting and training more women in technical occupations, and a resolution dealing with needed emphases in the vocational guidance and training of girls was adopted. It recommended that governments take all steps within their power to bring about a rapid and substantial improvement in the

vocational preparation, guidance and training of girls and women. The ILO was asked to give continuing priority to the question and to report to an early session of the Commission on the situation in the different countries as well as on its own work in this area.

Women in the Civil Service

In discussing a report on women in public services and functions, the Commission noted the similarity in the distribution of women in public services with that existing elsewhere in the labour force: the great majority engaged in clerical work and comparatively few in the higher levels of administration or the diplomatic service. The report revealed a continuing tendency in the public service to regard the traditional feminine occupations as offering the most suitable employment for women. Delegates agreed that, based upon custom rather than law, even in this present-day industrialized society, such traditional differences persist long past their usefulness. However, modern governments, with an ever-widening range of occupations within the scope of their jurisdiction, have a unique opportunity to pioneer in the utilization of womanpower. Governments were urged to give leadership in breaking down the barriers that prevent women's entry into fields that traditionally have been closed to them and that impede their opportunities for advancement. The Commission recommended that, with the increasing employment of married women in civil service positions, measures be taken to ensure that they be placed on a basis of equality with other employees.

Age of Retirement

A resolution was adopted inviting the ILO to make a study of the age of retirement for women and their rights to pension. The subject had been discussed at length in two previous sessions, but there had remained a difference of opinion on the question of whether the age of retirement for women should be the same as or lower than for men. It was hoped that further enquiry by the ILO might cast new light on the question.

50 Years Ago This Month

Royal Commission appointed to inquire into Canada's needs and equipment for industrial training and technical education. Minister of Labour recommends that Commission pursue its investigations in Canada, United Kingdom, Europe

As a sequel to a resolution regarding technical training introduced in the House of Commons in December 1909 (L.G., Jan., p. 50), an order-in-council was passed in June 1910 appointing a Royal Commission "to inquire into the needs and present equipment of the Dominion as respects industrial training and technical education, and into the systems and methods of technical instruction obtaining in other countries."

The commission consisted of a chairman, James W. Robertson, CMG., LL.D., Montreal, and six members: one from Sydney, N.S., one from Montreal, two from Toronto, one from Berlin, Ont., and one from Winnipeg.

The Minister of Labour recommended that the commissioners "be instructed and empowered to pursue their investigations at such localities as may appear necessary, in the Dominion of Canada, in the United Kingdom of Great Britain and Ireland, the United States of America, France, Germany, and, subject to the approval of the Minister, elsewhere on the continent of Europe."

The LABOUR GAZETTE of June 1910, in which the appointment of the commission was reported, said that that body was expected to "enter upon its labours" early in July, first touring Canada from coast to coast, then visiting the United States, and later the European countries mentioned. It was expected that it would take at least a year to finish its work.

Reporting on the progress of railway construction, the GAZETTE said that it was expected that in 1910 about 1,500 miles of new lines would be laid, which was about the same as in the previous year. It added that it was estimated that during the next five years about 7,000 miles of new lines would be completed and brought into operation.

The Canadian Northern Steamship service between England and Canada was opened on May 13, 1910, when the S.S. *Royal Edward* sailed from Avonmouth for Montreal.

The LABOUR GAZETTE's correspondent at Amherst, N.S., said in his report in the June issue: "The strike at Springhill is the one dark spot on the labour situation. It has now lasted for 10 months. The company is operating the mines with a working

staff of about 200 men, but the men only remain as a general rule for a few months." (L.G., Aug. 1959, p. 815) (This strike was destined not to end officially until May 27, 1911).

The GAZETTE's Toronto correspondent reported that the civic free labour bureau for finding work for the unemployed had ceased to function, "being no longer necessary under present conditions."

The same correspondent said that farm labour was in demand, and that the provincial Department of Colonization had reported the placing of 1,100 men so far that season, with applications for 300 more still on hand. But he added that "in view of the keen competition for their services from the manufacturers, who offered higher wages, it was difficult to induce immigrants to engage with farmers."

During the month of April 1910 a total of 48,267 immigrants arrived in Canada, compared with a total of 24,237 in April 1909. Of the immigrants who arrived in 1910, those who came by ocean ports numbered 27,824, while the remaining 20,443 came from the United States.

According to a report by the Department of the Interior, a total of 7,209 homesteaders took up land in the western provinces in April. Of this total, 4,240 settled in Saskatchewan, and of these, 1,360 came from various parts of Canada, 572 of them being already residents of Saskatchewan. Ontario contributed 429, Quebec 160, and Manitoba 156.

Of those who came from other countries to take up homesteads in Saskatchewan, 1,364 were Americans, 529 were English, 113 Scottish, and 41 were Irish.

The LABOUR GAZETTE reported that one of the acts passed at the previous session of the Legislative Assembly of Saskatchewan had been the Factories Act. This act, the GAZETTE said "forbids the employment of children under the age of 14 in factories, and the employment of youths between the age of 14 and 16 and of young girls between the age of 14 and 18 in dangerous and unwholesome establishments, a list of which is given in a schedule. Hours of labour for women, young girls and youths are limited to eight in any one day, and to 45 in any one week".

INTERNATIONAL LABOUR ORGANIZATION

44th Conference: Agenda and Delegation

Conference, which opened June 1, was to hold second discussions on two subjects with view to approving two international instruments. Canada, with 25-member delegation, among 80 ILO member countries represented at the annual meeting

Second discussions were to be held and draft instruments submitted on two subjects at the 44th International Labour Conference, in Geneva June 1 to 23. Canada was represented by a 25-member delegation.

Protection of workers against ionizing radiations, and consultation and co-operation between public authorities and workers' and employers' organizations at the industrial and national levels were the two subjects for second discussion. They underwent first discussions at the 1959 Conference.

First discussion was scheduled on "reduction of hours of work." The 1958 Conference held a general discussion on this subject.

Assistant Deputy Minister George V. Haythorne is head of the Canadian delegation to the Conference. Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch, is the other Government delegate.

Stanley H. Knowles, Executive Vice-President of the Canadian Labour Congress, is the Worker Delegate; T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Company, is the Employer Delegate.

Others making up the delegation are:

Substitute Government Delegates: Max Wershof, Q.C., Ambassador and Permanent Representative of Canada to the European Office of the United Nations; C. Rhodes Smith, Q.C., Chairman, Canada Labour Relations Board.

Advisers to Government Delegates: Dr. M. E. Andal, Chief, Production Section, Economics Division, Department of Agriculture; A. E. Gotlieb, Canadian Permanent Mission to the European Office of the United Nations; John Mainwaring, Canadian Labour Attaché, Canadian Embassy, Brussels, Belgium; R. P. Opie, Adviser on House Construction, Central Mortgage and Housing Corporation; H. T. Pammatt, Executive Assistant, ILO Branch, Department of La-

bour (also Secretary to the delegation); Dr. E. A. Watkinson, Principal Medical Officer, Environmental Health and Special Projects Division, Department of National Health and Welfare.

Advisers to Worker Delegate: Kalmén Kaplansky, Director, International Affairs Department, Canadian Labour Congress; Roger Mathieu, President, Canadian and Catholic Confederation of Labour; Larry Sheffe, President, Canadian Council, United Automobile, Aircraft and Agricultural Implement Workers of America; H. A. Stockdale, Member, National Legislative Committee of the International Railway Brotherhoods, and Grand Lodge Representative of the Brotherhood of Railway Signalmen; H. F. Taft, Secretary, Vancouver, New Westminster and District Building Trades Council, and President of the British Columbia Provincial Council of Carpenters.

Advisers to Employer Delegate: M. Raymond Brunet, Ed. Brunet & Sons Limited, Hull, Que.; Arnold D'Amato, Manager, Quebec Division, Canadian Manufacturers' Association; M. Jean-Pierre Després, Director of Industrial Relations, Iron Ore Company of Canada; James A. Hobbs, Vice-President (Personnel), Bell Telephone Company of Canada; H. Shoobridge, Manager, Personnel Department, Canadian Pacific Railway Company.

Assistant Secretary to the Delegation is Miss L. McColl, Annuities Branch, Department of Labour.

The agenda for the Conference is as follows:

1. Report of the Director-General.
2. Financial and budgetary questions.
3. Information and reports on the application of Conventions and Recommendations.
4. Protection of workers against ionizing radiations (second discussion).

ILO Activities in 1959-60

The International Labour Office sent technical assistance missions to 67 countries during 1959, registered 73 ratifications of Conventions from 28 member countries, and carried forward educational, research and other technical activities along a broad front, ILO Director-General David A. Morse stated in his report to the 44th International Labour Conference.

Important among new activities during 1959-60 was a decision by the ILO Governing Body to establish at Geneva an International Institute for Labour Studies. The Institute will bring together people with experience in labour problems from different countries for study and discussion of social and economic questions. The Institute, Mr. Morse said, will serve as an advanced staff college in the field of social and labour policy,

5. Consultation and co-operation between public authorities and employers' and workers' organizations at the industrial and national levels (second discussion).
6. Contribution of the ILO to the raising of incomes and living conditions in rural communities, with particular reference to countries in process of development (general discussion).
7. Reduction of hours of work.
8. Workers' housing.

Report of the Director-General

"No area of social policy seems to be more in need of and more open to constructive and co-ordinated national and international action" than questions relating to youth, according to the report presented to the Conference by ILO Director-General David A. Morse. The report is entitled "Youth and Work".

The report, based on information gathered from world-wide sources, examines a broad range of questions bearing on youth policy. "Young people," it says, "are coming to working age today in a world in which economic and social environment is being transformed.

"Tomorrow's industries and occupations will be quite different from those now familiar to us," Mr. Morse writes, "and the pattern of occupational opportunity for young people and the qualifications and skills required of youth will be altered beyond recognition."

Much has been done to improve the conditions in which young people live and work, the report says, but the use of child

dealing with matters within the competence and experience of the ILO.

During the period reviewed by Mr. Morse's report, the ILO also continued to amplify activities in a number of fields directly related to economic questions and accompanying social problems, including management development, workers' education, productivity improvement, rural development, labour-management relations, and a wide variety of projects in the manpower field.

In 1959, expenditure on ILO technical assistance projects implemented under the United Nations Expanded Program amounted to \$3,085,447, compared with \$3,160,000 in 1958. A total of 332 ILO experts were sent abroad on technical assistance projects in 1959, and a total of 274 fellowship grants and 206 awards made under the worker-trainee program.

Since its founding in 1919, the ILO has adopted 114 Conventions and almost 2,000 ratifications have been received.

labour is still prevalent in many parts of the world.

"National and family poverty are the root causes of child labour," writes Mr. Morse, "and until more is done to raise national incomes and family levels of living and to make compulsory education a social reality, children will be driven prematurely into the world of work and will be badly in need of protection from exploitation."

Like the population as a whole, the youth population is growing at an accelerated pace. The number of young people between 15 and 19 years of age will increase from 255 millions in 1955 to 332 millions in 1970. Because of their numbers, youth are more than ever at once an asset and a problem in economic planning and development.

The report asserts that, in order to free the potential of youth to its full usefulness and responsibility, much broader opportunities for education and training must be everywhere made available. In addition, adequate placement and guidance procedures must be developed and made available to all youth.

"Confronted with a kaleidoscopic picture of rapidly changing conditions and subject to the conflicting pressures influencing his occupational choice, every young person's greatest need is for guidance—which lies at the heart of the whole process of youth adjustment," Mr. Morse writes.

Consultation and Co-operation

Consultation and co-operation between public authorities and employers' and work-

ers' organizations at the industrial and national levels is the subject of a draft Recommendation that the Conference was to discuss.

The proposed text was drafted in accordance with the conclusions reached by the Conference last year on this question. It also took account of observations that have since been made by governments.

It provides that measures appropriate to national conditions should be taken to promote effective consultation and co-operation between public authorities and employers' and workers' organizations, as well as between these organizations, with a view to increasing the prosperity of the economy as a whole or individual branches thereof, improving conditions of work and raising the standard of living.

Reduction of Hours of Work

In 1958, the Conference had a general discussion on hours of work and expressed the view that the adoption of an international instrument on the reduction of hours of work should be considered.

Delegates to the 1960 Conference had before them a report prepared by the ILO and based on a questionnaire to governments. It says that replies indicate that there is "a large measure of international agreement on two points: on the one hand, the utility of completing the existing international instruments dealing with hours of work by at least one new instrument concerning the reduction of hours of work; and, on the other, the necessity for proceeding progressively with the reduction of hours of work."

A third point on which a considerable number of governments were agreed was that the "principle of the 40-hour week should be maintained in the elaboration of any standards concerning the reduction of hours of work."

With regard to the form the proposed international instrument should take—Convention or Recommendation—the report

says that there was "a very large basis of agreement with regard to the preparation of a Recommendation."

It is suggested that the instrument should have as its object:

(a) on the one hand, to indicate the standard of the 40-hour week as a social standard to be reached, by stages if necessary, and, on the other, to set a maximum limit to normal hours of work;

(b) to indicate practical measures for the progressive reduction of hours of work, taking into account the differing economic and social conditions in the different countries as well as the variety of national practices for the regulation of hours and other conditions of work; and,

(c) to outline in broad terms methods by which the practical measures referred to above might be applied.

On the basis of the replies received from governments, the report suggested that the proposed new instrument should lay down certain general principles. The most important among these is that normal hours of work should be "progressively reduced with a view to attaining the 40-hour week without any corresponding reduction in the real wages of the workers."

Where the normal working week exceeds 48 hours, steps should be taken to bring it down to this level without any corresponding reduction in the real wages of the workers.

In carrying out measures for progressively reducing hours of work, priority should be given to industries and occupations that "involve a particularly heavy physical or mental strain or health risks for the workers concerned."

Another suggested principle is that each member country of the ILO should "declare and pursue a national policy designed to promote by methods appropriate to national conditions and practice and to conditions in each industry the adoption of the principle of the progressive reduction of the normal hours of work."

Sixth Session, ILO Petroleum Committee

Free, vigorous and healthy trade unions can make an important contribution to good labour-management relations, to a policy of sound human relations in the petroleum industry, and to an improvement of social conditions generally in each country, the ILO Petroleum Committee* stated in its

*One of the ILO's industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

conclusions concerning trade unions organization reached at its sixth session, in Geneva from April 25 to May 6.

The meeting was attended by 180 delegates and technical advisers representing governments, employers and workers of 20 countries that are members of the Committee, and by 28 observers from a non-member country (the United Arab Republic), intergovernmental organizations, employers' and workers' international organ-

izations, and the International Co-operative Alliance.

Member countries represented were: Argentina, Austria, Brazil, Burma, Canada, France, Federal Republic of Germany, India, Indonesia, Iran, Italy, Japan, Mexico, The Netherlands, Peru, Turkey, United Kingdom, United States, U.S.S.R., and Venezuela.

The Canadian delegation comprised:

Government Delegates—Bernard Wilson, Director, Industrial Relations Branch, Department of Labour (head of delegation); and M. Spalding, Labour-Management Division, Economics and Research Branch, Department of Labour.

Worker Delegates—R. W. Slocombe, Oil, Chemical and Atomic Workers International Union, Sarnia, Ont.; and Gordon P. Wilkinson, Prairie Regional Director of Organization, Canadian Labour Congress, Regina.

Employer Delegates—R. M. Clifford, Manager, Employee Relations Department, Texaco Canada Limited, Montreal; and Ronald S. Ritchie, Manager, Employee Relations Department, Imperial Oil Limited, Toronto.

R. F. Hinton, Manager, Personnel and Industrial Relations, Shell Oil Company of Canada Limited, Toronto, was adviser to the employer delegates.

Trade Union Organization

Recognizing that the determination of the aims and purposes of trade unions was a matter for them to decide within the framework of their own rules, the Committee stressed that the usual objectives of free trade unions were the establishment of satisfactory wages and conditions of employment, and the general well-being of their members, including the provision of union sickness, accident and strike benefits or such other benefits as might be determined.

These objectives conform with the spirit of the provisions of the Freedom of Association and Protection of the Right to Organize Convention of 1947 and the Right to Organize and Collective Bargaining Convention of 1948.

The Committee emphasized the vital importance of trade union members' being able to meet freely and without hindrance outside working hours.

Account should be taken in collective negotiations between employers and trade unions of the desirability of payment for time devoted during working hours to participate on behalf of the unions in joint labour-management meetings, as well as to grant leave of absence to carry out union work, the Committee said.

The Committee also called attention to the importance of workers' education to

enable them to carry out their trade union duties efficiently. This education is primarily a matter for the trade unions.

The ILO should play an important part in this field in the petroleum industry, particularly in the less developed regions, by organizing lecture courses and seminars, by establishing fellowships and by encouraging the distribution of information, teaching materials and documents for educational purposes for the workers.

Effective Employer-Employee Communications

The Committee noted that effective employer-employee communications were of the utmost importance in improving human relations. It pointed out that although the primary responsibility for ensuring effective communication practices was the employer's, and should be recognized as such by him, trade unions and governments could play an important part in encouraging and promoting sound communication methods.

According to the Committee, among the most important aims in the communications program were:

- The fostering of an atmosphere of co-operation between management and workers
- The development of a sense of the community within the undertaking
- The conveyance to employees of a realization of the social purpose of the activities of the undertaking and industry
- The ensuring that employees have a clear understanding of their rights, duties and responsibilities
- The heightening of the feeling of importance and the degree of interest and pride of employees in their jobs
- The bringing of grievances quickly to the attention of management
- The dispelling of rumours that can create a climate of uncertainty and insecurity in the undertaking
- The bringing of the aims and plans of the employer to the attention of workers and the opinions and ideas of workers to the attention of the employer.

The Committee pointed out that good human relations could be established only on a foundation of good basic terms and conditions of service.

Other Decisions

The Committee also adopted resolutions concerning studies to be undertaken by the ILO and containing suggestions for the agenda of its next session.

In a resolution adopted by 54 votes to 42, with 15 abstentions, the Committee invited the ILO Governing Body to draw the attention of the International Labour Conference at its 44th Session to the great interest that the workers in the petroleum industry have in the question of the reduction of the hours of work without loss of wages.

TEAMWORK in INDUSTRY

Among the 34 towns and cities currently practising joint consultation in Canada, the city of London is noteworthy for the extent to which it is utilizing co-operation between unions and management to promote maximum efficiency in the administration and operation of its community services. At present there are three labour-management committees functioning full time: at City Hall, in the Works Department, and in the Fire Department.

Credit for the longest history goes to the City Hall committee, which was founded in 1950. Its membership, totalling 19, includes union and management representatives from eight departments (treasurer's, welfare, assessment, engineer's, health, planning, clerk's and architect's), the heads of purchasing and personnel, and a representative from city council.

According to personnel director William J. Anthony, the committee has proposed and initiated projects for the curtailment of abuses of sick leave and absenteeism, the setting up of more efficient working and operating relationships between departments, and the introduction of standardization to reduce the costs of administration and purchases.

Its main advantage, Mr. Anthony thinks, is that "it has served as a most reliable and practical sounding board for employee thinking concerning the civic administration, its working relationships and conditions."

The city's second committee was established in 1958 for the outside shops and services branch of Works and Engineering. Its 1959 chairman was Stanley G. Ball, who is the works department's personnel supervisor.

Two of the committee's outstanding accomplishments are the adoption of: (1) a job promotion system wherein candidates' qualifications are assessed on a point basis and evaluated jointly by the personnel director and a union representative, and (2) a drivers' merit plan, which has reduced accidents to such an extent that in 1959 insurance claims amounted to only \$652.80, although the works department operates 78 vehicles.

Mr. Ball stated that no subjects are barred from committee meetings. "Despite this freedom," he adds, "neither management

nor the union has ever felt that its power was being usurped through co-operation."

Another member, James Ackworth, President of Local 107, London Civic Employees Union, praised the way in which joint consultation has succeeded in giving cohesion and direction to the big, sprawling, 400-man works department. "I know that without it there would be a huge gaping hole in our organization," he declared.

The London Fire Department's committee convened for the first time in September 1953, and has been meeting regularly ever since.

Valuable time has been saved through the process of ironing out differences at labour-management meetings prior to putting recommendations before city council. There is also a unanimous feeling among members that labour and management representatives have pooled efforts to better living and working conditions within the Department, and to improve fire-fighting techniques and over-all efficiency.

Strong evidence of city council's interest in the committee is demonstrated by the fact that council is represented on the LMC by London's Mayor J. Allan Johnston and Alderman W. C. B. Howard.

Fire Chief Milton C. Mathers said of joint consultation: "This type of negotiation makes for much better relations between union and management... Any fire department which doesn't have a labour-management committee is missing the boat."

Edwin Hothersall, Secretary of Local 142, International Association of Firefighters, expressed the view that the committee provides union and management with the opportunity to look at each other's problems.

Mayor Johnston stated that he has been impressed with the results obtained through the work performed by the three committees.

"In reviewing the period during which I have been closely associated with this important phase of the city's work," he declared, "I know that the best interests of taxpayer and citizen, of officials elected and appointed to manage the corporation's affairs, and of all employees, have been well served by these labour-management committees."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued two certificates designating bargaining agents, ordered one representation vote, granted four requests under Section 61 (2) of the Act for review of earlier decisions and rejected one such request. During the month, the Board received 11 applications for certification, four applications for revocation of certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. International Union of Operating Engineers, Local 882, on behalf of a unit of stationary engineers and firemen employed by the Saskatchewan Wheat Pool in the operation of driers at the company's No. 2 Elevator, Ballantyne Pier, Vancouver (L.G., Apr., p. 369).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of operators, announcers and traffic director employed by Radio Station CHVC Limited, Niagara Falls, Ont. (L.G., May, p. 465).

Representation Vote Ordered

Truck Drivers, Dairy Workers, Warehousemen and Auto Service Employees Union, Local 998 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant and intervener, The Newfoundland Labourers' Union, applicant and intervener, and Western Terminals Limited, Corner Brook, Nfld., respondent (L.G., Apr., p. 369 and May, p. 465). The Board directed that the names of both applicants be placed on the ballot (Returning Officer: W. L. Taylor).

Requests for Review under Section 61(2) Granted

1. Local 13946, District 50, United Mine Workers of America (formerly Local 139-G,

United Construction Workers' Division of District 50, United Mine Workers of America), applicant, and the Central Mortgage and Housing Corporation, respondent (Benny Farm Housing Project, Montreal) (L.G., May, p. 467). The Board issued an amending certificate changing the name of the certified bargaining agent.

2. Local 13946, District 50, United Mine Workers of America (formerly Local 139-J, United Construction Workers' Division of District 50, United Mine Workers of America), applicant, and the Central Mortgage and Housing Corporation, respondent (Villey Terrace Project, Montreal) (L.G., May, p. 467). The Board issued an amending certificate changing the name of the certified bargaining agent.

3. National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America (formerly National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America), applicant, and the National Harbours Board, respondent (refrigeration plant, Montreal) (L.G., May, p. 467). The Board issued an amending certificate changing the name of the certified bargaining agent.

4. National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America (formerly National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America), applicant, and the Central Mortgage and Housing Corporation, respondent (Benny Farm Housing Project, Montreal) (L.G., May, p. 467). The Board issued an amending certificate changing the name of the certified bargaining agent.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Request for Review under Section 61(2) Rejected

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Company Limited, Vancouver, respondent, and the Seafarers' International Union of North America, Canadian District, intervener (unlicensed personnel) (L.G., May, p. 467). The Board decided that it was not prepared to reopen the decision in the matter at this time.

Applications for Certification Received

1. The Commercial Telegraphers' Union, Canadian National System Division No. 43, on behalf of a unit of telegraph operators employed by the Canadian National Telegraph Company at Summerside, P.E.I. (Investigating Officer: A. B. Whitfield).

2. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of longshoremen employed by the Pacific Stevedoring and Contracting

Co. Ltd. in the loading and unloading of deepsea vessels at Prince Rupert, B.C. (Investigating Officer: D. S. Tysoe).

3. General Truck Drivers and Helpers Union, Local No. 31, and General Teamsters Union, Local No. 885, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by the Canadian Pacific Railway Company in its Merchandise Services Department (Investigating Officer: D. S. Tysoe).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Tyee Shell* and the M.V. *Western Shell* operated on the West Coast by Shell Canadian Tankers, Limited (Investigating Officer: D. S. Tysoe).

5. The Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of agreements—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of D. S. Scott Transport Ltd. operating in and out of its Vancouver terminal (Investigating Officer: G. H. Purvis).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels owned or operated by Continental Explosives Ltd., Vancouver (Investigating Officer: G. H. Purvis).

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of employees of McCabe Grain Co. Ltd., employed in its feed and seed cleaning mills at Edmonton (Investigating Officer: G. H. Purvis).

8. Pacific Western Air Line Traffic Employees Association, on behalf of a unit of traffic department employees employed by Pacific Western Airlines Ltd., Vancouver Airport, B.C. (Investigating Officer: G. R. Currie).

9. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Kitchener-Waterloo Broadcasting Co. Limited, Kitchener, Ont. (Investigating Officer: A. B. Whitfield).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Coast Ferries Limited, Vancouver (Investigating Officer: G. H. Purvis).

11. National Union of Operating Engineers of Canada, Local 14-850, District 50, United Mine Workers of America, on behalf of a unit on stationary engineers and helpers employed by the Canadian Broadcasting Corporation at Montreal (Investigating Officer: G. E. Poirier).

Applications for Revocation of Certification

1. The Packers Steamship Company Limited, applicant, and the International Longshoremen's and Warehousemen's Union, Local 509, respondent. The application was for the revocation of the certification issued by the Board on December 18, 1953 to the International Longshoremen's and Warehousemen's Union, Local 509, in respect of

a unit of coastwise longshoremen employed by the company at Vancouver (L.G. 1954, p. 247).

2. The Packers Steamship Company Limited, applicant, and the International Longshoremen's and Warehousemen's Union, Local 505, respondent. The application was for the revocation of the certification issued by the Board on April 8, 1954 to the International Longshoremen's and Warehousemen's Union, Local 505, in respect of a unit of coastwise longshoremen employed by the company at Prince Rupert, B.C. (L.G. 1954, p. 814).

3. The Packers Steamship Company Limited, applicant, and the Seafarers' International Union of North America, Canadian District, respondent. The application was for the revocation of certification issued by the Board on August 31, 1956 to the Seafarers' International Union of North America, Canadian District, in respect of a unit of unlicensed personnel employed aboard vessels operated by the company on the West Coast (L.G. 1956, p. 1270).

4. The Packers Steamship Company Limited, applicant, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for the revocation of certification issued by the Board on February 4, 1960 to the Canadian Brotherhood of Railway, Transport and General Workers, in respect of a unit of marine engineers employed aboard the motor vessels *Teco*, *P.W.* and *Cloverleaf* operated by the company on the West Coast (L.G., April, p. 367).

Applications for Certification Withdrawn

1. International Union of Operating Engineers, Local Union No. 115, applicant, and McNamara-Hislop (Joint Venture), Dawson Creek, B.C., respondent (L.G., March, p. 270).

2. International Association of Machinists, applicant, and Quebecair Inc., Rimouski, Que., respondent (guards) (L.G., May, p. 466).

3. National Association of Broadcast Employees and Technicians, applicant, and Canadian Broadcasting Corporation, respondent (janitors at Winnipeg) (L.G., May, p. 466).

An amendment to the Labour Relations Act of New Brunswick, which received Royal Assent on April 14, authorizes the Lieutenant-Governor in Council to appoint an alternate chairman to the Labour Relations Board. This provision will enable the Board to sit in two divisions, each to consist of either the chairman or alternate chairman and two other members representing employer and employees respectively. Each divisional branch will have the powers and duties of the full Board.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Pacific Elevators Limited, Alberta Wheat Pool, United Grain Growers Ltd., Vancouver, and Local 882, International Union of Operating Engineers (Conciliation Officer: G. R. Currie).

2. The Valley Camp Coal Company of Canada Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

3. Robin Hood Flour Mills Limited, Calgary, and Local 326, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

4. Trans-Canada Air Lines, Montreal, and Flight Engineers' International Association (Conciliation Officer: R. Duquette).

Settlements Reported by Conciliation Officers

1. Radio Laurentides, Inc. (Radio Station CKVL) St. Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: Rémi Duquette) (L.G., May, p. 468).

2. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Clerical, Plant and Traffic Divisions) (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 468).

3. Northwest Airlines, Inc. (transportation agents at Winnipeg and Edmonton) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: J. S. Gunn) (L.G., May, p. 468).

4. Hill The Mover (Canada) Limited, Chilliwack, B.C., and General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 171).

5. Faraday Uranium Mines Limited, Bancroft, Ont., and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough) (L.G., Dec. 1959, p. 1301).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver, and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., May, p. 468) was fully constituted in April with the appointment of W. E. Philpott, Vancouver, as Chairman. Mr. Philpott was appointed by the Minister in the absence of a joint recommendation from the other two members, W. Scott Neal, Winnipeg, and J. R. St. Eloi, Vancouver, who were previously appointed on the nomination of the companies and Union respectively.

2. The Board of Conciliation and Investigation established in March to deal with a dispute between the Association of Lake Carriers (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N. M. Paterson & Sons Limited, Hall Corporation of Canada and Carryore Limited) and Seafarers' International Union of North America, Canadian District (L.G., May, p. 468) was fully constituted in April with the appointment of H. Carl Goldenberg, Q.C., Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister in the absence of a joint recommendation from the other two members, Jean-Paul Cardinal, Q.C., and Bernard Boulanger, both of Montreal, who were previously appointed on the nomination of the Association and Union respectively.

Union membership declined in British Columbia in 1959, both in number and as a proportion of paid workers in the province, it is shown in the annual report of the B.C. Department of Labour.

Union membership dropped from the record high of 233,972 in 1958 to 219,279, a decline of about 6 per cent.

As a percentage of total paid workers, union membership fell to 48.2 per cent from 53.9 per cent in 1958.

LABOUR LAW

Legal Decisions Affecting Labour

N.B. Court enjoins peaceful picketing in illegal strike. B.C. court denies union's application for order directing Minister of Labour to take strike vote. Manitoba court declares road construction workers are not "building labourers"

New Brunswick Court of Appeal enjoins peaceful picketing; B.C. Supreme Court denies a mandamus order.

In New Brunswick, the Appeal Division of the Supreme Court found that peaceful picketing inducing an illegal strike with the purpose of forcing a company to recognize certain unions without previous certification procedure may be enjoined on the basis of conspiracy or combination to obtain a lawful object (the recognition of unions as bargaining agents) by illegal means (an unlawful strike).

In British Columbia, the Supreme Court held that a two-year collective agreement may be terminated at the end of one year according to Section 23 (2) of the B.C. Labour Relations Act with the consent of the Minister of Labour after the agreement has been in operation for eight months. However, a proviso in the agreement allowing the agreement to be reopened after one year insofar as the wages were concerned could not terminate the agreement when the parties failed to reach agreement and such proviso being repugnant to Section 23 of the Act did not affect the duration of the agreement.

In a declaratory judgment as to the meaning of the words "building labourers" in Part I of the Manitoba Fair Wage Schedule, the Manitoba Court of Queen's Bench held that the term did not include the employees of a construction company who were engaged in road, lane and sidewalk construction.

Supreme Court of New Brunswick . . .

. . . issues an injunction against peaceful picketing when strike illegal under Labour Relations Act

On March 23, 1960, the Supreme Court of New Brunswick, Appeal Division, dismissed an appeal against an injunction restraining all picketing at a Saint John construction site. The Court held that where

the strike was unlawful under the Labour Relations Act, peaceful picketing should be restrained on the ground of conspiracy when several persons combine to obtain a lawful object by unlawful means.

In July 1958, Foundation Maritime Limited, under contract with the Department of Public Works of Canada, was engaged in the construction of a wharf at Saint John, N.B. Although their unions were not certified as bargaining agents, the representatives of the International Brotherhood of Teamsters; the International Hod Carriers', Building and Common Labourers' Union of America; and the International Union of Operating Engineers requested the company to recognize them as representing the units of the company's employees and to bargain collectively with a view of entering into collective agreements. The unions asked for recognition claiming more than 50 per cent of the workers as their members. The company refused to recognize the unions until they had obtained certification under the Labour Relations Act, and insisted that all negotiations would have to be conducted through the Saint John Builders Exchange, an employers' organization, of which the company was a member.

As a result pickets were placed on the sites where the construction was in progress and the placards which the workmen were carrying read "Engineers, Teamsters and Labourers on strike against Foundation Maritime Limited".

The picketing continued from July 23 until July 26, 1958, when the unions were served with an interim injunction order restraining all picketing. On July 30, 1958, the order was directed to continue until the trial (L.G., June 1959, p. 616).

The Court of Appeal, after having reviewed evidence relating to the picketing, did not find any evidence of threats or violence to persons attempting to pass pickets.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Section 1 (p) of the Labour Relations Act provides that "strike" includes the cessation of work or refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding.

There was no evidence that any meeting of employees of the company had been held or that any vote had been taken to authorize a strike. Also, no notice of any strike was given to the company. In the opinion of the Court, however, it was clear that there was a strike, within the meaning of the Act, by some of the employees, and that it had been promoted by the individuals named in the action at bar with the object of compelling the company to recognize as bargaining agents the unions represented by these individuals without compliance with the provisions of the Act respecting certification. The result of the strike and picketing was that work completely ceased and the company undoubtedly suffered damages.

Sections 22 (1) and 23 of the New Brunswick Labour Relations Act read:

- (i) Mixing mortar or
 - (ii) Assisting mechanics in the setting of cut stone, terra-cotta, tile and marble or assisting Sheet Metal Journeymen.
- S. 22 (1) No employee in a unit shall strike until a bargaining agent has become entitled on behalf of the unit of employees to require their employer by notice under this Act to commence collective bargaining with a view to the conclusion or renewal or revision of a collective agreement and the provisions of Section 20, or as the case may be, have been complied with.
- S. 23 A trade union that is not entitled to bargain collectively under this Act on behalf of a unit of employees shall not declare or authorize a strike of employees in that unit.

Since at the time of the strike no union had been certified under the Act as bargaining agent for any of the employees, the strike was unlawful. The Act provides penalties for employees striking or union representatives authorizing strikes under such circumstances.

The trial judge, in reaching the conclusion that the company was entitled to damages and to an injunction against picketing, based his judgment on the ground of intimidation by pickets to employees reporting for work; tortious interference with contractual relations between the company and its employees and also between the company and the Department of Public Works; and on the assumption that any picketing in furtherance of an unlawful strike may be restrained.

The Court of Appeal held that there was no evidence of intimidation of employees to abstain from working. Although the strike was unlawful, the picketing was peaceful. The Court of Appeal also held that the unions' interference with contractual relations between the company and the Department of Public Works was not proven. Also, there was no evidence that by stopping work the employees broke contracts of employment.

The issue of the case depended on whether or not all picketing may be restrained solely on the ground that the strike, in furtherance of which it is being done, is unlawful under a statute. This issue has been before courts in Canada on a number of occasions.

In *Oakville Wood Specialties Ltd. v. Mustin* (L.G. 1951, p. 249); *Dabous v. Thibault* (1954) O.W.N. 742; and in *Arsens et al. v. Hotel & Restaurant Employees Union Local 459 et al.* (B.C. Court of Appeal, unreported but referred to in Carrothers' *The Labour Injunction in British Columbia* at p. 57), injunctions against picketing were granted.

On the other hand, in *General Dry Batteries of Canada Limited v. Brigenshaw* (L.G. 1952, p. 188); *Peerless Laundry and Cleaners Ltd. v. Laundry & Dry Cleaning Workers Union* (L.G. 1952, p. 1488) and *Coles v. Cunningham* (L.G. 1954, p. 413), it was held that the plaintiff was not entitled to an injunction where the only ground for the application was that the strike was unlawful under a statute.

The Court noted that in none of the cases in which injunctions were granted restraining all picketing (including peaceful picketing) was the judgment based on conspiracy on the part of defendants, which, in the Court's opinion, is a sounder ground. The company in the case at bar did not specifically plead a conspiracy or combination by the defendant union members to promote an unlawful strike, but in the opinion of the Court, a good cause of action has been established on the allegation contained in paragraph 10 of the statement of claim, which reads: "In the alternative the defendants wrongfully and maliciously conspired and combined amongst themselves to procure, cause and induce the employees of the plaintiff . . . to leave its service and to abstain from continuing therein."

After examining such authorities as *Mogul Steamship Co. v. McGregor* (1892) A.C. 25; *Allen v. Flood* (1898) A.C. 1; *Quinn v. Leatham* (1901) A.C. 495; *Ware and DeFreville Ltd. v. Motor Trade Association* (1912) 3 K.B. 40; *Sorel v. Smith* (1925) A.C. 700; and *Crofter Hand Woven Harris Tweed Co. v. Veitch* (1942) A.C.

435, the Court came to the conclusion that if several persons conspire together or combine in doing acts which injure another in his trade or business, even though the acts would not be unlawful if done by an individual, such other has a good cause of action at common law against such persons acting concertedly when the purpose of their acts is not the lawful advancement of their own interests or if they are using unlawful means to accomplish their object.

In an action based on conspiracy the Court did not think it necessary for the plaintiff company to prove that actual breaches of contracts took place. In the case at bar the company's employees were induced to abstain from work, which, the Court held, was sufficient.

In the opinion of the Court the union members named in the action and those who acted as pickets combined in inducing the company's workers to refrain from working. Their object was to obtain recognition of the unions without certification, which, in itself, was not unlawful, but the means they used, a strike in violation of the Labour Relations Act, was; and they had, therefore, no defence to the action. Any act done in furtherance of the unlawful means should be restrained. The company was therefore entitled to an injunction against picketing in addition to damages.

Respecting damages the Court felt the damages as assessed by the trial judge were too high and reduced them from \$22,712 to \$12,500. *Gagnon et al and Foundation Maritime Limited*, Supreme Court of New Brunswick, Appeal Division, March 23, 1960, unreported.

British Columbia Supreme Court . . .

. . .refuses union application for 'mandamus' order directing Minister of Labour to take strike vote

On January 29, 1960, Mr. Justice Norris of the Supreme Court of British Columbia, in *mandamus* proceedings, dismissed a union's application for an order directing the Minister of Labour to appoint a person to conduct the taking and counting of a strike vote of a company's employees. The Court held that in a collective agreement valid for two years, a proviso allowing the agreement to be reopened within one year with respect to wages was repugnant to Section 23 of the Labour Relations Act and therefore without effect.

On October 1, 1958, the Western District Diamond Drillers Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada) entered into a collective agreement with Boyles Bros. Drilling Company Limited effective for two

years. However, Article II, dealing with the term of agreement, contained a proviso that the agreement could be reopened after one year of its operation with respect to wages only and accordingly either party could, within a period of two months immediately preceding October 1, 1959, by notice, require the other party to commence collective bargaining with respect to wages only.

In due time, the union gave the company the required notice and the collective bargaining with respect to wages started but the parties could not reach agreement. The union then applied under Section 26 for the appointment of a conciliation officer, a request which was complied with by the Minister of Labour. The conciliation officer's report to the Minister was adverse to the union's request. A copy of the report was forwarded to the union with copies of Sections 40 (notice of the acceptance or rejection of the recommendations of the conciliation officer), 50 (pre-strike vote), 51 (pre-lockout vote) and 52.

Section 52 reads: "At the request of either party to a dispute, the Minister shall appoint a person or persons to conduct the taking and counting of the vote to be taken under Section 50 or 51 if the request is made to the Minister by either party at the time that the decision of that party is given to the Minister under Section 40."

On October 30, 1959, the union wrote the Minister advising him that the members of the local union rejected the conciliation officer's report and asked that a government-supervised strike vote of the employees be taken and that the Minister notify the union of the time and day of the vote.

On November 2, 1959, the Minister wrote the union refusing to grant the vote, on the ground that the fact that "the agreement may be opened 'for the purpose of negotiating wages on October 1, 1959' does not terminate that agreement". He also quoted Section 46 (2) of the Act: "No employee bound by a collective agreement, whether entered into before or after the commencement of this Act, shall strike during the term of the collective agreement, and no person shall declare or authorize a strike of such employees."

Then the union applied to the Court for an order by way of *mandamus* directed to the Minister of Labour to appoint a person or persons to conduct the taking and counting of a strike vote in accordance with the provisions of Sections 52 and 50 of the Labour Relations Act on the ground that the Act requires the Minister of Labour to direct the taking of a strike vote; that the collective agreement of October 1, 1958,

had terminated; that the Minister of Labour had erred in holding that the collective agreement was still in force; that the Minister by acting on the application of the union in appointing a conciliation officer, and by sending to both parties the report of the conciliation officer, and by advising the union that a strike vote could be taken on a certain date, was estopped from asserting that the collective agreement was still in force.

Further, the union argued that the agreement had been terminated or alternatively that the parts dealing with wages had been terminated and that the agreement was severable in that respect and that the provisions of the Act relating to collective bargaining, strike votes and strikes are applicable *pro tanto* to the parts of the agreement relating to wages.

Counsel for the Minister asked the Court to rule on the substance of the application, and in answer to the union's submission, presented the following arguments.

The collective agreement deals specifically with termination of the agreement and these requirements have not been met. The requirements in the proviso in Article II as to notice to commence collective bargaining take the parties outside the operation of Section 17 of the Act (notice to commence collective bargaining at least two months before the expiry of the agreement), and by allowing a proper notice for collective bargaining to be given up to September 30, 1959, such requirements refute the suggestion that the agreement would terminate on October 1, 1959.

Further, counsel for the minister asserted that the interpretation suggested by the union would frustrate the two-year provision of the validity of the agreement; that the parties were not locked into a two-year agreement because they could avail themselves of the provisions of Section 23 (2) of the Act; that notwithstanding the fact that the wage matter was in suspense the agreement was still a collective agreement in force, and Section 46 of the Act, forbidding strikes during the life of the agreement, applied.

Mr. Justice Norris, dealing with the case, noted that Sections 19 (a), 23, 46, 47 and 48 of the Act show that the Legislature endeavoured to bring about a measure of stability in collective agreements, particularly as to their duration and termination.

Section 23 of the Act in subsection (1) provides that agreements for less than one year shall be deemed to be for one year from the effective date thereof and provides that only with consent of the Minister of Labour may they be terminated within the

one-year period. Subsection 2 deals with agreements which are for terms of more than one year and provides that such may be terminated after the agreement has been in operation for eight months and then only with the consent of the Minister, termination to take place on the anniversary date and after two months' notice to the other party of the agreement. Ss. (3) of Section 23 provides: "Parties at the time of making a collective agreement for more than a year may specifically, by agreement therein, exclude the operation of subsection (2), and in that event subsection (2) shall not be applicable to that collective agreement."

Mr. Justice Norris noted that there was nothing in the collective agreement in the case at bar which specifically excluded the operation of subsection 2. However, the application had not been made to the Minister under that subsection.

Section 23, aiming at bringing about stability in the duration of agreement, sets out the conditions under which labour agreements may be terminated. There is nothing in this section or elsewhere in the Act that provides for the termination of agreements in part. The section is intended to restrict freedom of contract with relation to the duration and termination of collective agreements.

Mr. Justice Norris concluded that the proviso in Article II of the collective agreement was repugnant to Section 23 of the Act and must give way to the provisions of that section and was therefore without effect. The union's application for a *mandamus* order was dismissed. *Western District Diamond Drillers Union, Local 1005, of the International Union of Mine, Mill and Smelter Workers (Canada) and Minister of Labour of British Columbia*, C.C.H. Canadian Labour Law Reporter, Para. 15,278.

Manitoba Court of Queen's Bench . . .

. . . holds road construction workers not 'building labourers' within meaning of Fair Wage Schedule

On December 11, 1959, in the Manitoba Court of Queen's Bench, Mr. Justice Freedman issued a declaration that the employees of two construction companies who were engaged in road, lane and sidewalk construction were not "building labourers" within the meaning of Part I of the Fair Wage Schedule under the Manitoba Fair Wage Act.

The declaration resulted from an application of two companies engaged in the construction of roads, lanes and sidewalks and the installation of sewer and water pipes. The companies argued that the employees did not perform work relating to the con-

struction of buildings and should not be classified as "building labourers" as defined in category No. 8 of Part I of the Schedule, as follows:

8. Building labourers—

- (a) Skilled labourers—
 - (i) Mixing mortar or
 - (ii) Assisting mechanics in the setting of cut stone, terra-cotta, tile and marble or assisting Sheet Metal Journeymen.
- (b) General Building Labourers
- (c) Sewer and Underground Construction Work
 - (i) Caisson Workers
 - (ii) Labourers
 - (iii) Pipe Layers
 - (iv) Tunnellers
 - (v) Terrazzo and oxychloride Workers, or any other substitute materials requiring the use of a ((rubbing) Base Machine or Machines
 - (a) Base Machine Rubbers (Wet and/or Dry)—Journeymen
 - (b) Machine Rubbers (Wet).

The Department of Labour submitted that the term "building labourers" should be given a broad interpretation so as to include persons engaged in road construction, contending that in general usage the term was applied to persons employed in building roads as well as to persons engaged in the construction of a building.

Mr. Justice Freedman rejected this argument, pointing out that the subdivisions referred to above did not deal with workers normally employed in road construction such as dragline, shovel, crane and tractor

operators. If the phrase "building labourers" were to be given the broad interpretation contended for by the Department of Labour, then these types of workers would surely have been included in category No. 8. They were not included, he said, for the simple reason that category No. 8 was intended to cover only persons engaged in the erection or construction of buildings in the ordinary sense of the term. While subdivision (c) dealt with sewer and underground construction work, this applied to work carried on in connection with or part of the construction of a building.

The Judge also pointed out that Part II of the Schedule, which all parties agreed did not apply to the applicants, dealt specifically with dragline, shovel and crane operators and other workers normally engaged in road construction. This, he said, strengthened the argument that the term "building labourers" as defined in category No. 8 did not cover workers engaged in road construction.

Accordingly, Mr. Justice Freedman declared that, while engaged in excavating, grading and levelling earth, pouring concrete for roads, lanes and sidewalks, and installing sewer and drain pipes, the applicants were not governed by the provisions of Part I, Category No. 8, of the Fair Wage Schedule. *Re Fair Wage Act: Simkins Construction Co. Ltd. and Harris Construction Co. Ltd. v. Reginam*, (1960) 31 W.W.R., Part 3, p. 123.

Recent Regulations, Federal and Provincial

Safety and health rules for atomic energy workers issued by the Atomic Energy Control Board. Safety requirements for lumbering operations revised in Alberta

The Atomic Energy Control Regulations have been revised to include a section on health and safety. Among other requirements the new regulations set out the maximum permissible dose of ionizing radiation to which an atomic energy worker may be exposed; lay down requirements with respect to protective instruments and equipment, warning labels and signs, and records; and provide for a system of health supervision and inspection.

New safety regulations for lumbering operations issued by the Alberta Workmen's Compensation Board require employers to provide personal safety equipment for their employees.

In British Columbia, the regulations under the Boiler and Pressure Vessel Act were revised, making provision for an Advisory

Board, and the regulations of the Workmen's Compensation Board relating to protection against electric contacts were amended.

Other regulations deal with mine safety in Newfoundland, apprenticeship in the plastering trade in Alberta and the coverage of the Ontario Trade Schools Regulation Act.

FEDERAL

Atomic Energy Control Act

The Atomic Energy Control Regulations, made under the Atomic Energy Control Act, approved by P.C. 1960-348, and gazetted April 13, contain new provisions dealing with health and safety precautions for persons exposed in the course of their work to radioactive substances in excess

of specified quantities. The new regulations replace the regulations approved by P.C. 1954-1643.

Under the Act and regulations the Atomic Energy Control Board has maintained a strict control over the distribution and use of radioactive materials in Canada. It has been the practice of the Board, before permitting any person to obtain such materials, to satisfy itself that he has adequate facilities to handle the material requested and that his proposed operations will not cause a health and safety hazard. The Radiation Protection Division of the Department of National Health and Welfare advises the Board with respect to radiation hazards. This method of control will be continued. The new section on health and safety, which has been adopted following discussion with provincial health authorities through the Dominion Council of Health, establishes a standard as to the maximum dose of radiation that atomic energy workers and the public generally should be permitted to receive, and provides further means for ensuring that the operations of users of radioactive materials do not result in exposures above these limits.

The "prescribed substances" with which the regulations deal are uranium, thorium, plutonium, radioactive isotopes of other elements, deuterium and any substances containing any of these elements or isotopes. Appendix A of the regulations sets out "scheduled quantities" in microcuries of radioactive prescribed substances. A person whose regular business or occupation exposes him to quantities of radioactive prescribed substances in excess of the scheduled quantity is an "atomic energy worker". Appendix B sets out the maximum permissible dose of ionizing radiation expressed in rem (unit of measurement of the dose of ionizing radiation) to which an atomic energy worker may be exposed. These standards are those recommended by the International Commission on Radiological Protection.

Part VI of the regulations, entitled "Health and Safety Precautions," applies to persons who "deal in" prescribed substances. The term "deal in" includes produce, import, export, possess, buy, sell, lease, hire, loan, exchange, acquire, store, supply, operate, ship, manufacture, consume, use and dispose of. The regulations provide that no person shall deal in radioactive prescribed substances in such a way as to expose any atomic energy worker to ionizing radiation in excess of the maximum permissible dose or to expose any other person to ionizing radiation in excess of one tenth of that dose. A qualified medical

practitioner using radioactive prescribed substances for medical diagnosis, medical research or medical treatment is exempted, nor does this prohibition apply in relation to exposure to ionizing radiation "received by a person during emergency procedures undertaken to avert grave danger to life."

It is forbidden to employ any person as an atomic energy worker who is under 18 years of age or who is known to be pregnant or whose health is such that, in the opinion of "the health authority," employment as an atomic energy worker would be undesirable. The function of "health authority" will be carried out by a senior officer of the Medical or Biology and Health Physics Division of Atomic Energy of Canada Limited, a branch or division of a provincial health department concerned with radiation protection, or the Radiation Protection Division of the Department of National Health and Welfare, depending on the location.

No person shall use radioactive prescribed substances obtained under an order of the Board (the only way in which they can be obtained except in quantities specified in Part II of the Regulations and too small to be dangerous) for purposes or at places other than those specified in the order without further authorization from the Board.

A number of rules are set out to be followed by a dealer in radioactive prescribed substances in excess of the scheduled quantity.

In respect to his employees, he must arrange for every atomic energy worker to be given a medical examination of such nature and at such intervals as the Board may require on the advice of the health authority. He must also remove any employee from atomic energy work if the Board so advises.

He must follow procedures and techniques adequate to prevent exposure in excess of the maximum permissible dose. These procedures and techniques are not set out in the regulations, but recommended codes of practice drawn up by experts in Canada and other countries are available. He must comply with all general or specific procedures laid down or approved by the Board, or any special instructions issued by an "inspection officer". An "inspection officer" means a federal or provincial officer authorized by the Board to act as an inspector under these regulations.

Another provision requires dealers to provide such radiation detection and measuring instruments as the Board may require. It is the responsibility of the dealer to see that such instruments are available and are

used by every atomic energy worker under his control. Where any atomic energy worker may or is likely to receive a whole body dose of ionizing radiation at a rate in excess of 1.5 rem per year, monitoring films or other devices approved by the Board for recording cumulative exposure must be provided.

Warning labels and signs are to be placed on any container in which any radioactive substance in excess of the scheduled quantity is stored or used, together with information respecting the nature, quantity and date of measurement of the radioactive material. The above provision does not apply, however, to a laboratory or a factory container in which radioactive materials may be stored or used temporarily under the control of or in the presence of an atomic energy worker. Neither does it apply to a shipping container for radioactive materials labelled in accordance with the regulations of the Board of Transport Commissioners or other transportation authority, provided the shipping container is not the container in which the substance is stored or used.

Each area, room or enclosure in which radioactive materials are used in quantities having activity in excess of one hundred times the scheduled quantity, or where a person might, in a normally accessible place, receive a dose of 0.0025 rem in a hour, must be clearly marked with an approved radiation warning symbol and signs indicating the radiation level.

In addition to the records required under other Parts of the regulations, the dealer must keep adequate records showing (1) the quantities of radioactive prescribed substances produced or obtained by him and the orders under which they were produced or obtained; (2) the disposition of such substances; (3) the amount of exposure, as recorded by monitoring films or other devices, to which every atomic energy worker is subjected. These records are to be available to an inspection officer and to the health authority and may not be disposed of without the Board's authorization.

The reports of the medical examinations of the atomic energy workers must also be sent to or made available to the health authority.

If there is any loss or theft of radioactive materials in excess of ten times the scheduled quantity, a report must be sent to the appropriate inspection officer and health authority within 24 hours, and a complete report sent to the Board as soon as possible. The same procedure must be followed whenever an incident occurs leading to the exposure or suspected exposure of any

person to ionizing radiation in excess of five rem.

The Board may revoke or suspend any order when in the opinion of the Board there has occurred any failure to comply with its conditions or with the regulations. Further, failure to observe the provisions of the Act or regulations is an offence punishable by fine or imprisonment.

PROVINCIAL

Alberta Apprenticeship Act

The regulations under the Alberta Apprenticeship Act respecting the plastering trade were replaced by new provisions gazetted on March 31 as Alta. Reg. 98/60.

Under the new regulations persons with at least four years experience in the plastering trade prior to the date of publication of these regulations (March 31) may be granted a certificate of qualification without examination, upon submission of proof of efficiency. Applications must be submitted within 90 days, however. The regulations further provide that an apprentice who has failed to qualify for a completion of apprenticeship certificate since January 31, 1958 must do so before he may be granted a certificate of qualification.

A person engaged in the plastering trade who applies for a certificate of qualification after the 90-day period will be required to take an examination in order to establish his proficiency. A candidate who fails may be reexamined after six months. If he fails the second examination he may apply for apprenticeship training, in which case he will be given an appropriate standing by the Apprenticeship Board on the recommendation of the local advisory committee.

The qualifications for apprentices are unchanged. Applicants must be between 16 and 24 years and preferably not over 21 years and must have completed at least Grade 9 or its equivalent. As before, the Board may declare any other person eligible for apprenticeship on the recommendation of a local advisory committee.

The term of apprenticeship remains four years, including the three-month probationary period, with the usual exception for persons with previous experience or training in the trade.

The ratio of apprentices to journeymen is still one to three, with an employer who is himself a journeyman or who employs one journeyman again being permitted to hire one apprentice.

The provisions with respect to educational classes, practical training, annual certificates of progress and final certificates of qualification are the same as before except that an apprentice who has been granted a com-

pletion of apprenticeship certificate is now automatically eligible for a certificate of qualification without fee.

The minimum wage rates payable to apprentices in the plastering trade are also unchanged, ranging from 40 per cent of the prevailing journeyman's rate during the first six-month period to 90 per cent during the final year.

Alberta Workmen's Compensation Act

Safety regulations governing lumbering operations have been issued by the Alberta Workmen's Compensation Board effective May 1. The new regulations, Alta. Reg. 100/60, rescind Alta. Reg. 755/57 entitled "Safety Regulations Governing Logging, Sawmill and Woodworking" and apply to woods operations, the manufacture of lumber and the operation of sawing and planing mills, as did those rescinded.

The new regulations specifically state the responsibility of employers, supervisors and workmen.

Every employer is required to ensure, to the best of his ability, that all his workmen know and comply with these regulations and any other accident prevention regulations that apply to the operations under his control.

It is specifically stated as the responsibility of every supervisor and foreman that he shall see that the workmen under his supervision are not working in an unsafe manner or in unsafe circumstances.

Every workman shall use the safeguards, safety appliances or devices furnished for his protection and shall not use any equipment or behave in a manner such as to endanger himself or any other person.

It is a further responsibility of the employer and supervisor to see that all tools and equipment are maintained in safe working condition and that all working platforms are kept in good repair. Where working platforms are more than four feet in height, adequate hand rails are to be provided. Every employer is required to provide and maintain at each place where work is being performed an approved first aid kit.

Personal safety equipment not specifically dealt with in the previous regulations is now prescribed. Every workman is required to wear a safety hat when engaged in any activity where a hazard from falling objects exists. The safety hats are to be provided by the employer, and from November to March, a suitable winter liner for the safety hat is also to be provided. Approved eye protective equipment is to be worn by workmen handling material liable to injure or irritate the eyes, or engaged in any work in which there is an eye hazard from flying objects or injurious light or heat rays. This

equipment is also to be provided by the employer. Where an employer is required to provide protective equipment he may lay down terms of security or deposit against breakage or damage other than ordinary wear and tear.

As before, rules are set out dealing with woods operations such as falling, bucking, chain saw operation and yarding, decking and loading. All haul roads and private roads used for motor truck logging are required to be so constructed as to be safe and are required to be kept in a safe operating condition. When icy conditions exist, sanding of dangerous hills and curves is required.

All tractors working in the woods are required to be equipped with adequate steel guards for the protection of the driver. All trucks and trailers are required to conform to the Motor Vehicle Act regulations. Brakes are to be regularly and frequently inspected by a competent mechanic. Truck engines are not to be allowed to run idle in closed garages or other closed buildings unless provision is made to take care of exhaust fumes. A number of other requirements related to the specific uses of vehicles in woods operations are also set out.

As before, rules are set out governing the transportation of workmen by motor trucks or cars. It is now specifically provided that no explosive or flammable material other than the necessary fuel supply for the vehicle shall be transported in a vehicle transporting workmen.

Detailed safeguards are prescribed in regard to equipment used in sawmills. These include rules for the maintenance and guarding of saws, the safeguarding of conveyors, and approved methods of removing sawdust or shavings from pits or machines. A new section has been added setting out specific rules to make loads safe for piling and handling.

Another new provision has been added dealing with the powers of the inspector. Where an inspector observes the use of unsafe equipment or the existence of unsafe working conditions not specifically covered by these regulations, he may issue an order requiring the employer or operator to make such changes as are necessary to remove the hazards. An inspector is either a member of the Accident Prevention Department of the Workmen's Compensation Board or of the Factories Branch of the Department of Labour.

British Columbia Boiler and Pressure Vessel Act

British Columbia has issued Reg. 1/60 under the Boiler and Pressure Vessel Act, replacing previous regulations (L.G. 1957, p. 987).

Designated as Part I, the new regulation governs the design, construction, installation and inspection of boilers and pressure vessels. It was authorized by O.C. 2984 and gazetted January 14.

At the same time regulations governing low-pressure heating plants were issued (B.C. Reg. 2/60) designated as Part IV, approved by O.C. 2983.

Part I

Part I applies to all steam and hot water boilers, pressure vessels, heat exchangers, air receivers, liquid receivers, oil refineries, refrigerating plants, steam plants, steam processors, and any other pressure vessel, fitting or piping provided for by the Act. It does not cover a low-pressure boiler used to heat a building with less than four self-contained suites, a distribution main or service pipe regulated under the Gas Act, or a pipeline as defined in the Pipe-lines Act.

The codes that are to be followed are those previously specified and many of the additional rules prescribed in the regulations have been repeated, but there are some changes. Among these changes are the following:

Shop inspection is not now required for a low-pressure boiler with 30 square feet (formerly 50 square feet) of heating surface or less, a heat exchanger of the fin-tube type with 100 square feet of heating surface or less, or a hot water tank up to 24 inches in diameter.

The manufacturer or his agent is now specifically required to submit to the Chief Inspector for approval drawings and specifications of any fittings intended for use on a boiler, pressure vessel or pressure piping before it is sold or offered for sale in British Columbia.

Every welding procedure and performance test must comply with Section IX, "Welding Qualifications" of the A.S.M.E. Code or the A.S.A. Code for Pressure Piping.

Authority for approval in connection with certain matters and for the allotting of registration numbers is now vested specifically in the Chief Inspector.

When an inspection is being made, the owner or operator of a boiler or pressure vessel is required to provide the inspector with specified assistance. New provisions are incorporated to safeguard the inspector from hazards of steam, hot water or gas.

A new feature of the regulations is provision for an Advisory Board to be appointed by the Minister. It is to consist of nine members including the Chief Inspector (Chairman); the Assistant Chief Inspector (Vice-Chairman); two professional engineers representing manufacturers of

equipment governed by the Act; two representatives of the Canadian Welding Society, one of whom must have a welder's certificate; two first class engineers engaged in steam plant operation; and a representative of the Canadian Plumbing and Mechanical Contractors Association. The Board members are to be appointed for two years. The Board's functions will be to advise the Chief Inspector in connection with the qualifications and examination of engineers and welders; the review of evidence concerning the issue, cancellation, or suspension of certificates or permits; the review of technical evidence with respect to boiler or pressure vessel accidents; and appeals to the Minister from decisions of the inspectorate.

It is now specifically stated that every person who constructs, repairs, welds, installs, operates, uses, or transports a boiler, pressure vessel, refrigeration plant, or other equipment in contravention of the regulation is guilty of an offence. A further provision prohibits the issue of a certificate of inspection unless all requirements of the regulation have been complied with.

Part IV

The regulations governing low-pressure heating plants apply to all steam boilers operating at pressures not exceeding 15 p.s.i., and to hot water heating and hot water supply boilers operating at pressures not exceeding 160 p.s.i. or temperatures not exceeding 250 degrees Fahrenheit. Boilers of 3 horsepower or less in capacity, as well as several other categories of boilers and pressure vessels, are exempted.

A general requirement provides that no person may operate a boiler unless the owner has a certificate of inspection. Another general provision specifies that a welder may not do any welding, nor may a person employ a welder for work in connection with a boiler, pressure vessel or pressure piping, unless the workman has a valid welder's certificate.

Other sections deal with permits, installation of boilers, fittings, safety-valves and relief-valves, hot water supply boilers, controls, boiler rooms and contravention of the regulation.

British Columbia Workmen's Compensation Act

The British Columbia Workmen's Compensation Board has made Reg. 83/60 under the Workmen's Compensation Act relating to protection against electric contacts. Gazetted April 7, it supersedes Reg. 415/59 (L.G., March, p. 284), and was made effective from January 1, 1960.

As before, material may not be handled or equipment operated within 10 feet of

any energized electrical transmission or distribution system unless specified precautions are taken. The same precautions as were previously specified are required.

A new provision requires that when an assurance has been obtained from the person controlling the electrical system that the electrical conductors will be de-energized, effectively guarded against contact, displaced or rerouted from the work area, the assurance must be made known to all persons allowed in the area, as well as posted for inspection.

If the electrical system is not de-energized the watchman responsible for the movement of equipment must be provided with a positive signal which he must use in signalling the operator to stop his equipment.

Manitoba Workmen's Compensation Act

In Manitoba, the operation of board of school trustees was removed from the compulsory coverage section of the Workmen's Compensation Act by a regulation gazetted on April 16 as Man. Reg. 17/60.

The new provision makes it clear, however, that a school board may apply for voluntary coverage under Section 54 (1) of the Act. In such circumstances, the Workmen's Compensation Board may prescribe such terms and conditions as it deems proper.

Newfoundland Regulation of Mines Act

The Newfoundland Mines (Safety of Workmen) (Amendment) (No. 1) and (No. 2) Regulations, 1960, issued under the Regulation of Mines Act, were gazetted March 29, effective April 1.

No. 1 regulations amend the provisions that came into effect April 1 requiring medical examinations for persons employed in dust-exposure occupations (L.G., Dec. 1959, p. 1322). As amended, they now specify that where a medical examiner was not available, a person may be employed in a dust-exposure occupation without a medical certificate for a maximum period of three months, provided that he has not been previously so employed since the regulations came into force on April 1.

No. 2 regulations amend the rule requiring that no internal combustion engine may be operated underground unless approval

in writing has been obtained from the chief inspector, by revoking the specific conditions of approval. It was formerly a condition of approval that an engine had been certified for underground use by the Department of Mines and Technical Surveys of Canada, the U.S. Bureau of Mines, or the Safety and Mines Research Establishment of the British Ministry of Fuel.

Ontario Operating Engineers Act

An amendment to the regulations under the Ontario Operating Engineers Act dealing with qualifications for a first-class stationary engineer's certificate was gazetted on April 2 as O. Reg. 79/60.

The new provision states that an applicant who has a degree in engineering must obtain a minimum mark of 70 on his statutory examination. Amendments issued in March (L.G., April, p. 377) had reduced the minimum mark from 70 to 60.

The minimum age for an applicant with a degree remains 25 years and, as before, the candidate must be the holder of an Ontario second class engineer's certificate or other certificate considered equivalent by the Board.

Ontario Trade Schools Regulation Act

Trade schools giving courses in practical nursing and the operation of heavy equipment (road type) were brought under the Ontario Trade Schools Regulation Act by O. Reg. 87/60 gazetted on April 16.

The new regulations stipulate that in the case of a school offering a course in practical nursing, the operator must include in the contract a clause stating that such a course does not entitle a student to any credit toward a certificate as a nursing assistant under the Nursing Act, 1951. They also make it clear that the Trade Schools Regulation Act and regulations do not apply to a course in practical nursing within the scope of the Nursing Act, 1951.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has renewed until May 1, 1961 its order providing for annual vacations with pay (No. 3, 1957). The renewal order was approved by O.C. 416 of March 30 and gazetted April 9.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance at end of March slightly higher than at end of February, 7 per cent higher than year earlier, statistics* show, but seasonal claimants aside, regular claimants decline from February to March

The number of claimants† for unemployment insurance benefit on March 31 was 1 per cent higher than the total on February 29 and 7 per cent higher than the total on March 31, 1959. The number of seasonal benefit claimants at the end of March this year was 15 per cent higher than the number at the end of February but 4 per cent lower than at the end of March last year.

The number of regular benefit claimants, therefore, declined from February to March this year but was 13 per cent higher than the number on March 31, 1959.

Claimants on March 31, 1960 numbered 823,000, of whom 248,500 were seasonal benefit claimants; on February 29, 814,200, of whom 217,100 were seasonal; and on March 31, 1959—766,900, of whom 258,300 were seasonal.

The number of fishermen on seasonal benefit was 23,900 on March 31, which was substantially less than the number of 29,200 at the end of February, but almost the same as at the end of March last year. The drop since February reflects the exhaustion of benefit rights.

Initial and renewal claims for benefit during March numbered 283,500, an increase of almost 20 per cent over the number in February and nearly 25 per cent more than in March last year. This was the heaviest volume of initial and renewal claims ever filed in March. Seasonal declines in employment in forestry, together with the delay in construction work caused by cold weather and snow were partly responsible.

The increase in initial claims compared with February is partly due to the exhaus-

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

tion of regular benefit, the recipients of which then apply for seasonal benefit. Such cases do not constitute an increase in unemployment.

The average weekly number of beneficiaries was estimated at 733,000 for March, an increase of 8 per cent over the 677,300 estimated for February but 4 per cent less than the estimate of 763,200 for March 1959.

The average weekly benefit payment was \$22.20 in March, \$22.00 in February and \$21.58 in March last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards had been issued to 5,004,826 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At March 31 employers registered numbered 326,636, an increase of 189 since February 29.

Enforcement Statistics

During March 6,818 investigations were conducted by enforcement officers across Canada. Of these, 4,048 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 130 were miscellaneous investigations. The remaining 2,640 were investigations in connection with claimants suspected of making false statements to obtain benefit.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Prosecutions were begun in 195 cases, 35 against employers and 160 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,813.*

Unemployment Insurance Fund

Revenue received in March totalled \$26,653,405.19† compared with \$24,841,-

607.92 in February and \$18,238,257.70 in March 1959. Benefits paid in March totalled \$74,844,835.89† compared with \$62,585,-968.43 in February and \$65,826,604.67 in March 1959. The balance in the fund on March 31 was \$359,949,596.11‡; on February 29 it was \$408,141,026.31 and on March 31, 1959, \$499,811,157.51.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1725, March 22, 1960

Summary of the Main Facts: The claimant, married, 27 years of age, filed an initial application (postal) for benefit which became effective on May 10, 1959, and was registered for employment as a stenographer. She had worked as a teller for the Royal Bank of Canada in Redwater, Alta., from August 1, 1950 to April 30, 1959, when she voluntarily left to join her husband who, earlier, had been transferred by his employer to Iosegun Lake, Alta. Her rate of pay is reported in the application as \$2,650 a year.

On May 22, 1959, the insurance officer requested the manager of the Edmonton local office to ascertain if there would be reasonable opportunities of employment for the claimant in Iosegun Lake. The only information he apparently obtained was that it was "very isolated".

On May 25, 1959, the insurance officer disqualified the claimant from receipt of benefit from May 10, 1959, because, in his opinion, she was not available for work in that she was residing in an area where there were no reasonable opportunities of employment for her (section 54 (2) (a) of the Act).

On June 11, 1959, the claimant appealed to a board of referees on the following grounds:

I wish to appeal the disqualification against me. I am ready, willing and able to go to work immediately. There are jobs at Iosegun Lake and I have applied for them. I inquired at Canadian Well Services, where they employ girls in office work. They are not stenographers but I am willing to do office work. They said they would get in touch with me if anything became available. My husband and I live in

a trailer right there in the town and I am easily contacted. (The town is Fox Creek but the Post Office is called Iosegun Lake as there is already a "Fox Creek" P.O.).

There is also a clothing store opening up and I contacted them about a sales clerk job. He said he didn't know whether he and his wife could handle it alone or not as they have children and his wife may not be able to manage both jobs. They would therefore need help and he will let me know.

We have no children and there is not much to do in a small trailer so there is nothing to stop me from working. I also enquired in Valleyview at the Bank of Montreal but they had no openings. This is 52 miles from us but if I could get a job there and we had two pay checks coming in, we would move the trailer there as it would be worth it. We have a car and my husband could travel back and forth.

I am also willing to go to Whitecourt but I have made no actual inquiries there. This is 52 miles the other direction. Valleyview would be more convenient as my husband's office is there (Peace River Pipeline) and he actually did live there two months before I went up.

I feel I am certainly available for work as the U.I. Act requires and wish my case reconsidered. I made these inquiries at Can. Well Services before I even applied for insurance.

The claimant's case came before a board of referees at a session held in Edmonton on June 26, 1959. The board, by a unanimous decision, dismissed the appeal on the following grounds:

Notwithstanding that the claimant was probably willing to take employment and has a good work record, the board was of the opinion that she had failed to prove that she was available for work from 10 May, 1959 within the meaning of the Act. It is noteworthy that she applied at two different places and was unable to find employment, and it is therefore doubtful that she will in fact find employment. By moving to this area she has restricted her availability.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire, chiefly on the grounds "that the Board did not give proper weight to the undisputed fact that the applicant actively sought work in a broad range of callings and showed willingness to move some fifty miles from her presently located

*These do not necessarily relate to the investigations conducted during this period.

†All figures for March 1960 are subject to revision.

home should there be openings at Valleyview or Whitecourt. Thus the applicant extended rather than restricted her availability for work. Further, the applicant was not given the opportunity to present her case in person before the Board of Referees."

The claimant's solicitor wrote a letter to the Claims Division of the Commission in Edmonton, dated September 28, 1959, requesting that the letter "be presented to the Umpire as an elaboration of the representations previously made." His main contention was that, as Iosegun Lake is on the new highway to the Peace River District, which is in the midst of rapid expansion as a result of oil discoveries in that area, the work opportunities there were far greater than the location from which the claimant had moved.

(The respective population of the places mentioned in this summary is, according to the claimant's solicitor, as follows: Redwater: 1,200; Iosegun Lake: 400; Valleyview: 973; Whitecourt: 687).

In view of the solicitor's letter of September 28, 1959 referred to above, the Registrar of the Umpire requested the Chief of the Claims Division of the Unemployment Insurance Commission to obtain further information. As a consequence, the Manager of the local office at Edmonton wrote to the Regional Claims Officer on February 22, 1960, in part, as follows:

In connection with your request for information regarding the employment of females in the towns of Iosegun Lake, Redwater, Valleyview and Whitecourt, we have the following to report:

Iosegun Lake—Iosegun Lake has 9 employers. There are approximately 7 female employees in that hamlet. These are made up of cooks, waitresses and a store clerk. The businesses are mainly small garages and service stations servicing the oil industry. Cooks and waitresses are employed in one small coffee shop.

Redwater—Redwater has 28 employers and approximately 17 females are employed in the town. There is one bank which has 3 female employees. The majority of the other female workers are employed as store clerks, waitresses and cooks.

Valleyview—Valleyview has 41 employers and approximately 38 female workers are employed in the town. There is one bank which employs 1 female. The majority of female workers are employed as cooks, waitresses, telephone operators and sales clerks.

Whitecourt—Whitecourt has 56 employers and approximately 55 female workers in the town. There is one bank which employs 1 female. The majority of female workers in the town are cooks, waitresses, motel maids, and sales clerks. There is also a very small number of office clerks.

Over the past year we have received 8 orders from the areas concerned constituting 24 vacancies. All orders were for service workers including cooks, waitresses, etc.

Considerations and Conclusions: I cannot attach much weight to the fact that the local office, "over the past year," received notification of only 24 vacancies from an unspecified number of employers in the areas referred to, chiefly because there is no evidence that such vacancies represented all or at least a substantial portion of all the employment openings for female help that had occurred in those areas. Nor can I, as I usually do, and I say this with all due deference to the board of referees, ascribe much significance to the fact that its decision was unanimous, because the only information apparently supplied to the board by the local office regarding the conditions of the labour market in the areas under review was that Iosegun Lake is a "very isolated" place.

Unlike the board of referees, I am in a more fortunate position, as the information which has since been obtained from the local office shows that there were reasonable opportunities of employment of the kind that the claimant proved she was willing and ready to accept, i.e., office and sales clerk work, in three of the towns or villages mentioned, namely Iosegun Lake, Valleyview and Whitecourt.

In accordance with the views which I expressed in a recent similar case, i.e., CUB-1712, I consider that the claimant should have been given a reasonable period of time to thoroughly explore the employment situation in those three towns or villages, and I feel that, in view of her nine years of continuous employment, 18 weeks, based on two weeks for each year of employment, would constitute such a period in the particular circumstances of her case.

I therefore decide to remove the disqualification for the 18 weeks commencing the first day of her period of unemployment, viz., May 1, 1959.

But for that latter-mentioned modification, the claimant's appeal is dismissed.

Decision CUB-1727, March 22, 1960

Summary of the Main Facts: The claimant, a married woman, 50 years of age, filed an initial application for benefit on November 9, 1959 after she became separated from her employment as a general office clerk on November 6. The reason given for such separation is "Left voluntarily when asked to work part-time. Wants and needs full-time work . . ." The employer submitted to the local office his own version of the separation which reads: "Laid off from full-time work as we had not sufficient work for her services full time."

The insurance officer on the strength of these declarations disqualified the claimant from November 8 to December 19, 1959, for having voluntarily left her employment without just cause (Section 60 (1) of the Act).

The claimant appealed to a board of referees on November 17, 1959, and stated:

True, I left . . . on November 6, 1959, as (my employer) was unable to keep me on full time. (His) mistrust of me and accusations he made regarding his business has taken its toll on my health and in the past two months have lost 12 pounds and my nerves are very bad. Although I was trying to carry on and I'm sure (he) was satisfied with my work, when things became slack and he asked me to work part time, I thought it was an opportunity to sever connections and try to find full time employment in more serene surroundings. I worked thirteen months for (him) and I might mention before I started with him in October 1958 he had five girls in one year pass in and out of his office which might raise a question as to his method of dealing with his employees.

The majority of the board of referees, on December 3, 1959, dismissed the appeal on the following grounds:

It is the majority decision of the Board, on the evidence before them, that the Claimant did voluntarily leave her employment without just cause within the meaning of the Act. We feel that the Claimant should have accepted the part-time work which was offered her until she had some assurance of other work to go to. The Board has taken into consideration Umpire's Decision CUB-768, which is considered parallel to this particular case.

Regarding the question of whether or not the claimant voluntarily left her employment without just cause, the dissenting member of the board expressed the following opinion:

. . . She did not, she was laid off from full-time work. It is my feeling that part-time work is not suitable employment within the meaning of the Act and the Claimant could be losing full-time employment by accepting part-time work.

The claimant appealed to the Umpire and stated *inter alia* that she could not accept work offered on a part-time basis at a low wage rate, because the wage was not sufficient for her needs and it would greatly impede her efforts to obtain other suitable employment during the period when jobs

were scarce and must be sought out. The employment was not suitable on these grounds and also because of unsatisfactory working conditions.

Considerations and Conclusions: Generally speaking, an insured person who voluntarily leaves his employment solely because it does not or would not provide him with full-time employment is justified in so doing only when he has assurance of other full-time work. In the present case, the claimant has failed to show that the circumstances were such as would meet this condition.

Admittedly, the claimant's weekly wages, in view of the shorter working hours, would necessarily have been lower than those which she received while working full time. However, there is no evidence on file to show that such wages would not have been at the prevailing rate in the district for the same kind of work.

As to the dissenting member's opinion that the claimant might have lost full-time employment by accepting part-time work, I would refer him to decision CUB-1030, wherein the Umpire said that it is "better for a claimant to keep his employment and to seek a better position in his leisure hours than to throw himself totally out of work."

The claimant's allegation that her employer's "mistrust of me and accusations he made regarding his business had taken its toll on my health" is not only too vague in description but lacks substantiation and, therefore, cannot be accepted as evidence which would have a bearing on the case.

For the above reasons, I must dismiss the claimant's appeal. However, as neither the insurance officer nor the board of referees appear to have taken into account that the claimant left because of having to accept part-time work only, I hereby direct that the period of disqualification be reduced to one equalling the number of days' work which the insurance officer, after investigation, finds that the claimant would have worked during the period of six weeks following the date of her separation from employment.

This Man's Not Too Old to Work

An elderly carpenter in Sydney, N.S., apparently does not believe in retirement at 65.

Early last month, after being without work six months, Joseph White obtained a job in his trade with a local contractor. He reported this to the local Unemployment Commission office and gave notice that he no longer required unemployment insurance benefits.

On turning up Mr. White's file, the NES clerk received a surprise: Mr. White is 91 years old.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 202 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 153 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 87,574.36
Defence Production (March Report)	108	921,137.00
Post Office	17	120,938.46
Public Works	1	8,364.00
R.C.M.P.	3	4,510.75

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of \$7,169.27 was collected from 7 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 253 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Morden Man: Henry J Martens, construction of controlled temperature storage addition, fruit processing laboratory, Experimental Farm. *near Outlook Sask:* Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd, Poole Construction Co Ltd (Joint Venture), construction of downstream tunnels of South Saskatchewan River Dam.

Central Mortgage and Housing Corporation

Greenwood N S: Valley Services Ltd, *supply & installation of fire alarm boxes. *Camp Gagetown N B:* Laurentian Landscape Ltd, planting of trees in married quarters area (Job 64/54). *St Hubert Que:* Rodighiero Construction Co Ltd, construction of stage 11 extension to existing stage 1 school (DND 9/59). *Clinton Ont:* Alf Erickson Construction, construction of 12 housing units (FP 1/58). *Fort Erie Ont:* Hubert Henkel, *installation of metal eavestrough on 25 housing units (Project 5/48). *Regina Sask:* Klassen Construction Ltd, construction of 110 housing units (FP 1/58). *Edmonton Alta:* Robert Simpson Co Ltd, supply & installation of floor tile for 106 apartment units, Highlands Court; DeVac Western Ltd, supply & installation of metal windows, Highlands Court. *New Westminster B C:* J Nachbar, *maintenance of grounds, apartments. *Vancouver B C:* Mainland Installation Ltd, *restoration & repair of 3069-3055 West 4th Ave; Northwestern Painting Co, painting of hallways in apartments, Vancouver Terraces; David Hunter's Garden Shops Ltd, *maintenance of grounds, apartments.

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: W J Christie, renovations to school heating system & hot water heating. *Hobbema Indian Agency Alta:* Sorensen & Sons (Edmonton) Ltd, construction of basements, Ermineskin, Samson, Louis Bull & Montana Reserves. *Williams Lake Indian Agency B C:* Hilmar Wolf Construction, construction of two bedroom home, Alkali Lake day school.

Defence Construction (1951) Limited

Shearwater N S: Lagendyk & Co Ltd, fire retardant painting within hangars 6, 7 & 8, RCN Air Station. *Valcartier Que:* W Rourke, Ltd, addition to bldg 64, CARDE. *Barriefield Ont:* Black & McDonald Ltd, replacement of switch gear & installation of off peak water heater control. *Hagersville Ont:* Black & McDonald Ltd, construction of transformer sub-station. *Camp Borden Ont:* Niagara Structural Steel Ltd, supply & erection of structural

steel for Technical Training Bldg; Ellis Don Ltd, construction of Technical Training Bldg, including outside services. *Camp Petawawa Ont*: James Kemp Construction Ltd, construction of sewage treatment plant, stage 1. *Shirley Bay (Ottawa) Ont*: M Sullivan & Son Ltd, construction of electronics laboratory extension. *Ralston Alta*: Bill Hopps & Co Ltd, interior painting of 68 housing units & two suites, Suffield Experimental Station. *Comox B C*: Wakeman & Trimble Contractors Ltd, clearing & grubbing, RCAF Station. *Esquimalt B C*: Hume & Rumble Ltd, installation of electrical services on seaward defence jetty.

Building and Maintenance

Centralia Ont: Burnley Contracting Co Ltd, fire retardant painting of interior of barrack blocks, RCAF Station; Cardinal Painting & Decorating Co Ltd, fire retardant painting of four bldgs, RCAF Station. *Clinton Ont*: Frogett & van der Mout, interior painting of seven bldgs & fire retardant coating interior of seven bldgs, RCAF Station. *Ottawa Ont*: Landino Zuccarini, replacement of windows, Wallis House.

Department of Defence Production

Eastern Passage N S: Fred Silver Ltd, interior painting of central heating plant, bldg No 56, RCN Air Station, *Shearwater*. *Nova Scotia Area*: Maritime Telegraph & Telephone Co Ltd, *repairs & servicing of jointly-owned telephone lines & equipment, DND (Navy). *Shearwater N S*: Standard Construction Co Ltd, *repair of station infirmary, bldg No 49, RCN Air Station. *Saint John N B*: H L MacGowan & Son Ltd, refinishing hardwood floors & interior painting of specific areas, HMCS *Brunswick*. *St. Johns Que*: Herve Lacasse & Cie Ltd, supply & installation of automatic fire detection system, RCAF Station. *Peterborough Ont*: Colt Contracting Co Ltd, resurfacing of drill hall floor, Armoury. *Winnipeg Man*: Bird Construction Co Ltd, extension to locker room facilities in Recreational Bldg, RCAF Station; Maple Leaf Construction Ltd, *routine repair of roads, RCAF Station. *Cold Lake Alta*: Grinnell Co of Canada Ltd, *overhaul of automatic fire sprinkler & detection system, RCAF Station. *Edmonton Alta*: Canessco Ltd, *cleaning & flushing of storm & sanitary sewer systems, Griesbach Barracks. *Whitehorse Y T*: Nelson's Ltd, repairs to heating system, bldg 200.

National Harbours Board

Saint John N B: The Day Company of Canada Ltd, installation of partial dust control system in Grain Elevator. *Montreal Que*: Frank Lappan Ltd, construction of bituminous concrete paved road with drainage system & extension of water supply system, Sections 57-61; The Highway Paving Co Ltd, supply & laying of asphalt paving on lower floor of Sheds 8 & 10 extension; Miron Construction Ltd, paving of wharf area & drainage at Sections 8W-10W.

Department of Northern Affairs and National Resources

St John's Nfld: Royle Excavating Co Ltd, construction of powder magazine, Signal Hill National Historic Park. *Prince Edward Island Park P E I*: Wilson & Moore Ltd, *supply & installation of plumbing fixtures, Dalvay Hotel; Douglas Bros & Jones Ltd, *installation of mechanical & electrical equipment, Stanhope Campgrounds pumphouse; Wilson & Moore Ltd, *installation & supply of forced warm air heating system, Stores Bldg, Dalvay. *Baddeck N S*: Roland J McRae, *construction of HD4 shelter, Alexander Graham Bell Museum; Seward A McRae, *construction of addition to Custodian's Residence, Alexander Graham Bell Museum. *Cape Breton Highlands National Park N S*: Wm Matheson, *installation of two heating systems in warehouse & garage, Ingonish Beach. *Fundy National Park N B*: Lounsbury Co Ltd, replacement of water piping & fittings at swimming pool. *Prince Albert National Park Sask*: Saskatchewan Power Corp, *construction of power line to sewage pump houses, Waskesiu Townsite; Prince Albert Plumbing, Heating & Gas Ltd, plumbing & heating installations in existing bunkhouses & addition to bunkhouse, Waskesiu Townsite; High Line Electric Co Ltd, *electrical work in bunkhouse addition. *Fort Norman, Fort Franklin & Fort Good Hope N W T*: Yellowknife Electric Ltd, supply & installation of fire alarm systems in day schools. *Mackenzie Highway N W T*: B G Linton Construction Ltd, maintenance of highway. *Norman Wells N W T*: McRae & Associates Construction Ltd, supply & erection of school bldgs.

Department of Public Works

Corner Brook Nfld: Foundation Maritime Ltd, harbour construction (wharf & shed). *Roddickton Nfld*: Babb Construction Ltd, wharf extensions. *St John's Nfld*: Foundation Maritime Ltd, harbour improvements (removal of sunken vessel *S S Desola*). *Caribou N S*: R A Douglas Ltd, wharf repairs. *Halifax N S*: Cameron Contracting Ltd, demolition

of Old Customs House. *New Haven N S*: Chisholm Construction Co Ltd, construction of breakwater. *Whycocomagh N S*: Owen Fisher, construction of post office. *Saint John N B*: George C Chittick Construction Ltd, demolition of Old Customs Bldg. *Aurigny MI Que*: North Shore Construction Co Ltd, breakwater repairs. *Baie Comeau Que*: Manik Construction Co Ltd, wharf repairs. *Baie Ste Catherine (Anse au Portage) Que*: L'Atelier Mecanique de La Malbaie, wharf repairs. *Etang du Nord MI Que*: Les Entreprises De L'Est Ltee, harbour improvements. *Lauzon Que*: Concrete Repairs & Waterproofing Co Ltd, repairs to concrete walls of dry dock. *Sherbrooke Que*: Fabi & Fils Ltee, construction of parking lot, UIC. *Senneterre Que*: Alson Inc, construction of federal bldg. *Stanhope Que*: Fabi & Fils Ltee, paving, Customs & Immigration Terminal parking area. *Leamington Ont*: Dean Construction Co Ltd, wharf enlargement; Dean Construction Co Ltd, construction of pile clusters. *Manotick Ont*: Watson Construction, construction of post office. *Ottawa Ont*: Louis G Fortin Construction, alterations & construction of elevator shaft, Rideau Hall; Landino Zuccarini, alterations to offices, No 2 Temporary Bldg; Leopold Beaudoin Construction Ltd, repairs to Assay Division, Royal Canadian Mint, Sussex Drive; Stradwick Tile & Flooring, pointing, washing & waxing marble, Supreme Court Bldg, Wellington St. *South Woodslee Ont*: D'Amore Construction (Windsor) Ltd, construction of post office. *Toronto Ont*: Speckert-Morris Ltd, construction of Postal Station "F". *Whitby Ont*: Tracy Construction Inc, harbour improvements (west protection breakwater). *Deloraine Man*: F A France Construction Co Ltd, renovations & alterations to post office space in federal bldg. *Matheson Island Landing Man*: Macaw & MacDonald Ltd, construction of wharf. *Melita Man*: Gerta Construction Ltd, addition & alterations to federal bldg. *Winnipeg Man*: North American Bldgs Ltd, construction of UIC Bldg. *Fort Qu'Appelle Sask*: Shelly & Young Construction Ltd, construction of fire escapes & related work, Indian Hospital. *Kindersley Sask*: Newson & Newson, addition & alterations, federal bldg. *Maple Creek Sask*: Veldhoen Construction Co Ltd, addition & alterations, federal bldg. *Calgary Alta*: Kipp Kelly Ltd, installation of mail handling equipment, Postal Terminal. *Galiano B C*: Donald Courtney Festing, construction of post office. *Patricia Bay B C*: Victoria Pile Driving Co Ltd, wharf reconstruction. *Penticton B C*: C J Oliver Ltd, construction of federal bldg. *Port Simpson B C*: Skeena River Piledriving Co, wharf extension. *Seabird Island B C*: M Geyer, construction of bank protection. *Inuvik N W T*: Aklavik Constructors Ltd, road improvement (Townsite Development).

Contracts Containing the General Fair Wages Clause

Catalina Nfld: The J P Porter Co Ltd, dredging. *West Berlin N S*: Mosher & Rawding Ltd, dredging. *Bathurst N B*: The J P Porter Co Ltd, dredging. *Botsford N B*: Roger LeBlanc, dredging. *Campbellton N B*: The J P Porter Co Ltd, dredging. *Dalhousie N B*: The J P Porter Co Ltd, dredging. *Lancaster N B*: R A Corbett Co Ltd, alterations to screenline, post office. *Moncton N B*: MacBeath Construction Co Ltd, alterations to Spencer Bldg. *Matane Que*: Marine Industries Ltd, dredging. *Quebec Que*: E Rochette & Sons Ltd, installation of linoleum, Champlain Harbour Station. *St Gedeon Que*: Ernest Bolduc, dredging. *St Romuald Que*: Lionel Langlois, interior painting, public bldg. *Fort William Ont*: Consolidated Dredging Ltd, dredging in Mission River entrance channel. *Haliburton Ont*: J Taylor Construction, roof repairs & beam reinforcing, federal bldg. *Lake Simcoe Ont*: Simcoe Dock & Dredging Ltd, dredging in Jersey River & Maskinonge River. *Leith Ont*: E C King Contracting Ltd, dredging. *Ottawa Ont*: Ontario Bldg Cleaning Co Ltd, exterior cleaning of post office bldg, Sparks & Elgin Sts; Dominion Electric Protection Co, installation of fire alarm system, Postal Station "B"; A Bruce Benson Ltd, installation of lavatory, Royal Mint; J A Hoskins, construction of photographic room, Mines & Technical Surveys Bldg, Booth St; Sanco Ltd, cleaning of air intakes & radiator spaces, Veterans Memorial Bldg; F J Shouldice Construction Co Ltd, general alterations to Rideau Hall; Rene Cleroux, installation of gas service, Centre Block, Parliament Bldgs; Leo Lariviere, general alterations, East Block, Parliament Bldgs; H H Popham Co Ltd, installation of steel partitions, Lorne Bldg; Servant Electric Reg'd, electrical changes, Lorne Bldg; A C McDonald & Sons, installation of buzzer system, Lorne Bldg; A McWade, alterations to Norlite Bldg; Sanco Ltd, general cleaning, Landriault Bldg; A G Reed, installation of fluorescent lighting, CEF Greenhouse; Phil's Electrical, installation of lighting in house No 4, CEF Greenhouse. *Port Arthur Ont*: Consolidated Dredging Ltd, dredging. *Toronto Ont*: Russell Construction Ltd, dredging. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd, dredging. *Fraser River (Sumas to Hope) B C*: Fraser River Dredging Co Ltd, dredging; Scuffer Dredging Co Ltd, dredging. *Vancouver B C*: Burrard Dry Dock Co Ltd, overhaul of dredge No 303; B C Marine Engineers & Shipbuilders Ltd, overhaul of workboat "Essington II".

Department of Transport

Red Bay Labrador: Cameron Contracting Ltd, construction of single dwelling, fog alarm bldg, storage shed & demolition of existing dwelling & fog alarm bldg. *Brier Island N S:* L E & P E Armstrong, construction of double dwelling & demolition of existing dwelling. *Cape Sable N S:* Wm E Smith, construction of single dwelling, Lightstation. *Margaree Island N S:* A J Campbell & A J McIsaac, construction of reinforced concrete light tower & demolition of existing wooden light tower. *Pictou N S:* Ferguson Industries Ltd, *construction of three twin screw diesel engined landing barges. *Truro (Bible Hill) N S:* Halverson & Smith Ltd, construction of Meteorological Observation Station. *Partridge Island N B:* Nordbec Construction Inc, construction of reinforced concrete light tower, Saint John Harbour. *Cape Whittle Que:* Landry Construction Inc, construction of double dwelling & demolition of existing dwelling. *Montreal Que:* The Highway Paving Co Ltd, additional development of Airport. *St Felix de Valois Que:* Jean Jacques Longpre, construction of radio beacon bldg & related works. *Seven Islands Que:* Nordbec Construction Inc, construction of NDB bldg (Niaman), localizer bldg, glide path bldg, middle marker bldg, outer marker bldg & related work. *Sorel Que:* Marine Industries Ltd, *repairs to Canadian Marine Ship *N B McLean. Wiarton Ont:* Ruliff Grass Construction Co Ltd, construction of remote receiver bldg, remote transmitter bldg & addition to remote control bldg & related work. *Edmonton Alta:* N S Pawluik & Son Contracting Ltd, construction of sewage lagoons & associated works, International Airport. *Pincher Creek Alta:* Cooper Construction Ltd, moving of various bldgs from Cowley Airport & relocating same. *Enderby B C:* Stange Construction Co Ltd, construction of non-directional beacon bldg, power house & related work. *Fort Nelson B C:* Electric Power Equipment Ltd, construction of airport lighting facilities, including L1 approach lights on approach No 02.

Expand Winter Works Program, Employment Committee Urges

Expansion of the scope of the Municipal Winter Works Incentive Program and earlier announcement of the federal Government's plans were recommended by the National Employment Committee at its 74th meeting, held in Ottawa last month.

In a resolution to the Unemployment Insurance Commission, the Committee urged the Government to include in the winter works program projects not at present authorized by the federal-provincial-municipal agreement.

The Committee also passed a resolution recommending that the Unemployment Insurance Commission broaden the field covered by the program of seminars being conducted by the Commission to familiarize employers with the regulations governing employment and unemployment insurance and to obtain from employers suggestions on ways that the National Employment Service might more adequately meet their manpower requirements.

Seminars are currently being held in co-operation with the Canadian Pulp and Paper Association from Newfoundland to the Lakehead. Plans are under way to extend the program to the construction industry. The Committee urged that the seminars be extended to other industries in Canada as well.

Raymond Brunet of Hull, Que., and Thomas B. Ward were appointed vice-chairmen of the Committee.

The next meeting is scheduled to be held at Winnipeg on October 11, 12 and 13.

Farmers' Cash Income in 1959

Canadian farmers received an estimated \$2,786,000,000 in 1959 from the sale of farm products, participation payments on previous years' grain crops, net cash advances on farm-stored grains, and deficiency payments under the present farm prices support program, the Dominion Bureau of Statistics reported last month.

The estimate is slightly below the 1958 level of \$2,813,000,000 and compares with the record high estimate of \$2,859,000,000 in 1952.

Publications Received in Library

(Continued from page 630)

69. U.S. WOMEN'S BUREAU. *Careers for Women in the Physical Sciences*. Washington, GPO, 1959. Pp. 77.

Discusses careers for women in chemistry, physics, geology, astronomy and meteorology.

70. WOODWARD, JOAN. *The Saleswoman; a Study of Attitudes and Behaviour in Retail Distribution*. London, Pitman, 1960. Pp. 86.

A report of a study carried out in four department stores. The findings are grouped under four headings: 1. Supply and utilization of staff; 2. Salary structure; 3. Conditions of work; and, 4. Personal and organizational relationships.

Miscellaneous

71. INTERNATIONAL LABOUR OFFICE. *International Migration, 1945-1957*. Geneva, 1959. Pp. 414.

Discusses political migration with particular reference to West Germany and Israel, and economic migration.

PRICES AND THE COST OF LIVING

Consumer Price Index, May 1960

Canada's consumer price index (1949=100) declined 0.1 per cent between April and May, from 127.5 to 127.4.* For May 1959 it stood at 125.6.

Decreases in the food and household operation indexes outweighed increases in the shelter and other commodities and services indexes. The clothing index was unchanged.

The food component decreased 0.6 per cent from 120.9 to 120.2 as egg prices dropped 6 cents a dozen and lower prices were reported also for oranges and orange juice, tomatoes and bananas. Potato prices continued to rise, and beef, after declining for several months, rose between April and May. Pork prices were steady.

A drop of 0.3 per cent in the household operation index from 123.5 to 123.1 was due largely to a seasonal decline in coal prices and sale prices on textiles. Some utensils and household supplies were higher. Insurance rates on household effects, priced in May, were also higher.

The shelter index rose slightly from 143.3 to 143.5, an increase of 0.1 per cent. The rent component was unchanged but home-ownership was higher, largely because property insurance, priced in May, was above last year's level.

An increase of 0.4 per cent in other commodities and services from 137.1 to 137.6 reflected higher automobile insurance rates as well as price increases for theatre admissions, men's haircuts, women's hair-dressing and local transportation, the latter price change occurring in Toronto and Hamilton. New passenger cars showed seasonal price declines and gasoline prices were slightly lower. The clothing index was unchanged at 110.8 as only minor price changes occurred on a scatter of clothing items.

Group indexes one year earlier (May 1959) were: food 118.5, shelter 141.0, clothing 109.7, household operation 122.5, and other commodities and services 134.9.

City Consumer Price Indexes, April 1960

Consumer price indexes (1949=100) increased in nine of the ten regional cities between March and April 1960.† The Vancouver index decreased 0.4 per cent, and

increases in the other nine cities ranged from a fractional 0.1 per cent in Edmonton-Calgary to 1.0 per cent in St. John's.

Higher food indexes were mainly responsible for movements in the total indexes, as foods increased in all regional cities except Edmonton-Calgary and Vancouver. In the latter two cities, food indexes declined 0.1 per cent and 0.5 per cent respectively. Increases in the other eight regional cities ranged from 0.6 per cent in Saskatoon-Regina to 1.8 per cent in Montreal.

Other commodities and services group indexes were up in all regional cities except Halifax and Saint John; the increase of 0.4 per cent in St. John's was the largest upward movement. Shelter indexes were unchanged in five of the ten regional cities, down in Toronto and Vancouver, and up in the remaining three. Clothing indexes showed mixed results, with five city indexes higher, three lower and two unchanged from March. Household operation indexes decreased in five cities, increased in four cities and remained unchanged in the remaining regional city.

Regional consumer price index point changes between March and April were as follows: St. John's +1.1 to 115.6;† Montreal +1.1 to 127.6; Winnipeg +0.7 to 124.7; Ottawa +0.6 to 128.0; Toronto +0.5 to 129.7; Halifax +0.3 to 127.0; Saint John +0.2 to 129.1; Saskatoon-Regina +0.2 to 123.6; Edmonton-Calgary +0.1 to 123.4; Vancouver -0.5 to 128.2.

Wholesale Price Index, April 1960

Canada's general wholesale price index (1935-39=100) rose 0.7 per cent between March and April this year to 231.3 from 229.6. Last year's April index stood at 231.2.

Five of the eight main group indexes increased while two decreased and one was unchanged.

The vegetable products group index recorded the largest upward movement, rising 1.7 per cent to 205.6 from 202.2. The animal products group index advanced 1.1 per cent to 243.4 from 240.8, the non-ferrous metals group index rose 0.8 per cent to 179.0 from 177.6, the textile products group index rose 0.6 per cent to 229.6 from 228.2, and the wood products group index also rose 0.6 per cent to 306.2 from 304.4.

†On base June 1951=100.

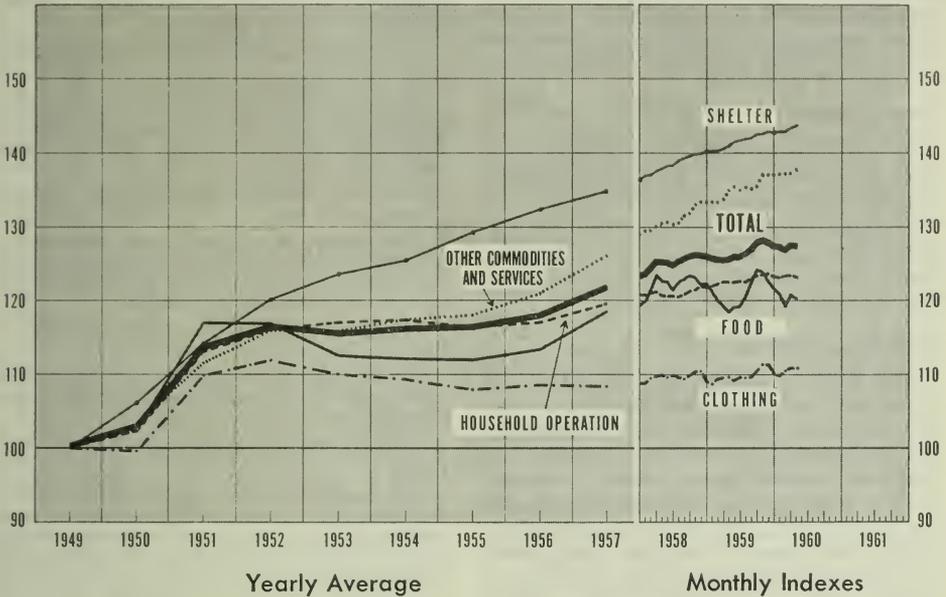
*See Table F-1 at back of book.

†See Table F-2 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The non-metallic minerals group index declined 0.5 per cent to 185.5 from 186.4, and the iron products group index edged down to 256.2 from 256.3.

The chemical products group index was unchanged at 188.4.

The index of Canadian farm product prices at terminal markets advanced 0.9 per cent from 218.0 to 219.9 between April 29 and May 20. The field products index moved up 0.9 per cent from 180.3 to 181.9, and the animal products index rose 0.8 per cent from 255.8 to 257.8. Regional indexes were: East, up 1.1 per cent from 243.7 to

246.3; and West, up 0.5 per cent from 192.4 to 193.4.

U.S. Consumer Price Index, April 1960

Mainly because of a 1.5-per-cent increase in the food component, the United States consumer price index (1947-49=100) rose to another record at mid-April; it advanced 0.4 per cent to 126.2 from 125.7 at mid-March. The food group index climbed 1.5 per cent over the month.

The April 1960 index was 1.9 per cent higher than a year earlier, when the April index was 123.9.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

Accident Prevention

List No. 140.

1. INTERNATIONAL LABOUR OFFICE. *The Protection of Workers against Ionising Radiations*. Geneva, 1959-1960. 2 volumes.

At head of title: Report 4 (1)-(2). International Labour Conference. 44th Session, Geneva, 1960.

Part 1 contains a proposed Convention and a proposed Recommendation concerning this topic. Part 2 contains a summary and short analysis of the replies of 53 member governments along with the English and French versions of the proposed texts.

2. U.S. BUREAU OF LABOR STANDARDS. *Hazardous Employment prohibited for Minors under State Child-Labor Laws*. Washington, GPO, 1959. Pp. 105.

"A State-by-State summary of laws and rulings prohibiting the employment of minors in hazardous occupations."

Annual Reports

3. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31st, 1959*. Fredericton [1959?] Pp. 47.

4. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Fifteenth Annual Report for the Fiscal Year ended March 31, 1959*. Regina, Queen's Printer, 1960. Pp. 94.

Arbitration, Industrial

5. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. BUILDING AND CONSTRUCTION TRADES DEPARTMENT. *Plan for settling Jurisdictional Disputes Nationally and Locally*. Approved by the Building and Construction Trades Dept., AFL-CIO. *Agreements and Decisions rendered affecting the Building Industry by the American Federation of Labor [and others] January 1958*. Washington, 1958. Pp. 145. Bound with: National Joint Board for Settlement of Jurisdictional Disputes. *Procedural Rules and Regulations...*

6. NATIONAL JOINT BOARD FOR SETTLEMENT OF JURISDICTIONAL DISPUTES. *Procedural Rules and Regulations of the National Joint Board for Settlement of Jurisdictional Disputes, Building and Construction Industry*. Amended May 8, 1958. Washington, 1958. Pp. 16. Bound with: AFL-CIO. Building and Construction Trades Dept. *Plan for settling Jurisdictional Disputes Nationally and Locally*. 1958 ed.

Automation

7. JACOBSON, HOWARD BOONE, ED. *Automation and Society*. Edited by Howard Boone Jacobson and Joseph S. Roucek. New York, Philosophy Library [1959] Pp. 553.

Contains chapters dealing with the evolution of the concept and method of automation, its application to various important American industries, and the problems it raises in the areas of education, leisure, politics, business and public administration. There is a chapter by two Russian authors on automation in Russia. Also includes thirty-seven short case histories of automation in the U.S. and Canada.

8. WEIK, MARTIN H. *A Second Survey of Domestic Electronic Digital Computing Systems*. Aberdeen Proving Ground, Md., Ballistic Research Laboratories, 1957. Pp. 439.

Describes the engineering and programming characteristics of 103 different electronic digital computing systems.

Canada at Work Broadcasts

The following five broadcasts were published by the Federal Department of Labour in Ottawa in 1959 and 1960.

9. CANADA. DEPARTMENT OF LABOUR. *Frontier College—a Tribute*. Pp. 4.

This is tribute to the late Dr. Edmund Bradwin, the second principal of Frontier College, who spent over fifty years with that institution.

10. COX, ROBERT. *International Labour Organization*. Pp. 4.

The speaker, a Canadian who is Chief of the Special Research and Reports Division of the ILO in Geneva, tells about the work of the ILO in under-developed countries.

11. FRASER, GRAEME. *Movie Making in Canada*. Pp. 4.

The speaker, Vice-President of Crawley Films Limited in Ottawa, tells something about the Canadian motion picture industry.

12. GRIZZLE, STANLEY G. *Discrimination*. Pp. 4.

The speaker is Secretary--Treasurer of the Toronto CPR Division of the Brotherhood of Sleeping Car Porters, and a member of the Toronto and District Labour Committee for Human Rights. He talks about the Federal Fair Employment Practices Act and about fair employment practices laws in six provinces: British Columbia, Manitoba, Saskatchewan, Ontario, New Brunswick and Nova Scotia.

13. JARVIS, EDITH. *Careers in Canada's Foreign Service*. Pp. 4.

The speaker, who was in charge of the assignment of stenographers for the Department of External Affairs, told about the duties of stenographers in her Department, both at home and abroad.

Economic Conditions

14. DUKE UNIVERSITY, DURHAM, N. C. COMMONWEALTH-STUDIES CENTER. *The American Economic Impact on Canada* [by] Hugh G. J. Aitken [and others] Durham, N.C., Duke University Press, 1959. Pp. 176.

"Papers... delivered and discussed at a summer seminar of the Duke University Commonwealth-Studies Center in the summer of 1959." Contents: The Changing Structure of the Canadian Economy, with Particular Reference to the Influence of the United States, by Hugh G. J. Aitken. Recent American Influence in Canada, with Particular Reference to Economic Factors and Canadian Reaction, by John J. Deutsch. Canadian Economic Policy from 1945 to 1957, Origins and Influences, by W. A. Mackintosh. The Impact of United States Farm Policy on Canadian Agriculture, by Clarence L. Barber. The American Economic Impact on Quebec, by Maurice Lamontagne. The Flow of United States Investment Funds into Canada since World War II, by Irving Brecher. The Influence of American Labor Organizations and Policies on Canadian Labor, by Eugene Forsey.

15. EUROPEAN PAYMENTS UNION. *Final Report of the Managing Board; Final Period 1st July-27th December 1958*. Paris, OEEC, 1959. Pp. 85.

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Business Outlook, 1960; a Discussion by the Conference Board Economic Forum and Guests held at... New York City, December 3, 1959.* New York, c1959. Pp. 106.

A review of economic conditions in 1959 and a forecast of things to come in 1960.

17. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Survey of Africa since 1950.* New York, 1959. Pp. 248.

"Analyzes the economic structure of African countries and deals generally with patterns of economic development in those countries."

Economics

18. *Economics and the Policy Maker*, by Sidney S. Alexander [and others] Washington, Brookings Institution, 1959. Pp. 209.

Contents: Economics and Business Planning, by Sidney S. Alexander. Economic Stabilization Policy, by Gerhard Colm. The Problem of Creeping Inflation, by Neil H. Jacoby. Taxation Policy by Louis Shere—Monetary and Credit Policy, by Robert V. Roosa. Economics and Collective Bargaining, by Sumner H. Slichter. Competition and Monopoly, by Mark S. Massel. Economics and Economic Development, by Everett E. Hagen.

19. UMBREIT, MYRON HENRY. *Economics: an Introduction to Principles and Problems* [by] Myron H. Umbreit, Elgin F. Hunt [and] Charles V. Kinter. 3d ed. New York, McGraw-Hill, 1957. Pp. 637.

Education

20. ALBERTA. ROYAL COMMISSION ON EDUCATION. *Report.* Edmonton, Queen's Printer, 1959. Pp. 451.

Senator Donald Cameron, chairman. The Royal Commission's "recommendations are designed to result in a curriculum of greater depth of content in essential fields of study and to provide for more intensive study under teachers more carefully selected and with more adequate professional qualifications. It has recommended a measure of decentralization of authority through the evolution of a system of accredited schools and community colleges, and it has emphasized the need to provide greater equality of educational opportunity for all the gifted, the handicapped and children in rural areas."

21. CANADA. BUREAU OF STATISTICS. *The Organization and Administration of Public Schools in Canada.* 2d ed. Ottawa, Queen's Printer, 1960. Pp. 232.

Employees—Training

22. SEYMOUR, WILLIAM DOUGLAS. *Operator Training in Industry.* London, Institute of Personnel Management, 1959. Pp. 52.

"An outline of some recent developments in techniques of training, based on wartime experience in the services and munitions factories and, more recently, on investigations into industrial skills and their acquisition in a number of universities and research institutions."

23. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Meeting Manpower Needs for Technicians; Report of a National Conference on Vocational-Technical Education, Washington, D.C., May 13-17, 1957.* Washington, 1957. Pp. 51.

Employment Management

24. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Controlling Health and Welfare Costs.* Washington, c1959. Pp. 14.

Based on data submitted by 132 executives which revealed that all firms responding provide hospital and surgical benefits; most firms incorporate medical care in their programs; and, some protect their employees against serious accidents and illnesses. The respondents were divided almost equally among those favouring a contributory plan and those who preferred a non-contributory plan. More than half prefer major medical insurance over a comprehensive plan. Most prefer continuing health and welfare coverage for employees after retirement.

25. HARBRECHT, PAUL P. *Pension Funds and Economic Power.* New York, Twentieth Century Fund, 1959. Pp. 328.

Partial Contents: The Advent of the Pension Trusts. What are the Pension Trusts? Objectives, Theory and Practice. Impact of Government Policies. Pension Trusts in 1960. A Policy for Pension Trusts.

26. URWICK, LYNDALL F. *The Correct Place of Personnel Activities in Business Organization.* Toronto, Personnel Association of Toronto, 1958. Pp. 25.

Talk delivered to the 16th Annual Conference of the Personnel Association of Toronto on April 17th, 1958.

Industrial Relations

27. BROWN, ERNEST HENRY PHELPS. *The Growth of British Industrial Relations, a Study from the Standpoint of 1906-14.* London, Macmillan, 1959. Pp. 414.

Discusses the conditions of the working classes, the conditions of work, the development of industrial relations, the growth of trade unions, industrial disputes, etc.

28. INTERNATIONAL LABOUR OFFICE. *Consultation and Co-operation between Public Authorities and Employers' and Workers' Organizations at the Industrial and National Levels.* Fifth item on the agenda. Geneva, 1959-1960. 2 Volumes.

At head of title: Report 5 (1)-(2), International Labour Conference. 44th Session, Geneva, 1960.

Part 1 contains a proposed Recommendation on this topic. Part 2 contains a summary and a brief analysis of the replies and comments of 53 countries.

29. INTERNATIONAL LABOUR ORGANIZATION. *An Account of an Asian Bipartite Study Tour on Labour Management Relations to the United Kingdom and Federal Republic of Germany, 6 September-8 November 1958.* Geneva, International Labour Office, 1959. Pp. 205.

Discusses the social background of industrial relations, labour unions, employers' associations, collective bargaining and the settlement of industrial disputes, joint consultation, and personnel management practices in Great Britain and the Federal German Republic.

30. MICHIGAN. UNIVERSITY. BUREAU OF INDUSTRIAL RELATIONS. *Addresses on Industrial Relations. 1959 Series*. Ann Arbor, 1959. 1 Volume (various pagings).

Some of the topics discussed are: management teamwork, executive development, fringe benefits, management-union relations, and, white-collar unions.

Inflation (Finance)

31. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. COMMITTEE ON ECONOMIC POLICY. *The Mechanics of Inflation, an Analysis of Cost and Demand Pressures on the Price Level; Report*. Washington, Chamber of Commerce of the United States, 1957. Pp. 69.

This report attempts to explain how inflation is caused, how it works, and what can be done about it.

31. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. ECONOMIC RESEARCH DEPARTMENT. *Administered Prices and Inflation; Some Public Policy Issues. Statement by Walter D. Fackler [Assistant Director] and Padraic P. Frucht on Price Prenotification (S. 215) for the Chamber of Commerce of the United States before the Subcommittee on Antitrust and Monopoly, Committee on the Judiciary, United States Senate, April 23, 1959. With Supplemental Materials*. Washington, Chamber of Commerce of the United States, 1959. Pp. 81.

The two speakers, representing the Chamber of Commerce of the U.S.A., objected to a U.S. Senate Bill which they claimed had two false imputations: (a) "a few dominant corporations have control over the production, the distribution, and the price of basic commodities upon which all American economy depends," and (b) "inflation will be checked if the pricing policies of these corporations are publicly reviewed before increased prices may be made effective."

33. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Progress against Inflation, a Series of Talks on the Subject by Homer Jones [and others] Wages, Productivity, and Prices, an Address by W. Allen Wallis. Delivered before Sessions of the Board's 398th Meeting, held in Chicago on November 19, 1959*. New York, 1960. Pp. 67.

Titles of talks: Current Strength of Inflationary Forces, by Homer Jones. Wage Policies and Inflation, by Walter A. Morton. The Federal Budget, by Robert P. Mayo. Some Implications of Creeping Inflation, by Tilford C. Gaines. Inflation and the Balance of Payments, by Frank A. Southard.

Labour Organization

34. KENNEDY, ROBERT FRANCIS. *The Enemy Within*. 1st ed. New York, Harper, 1960. Pp. 338.

The author is the former Chief Counsel of the U.S. Senate Select Committee on Improper Activities in the Labor or Management Field. He tells about the work of the Committee during its three years' activities.

35. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Unions and the Future. Eleventh Annual Conference, September 10 and 11, 1959*. [Montreal, 1959?] Pp. 72.

Contents: Unions in the Next Decade, by R. A. Lester. Some Aspects of the Canadian Wage Structure—Implications for Union Policy, by Sylvia Ostry. Reflections from Experience, by Oakley Dalgleish. Legislating the Internal Behaviour of Unions, by Archibald Cox. Federal Jurisdiction over Labour Relations—a New Look, by F. R. Scott. Panel Discussion.

36. ROBERTS, BENJAMIN CHARLES. *Trade Unions and Industrial Relations in the Soviet Union*, by B. C. Roberts and Maria Feingold. London, The Workers' Educational Association, 1958. Pp. 31.

Some of the topics discussed are unions and the state, the structure of Russian trade unions, collective bargaining, incentive systems, the authority of Russian management, industrial relations, and social security.

37. SHIPPEN, KATHERINE BINNEY. *This Union Cause; the Growth of Organized Labor in America*. 1st ed. New York, Harper, 1958. Pp. 180.

A history of American labour unions written for young people.

38. U.S. BUREAU OF LABOR STATISTICS. *Union Constitution Provisions: Trusteeship. Reason for Trusteeship, Hearing Requirements, Powers of Trustee, Duration, Appeals*. Washington, GPO, 1959. Pp. 38.

An analysis of trusteeship provisions in 114 trade union constitutions.

Labour Supply

39. U.S. BUREAU OF LABOR STATISTICS. *Military Manpower Requirements and Supply, 1959-63*. Washington, GPO, 1959. Pp. 10.

40. U.S. DEPARTMENT OF LABOR. *Manpower, Challenge of the 1960's*. Washington, GPO, 1960. Pp. 24.

Shows changes in the U.S. population and labour force which are expected to take place between 1960 and 1970.

Labouring Classes

41. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Employer's Handbook on Unemployment Insurance*. 15th ed. Ottawa, Queen's Printer, 1959. Pp. 42.

42. CLARK, FREDERICK LEGROS. *Age and the Working Lives of Men, an Attempt to reduce the Statistical Evidence to its Practical Shape*. London, Nuffield Foundation, 1959. Pp. 67.

Partial Contents: How Many Ageing Men become Incapacitated for Further Work through Chronic Invalidity? The Crucial Question. How Many of the Older Men have to moderate or change their jobs? How far does his job determine the Employment Prospects of an Older Man? At What Rates do Men really retire from Work and for What Causes?

43. HARRISON, WILLIAM TAYLOR. *The Truth about Right-to-Work Laws; the Union Arguments, the People's Case*. Washington, National Right to Work Committee, 1959. Pp. 180.

The author supports right-to-work legislation which would do away with the closed shop.

44. INTERNATIONAL LABOUR OFFICE. *Contribution of the ILO to the Raising of Incomes and Living Conditions in Rural Communities, with Particular Reference to Countries in Process of Development*. Sixth item on the agenda. Geneva, 1959. Pp. 98.

At head of title: Report 6. International Labour Conference. 44th session, 1960.

Deals with the agricultural situation in the world.

45. ONTARIO FEDERATION OF LABOUR (CLC). *Can Farmer and Labour Co-operate? A Report of the Farmer-Labour Conference, Club Whitesands, June 27 and 28, 1959*. Toronto, 1959. Pp. [33].

Sponsored by the Farmer-Labour Co-ordinating Council and the Farmer-Labour Committee of the Ontario Federation of Labour with the co-operation of the Ontario Farmers' Union.

46. SHULTZ, GEORGE PRATT, ED. *Labour Problems: Cases and Readings*, by George P. Shultz and John R. Coleman. 2d ed. New York, McGraw-Hill, 1959. Pp. 546.

This is a text book containing articles and excerpts from books. Some of the topics covered are union philosophy, management philosophy, collective bargaining, union security, wage administration, labour laws, and social insurance.

Power (Mechanics)

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Radioisotopes in Industry*, by John J. McMahon and Arnold Berman. New York, 1959. Pp. 136.

"Radioisotopes are... used by industry to measure and control manufacturing processes; to inspect materials, parts, and finished products; to determine the cause of processing difficulties; and to facilitate research." Tells of the use of radioisotopes in the following industries: chemicals, crude petroleum and natural gas, drugs, electric and gas companies, electrical machinery, electronic components and accessories, fabricated metal products, food, paper, plastic materials, rubber, textile products, tobacco, etc.

48. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Energy Resources and Technology. Hearings before the Subcommittee on Automation and Energy Resources of the Joint Economic Committee, Congress of the United States, Eighty-Sixth Congress, First Session, pursuant to Sec. 5(a) of Public law 304, 79th Congress...* Washington, GPO, 1959. Pp. 352.

Hearings held Oct. 12-16, 1959. In these hearings such matters as the estimated requirements and reserves of such fuel and power sources as coal, oil, gas, hydroelectric, the atom, the sun, shale distillation, etc., were considered.

Productivity

49. BIRMINGHAM, ENG. UNIVERSITY. FACULTY OF COMMERCE AND SOCIAL SCIENCE. *Productivity and Economic Incentives*, by J. P. Davison [and others] of the Faculty of Commerce and Social Science, University of Birmingham. London, Allen & Unwin, 1958. Pp. 306.

The four authors conducted an investigation in factories, laundries, and co-operative stores. "The project was to test as exactly as possible the force of economic incentives upon the productivity, the earnings and the satisfaction (or otherwise) of groups of workers and to discover under what precise conditions the force was stronger or weaker."

50. EASTERFIELD, T. E. *Productivity Measurement in Great Britain, a Survey of Recent Work*. London, Great Britain, Dept. of Scientific and Industrial Research, 1959. Pp. 79.

This report is arranged in four main sections: 1. the problem of multiple inputs (such as labour, raw materials, fuel and power, machinery, etc.); 2. the problem of multiple outputs; 3. a study of factors affecting productivity; and, 4. the application of productivity studies to achieve practical results.

51. EUROPEAN PRODUCTIVITY AGENCY. TRADE UNION INFORMATION AND RESEARCH SERVICE. *Problems of the Textile Industry in Europe; Final Report of the Milan Conference*, by Jacques Michollin. Paris, OEEC. [1959?] Pp. 7.

Includes reports of a trade union seminar held in Milan, May 13 to 17, 1957, sponsored by the European Productivity Agency, the International Federation of Textile Associations and the International Christian Federation of Textile and Clothing Workers. The topics discussed at this Conference were: 1. Economic situation and structure of the industry; 2. Technological evolution and productivity; 3. Working and social conditions; 4. Wage policy and practices; 5. Vocational training and trade union education of textile workers.

52. EUROPEAN PRODUCTIVITY AGENCY. TRADE UNION INFORMATION AND RESEARCH SERVICE. *Productivity in Ports; Final Report on the Conference held in Copenhagen from October 1 to 4, 1957*, by K. Kuhne and A. J. Ledeganck. Paris, OEEC, 1959. Pp. 95.

Report of an International Trade Union Conference on Productivity in Ports held in Copenhagen from October 1 to 4, 1957.

53. GOMBERG, WILLIAM. *Labor's Participation in the European Productivity Program: a Study in Frustration*. Berkeley, Institute of Industrial Relations, University of California, 1959. Pp. 240-255.

Deals with American trade union participation in the administration of the Marshall Plan in European countries through the European Co-operation Administration.

54. U.S. BUREAU OF LABOR STATISTICS. *Trends in Output per Man-hour in the Private Economy, 1909-1958*. Washington, GPO, 1960. Pp. 47, 46.

"...Presents indexes and average rates of change in output per manhour for the private economy, agriculture, and non-agriculture for the post-World War II period, 1947-58, and for the long-term period 1909-58. Estimates are also presented for manufacturing and non-manufacturing for the period 1947-57."

Professional Workers

55. ENGINEERING INSTITUTE OF CANADA. *Engineering Careers in Canada, 1959-60* Edition. [Montreal, 1960?] Pp. 87.

56. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC MANPOWER. COMMITTEE ON SCIENTIFIC MANPOWER. *Scientific and Engineering Manpower in Great Britain, 1959*. London, HMSO, 1959. Pp. 48.

Sociology, Industrial

57. GROSS, EDWARD. *Work and Society*. New York, Crowell, 1958. Pp. 652.

Concerns the sociology of work. Discusses the world of work, three types of occupations (professional, white collar and blue collar), work organizations such as the farm, the restaurant, the factory, and work as it is related to unions and to ethnic groups.

58. INTERNATIONAL SOCIAL SCIENCE COUNCIL. INTERNATIONAL RESEARCH OFFICE ON THE SOCIAL IMPLICATIONS OF TECHNOLOGICAL CHANGE. *Changements techniques, économiques et sociaux; étude théorique. Social, Economic and Technological Change; a Theoretical Approach*. Avec la collaboration de G. Balandier [et al. Paris, International Social Science Council] 1958. Pp. 355.

Contents: Social Change as influenced by Technological Change, by H. T. Chabot [and others]. Analyse critique de concepts relatifs aux implications sociales du progrès technique, par H. Janne et S. Bernard. Measurement of Social Implications of Technological Change, by S. Kuznets. The Demographic Consequences of Changes in Productive Technology, by K. Davis. Measurement of Organizational and Institutional Implications of Changes in Productive Technology, by W. E. Moore. Social Implications of Technological Change as regards Patterns and Models, by R. First [and others] L'apport synthétique de l'anthropologie et de l'histoire, par G. Balandier et C. Moraze.

Taxation

59. CANADIAN TAX FOUNDATION. *Personal Corporations; a Study of Their Background and Treatment under the Canadian Income Tax*, by Gwyneth McGregor. Toronto, 1960. Pp. 28.

60. CANADIAN TAX FOUNDATION. *The Post-War Taxation of Canadian Co-operatives*, by R. Craig McIvor. Toronto, 1959. Pp. 78.

61. CANADIAN TAX FOUNDATION. *Report of Proceedings of the Thirteenth Annual Tax Conference Convened by the Canadian Tax Foundation at... Quebec City, November 19-20-12, 1959*. Toronto, 1960. Pp. 294.

Wages and Hours

62. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Wage Incentives in Australian Industry, Principles and Cases*. Canberra, Commonwealth Government Printer, 1959. Pp. 115.

Describes the kinds of incentive schemes in effect in Australia and includes nine case studies of plans in operation.

63. SIBSON, ROBERT EARL. *Wages and Salaries: a Handbook for Line Managers*. New York, American Management Association, c1960. Pp. 224.

Contents: Management's Stake in Wage and Salary Administration. The First Step: Job Evaluation. The Second Step: Pricing Job Value. The Role of Merit Rating in a Wage Program. The Importance of Wage Incentive Plans. Fringe Benefits as Additional Compensation. Compensation of Exempt Employees. Administration of the Pay Program.

64. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure: Gray Iron Foundries, April-June 1959*. Washington, GPO, 1959. Pp. 32.

Includes information on wages and hours, paid vacations, paid holidays, and health, insurance, and pension plans.

65. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure: Leather Tanning and Finishing, May 1959*. Washington, GPO, 1959. Pp. 46.

Includes information on wages, hours of labour, paid vacations, paid holidays, and health, insurance, retirement severance, and pension plans.

Women—Employment

66. GILDERSLEEVE, GENIEVE NORTHAM. *Women in Banking; a History of the National Association of Bank Women*. Introd. by Ray M. Gidney. Washington, Public Affairs Press, 1959. Pp. 115.

The National Association of Bank Women began in 1921 with a membership of 16 and by 1957 had almost 3,000 members.

67. U.S. CHILDREN'S BUREAU. *Child Care Arrangements of Full-Time Working Mothers*, by Henry C. Lajewski. Washington, GPO, 1959. Pp. 26.

A survey of working mothers employed full time and with children under 12 years of age to find out who looked after the children while their mothers worked, and where this care was provided.

68. U.S. WOMEN'S BUREAU. *Careers for Women in Retailing*. Washington, GPO, 1959. Pp. 52.

Contents: Women and the Retailing Industry. Careers for Women in Department and Specialty Stores. Women as Owners of Small Stores. If You want a Career in Retailing.

(Continued on page 688)

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force	631
Table B-1—Labour Income	632
Tables C-1 to C-6—Employment, Hours and Earnings	633
Tables D-1 to D-6—Employment Service Statistics	638
Tables E-1 to E-4—Unemployment Insurance	648
Tables F-1 and F-2—Prices	650
Tables G-1 to G-4—Strikes and Lockouts	651

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 19, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes	6,234	107	427	1,753	2,327	1,057	563
Agricultural	605	*	47	129	151	249	27
Non-Agricultural	5,629	105	380	1,624	2,176	808	536
Males	4,630	87	326	1,320	1,674	798	425
Agricultural	578	*	46	125	144	235	26
Non-Agricultural	4,052	85	280	1,195	1,530	563	399
Females	1,604	20	101	433	653	259	138
Agricultural	27	*	*	*	*	14	*
Non-Agricultural	1,577	20	100	429	646	245	137
All Ages	6,234	107	427	1,753	2,327	1,057	563
14—19 years	562	12	43	200	185	90	32
20—24 years	788	18	55	256	266	130	63
25—44 years	2,894	51	179	805	1,102	484	273
45—64 years	1,778	24	131	448	687	313	175
65 years and over	212	*	19	44	87	40	20
<i>Persons with Jobs</i>							
All status groups	5,668	78	371	1,517	2,192	991	519
Males	4,119	59	273	1,106	1,555	739	387
Females	1,549	19	98	411	637	252	132
Agricultural	589	*	45	124	147	246	25
Non-Agricultural	5,079	76	326	1,393	2,045	745	494
Paid Workers	4,625	66	291	1,251	1,889	680	448
Males	3,203	49	202	875	1,294	457	326
Females	1,422	17	89	376	595	223	122
<i>Persons without Jobs and Seeking Work</i>							
Both Sexes	566	29 ⁽¹⁾	56	236	135	66	44
<i>Persons not in the Labour Force</i>							
Both Sexes	5,478	167	480	1,562	1,791	950	528
Males	1,207	57	120	316	359	224	131
Females	4,271	110	360	1,246	1,432	726	397

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended March 19, 1960		Week Ended February 20, 1960		Week Ended March 21, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	595	573	578	556	555	530
Without Jobs.....	566	545	555	535	525	502
Under 1 month.....	90	—	111	—	81	—
1—3 months.....	244	—	283	—	207	—
4—6 months.....	181	—	116	—	168	—
7—12 months.....	32	—	25	—	47	—
13—18 months.....	*	—	*	—	11	—
19—and over.....	13	—	12	—	11	—
Worked.....	29	28	23	21	30	28
1—14 hours.....	*	*	10	*	12	11
15—34 hours.....	20	19	13	12	18	17

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Feb.....	45.1	402.0	136.9	62.0	292.3	71.3	603.0	1,160.8*	185.8*	1,386.7
Mar.....	44.7	405.4	137.0	.....	.....	.....	.....	.....	.....	1,398.5
April.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.2
May.....	45.2	420.7	147.0	68.5	367.8	75.3	625.0	1,218.4*	191.7	1,482.3
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3*	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.5	296.4	75.1	634.9	1,242.2	204.4	1,461.1
March†.....	46.6	420.9	138.7	.....	.....	.....	.....	.....	.....	1,461.9

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at February, 1960 employees in the principal non-agricultural industries reported a total employment of 2,649,723. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹				Index Numbers (1949 = 100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
		\$	\$			\$	\$	
Averages								
1955	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
March	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February*	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March†	114.2	201.4	175.5	75.40	108.9	195.4	177.5	78.06

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1960	Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959
				\$	\$	\$
Provinces						
Newfoundland.....	109.1	112.0	104.5	67.70	65.46	64.26
Prince Edward Island.....	109.1	105.4	101.2	55.14	57.49	55.70
Nova Scotia.....	93.9	92.2	87.1	63.14	62.73	60.27
New Brunswick.....	101.0	103.2	97.5	63.27	62.52	60.55
Quebec.....	112.9	113.7	111.2	72.53	72.31	70.21
Ontario.....	117.0	117.7	116.0	77.98	77.98	75.83
Manitoba.....	105.4	106.4	105.1	71.14	70.74	69.38
Saskatchewan.....	116.3	117.4	118.3	71.23	70.61	69.24
Alberta (including Northwest Territories).....	146.3	147.3	145.0	77.77	77.32	76.71
British Columbia (including Yukon).....	111.0	109.7	109.5	82.69	82.01	79.02
Canada	114.5	115.1	113.0	75.38	75.13	73.11
Urban Areas						
St. John's.....	117.2	118.6	120.9	54.81	54.08	52.83
Sydney.....	91.3	92.1	87.3	75.71	77.45	75.40
Halifax.....	119.9	118.5	116.5	61.83	60.87	60.19
Moncton.....	91.8	96.7	91.3	59.16	58.34	58.03
Saint John.....	111.1	110.3	111.5	61.21	60.94	54.83
Chicoutimi—Jonquiere.....	110.6	112.2	100.7	87.70	87.87	89.03
Quebec.....	106.1	105.2	103.9	63.26	63.11	60.63
Sherbrooke.....	98.4	98.6	97.6	62.17	61.99	58.89
Shawinigan Falls.....	104.2	101.1	95.3	81.98	82.78	78.87
Three Rivers.....	109.6	110.2	106.5	68.60	68.69	67.16
Drummondville.....	75.4	76.5	78.0	61.77	60.88	60.99
Montreal.....	119.5	120.1	118.2	74.02	73.80	71.30
Ottawa—Hull.....	118.8	120.5	118.6	69.66	69.40	67.24
Kingston.....	107.3	106.6	106.8	72.45	72.96	69.84
Peterborough.....	96.5	97.8	97.7	84.07	84.96	81.99
Oshawa.....	186.8	187.3	178.7	86.83	94.71	83.46
Toronto.....	127.5	127.9	126.4	77.85	77.88	75.80
Hamilton.....	111.2	110.4	106.2	83.41	83.79	80.40
St. Catharines.....	111.9	112.3	108.0	85.04	85.90	83.44
Niagara Falls.....	93.0	90.7	93.2	79.69	81.07	78.28
Brantford.....	84.7	84.6	89.2	70.66	71.53	69.68
Guelph.....	121.4	122.1	120.3	69.70	69.42	67.01
Galt.....	114.6	113.6	109.0	67.63	68.29	66.18
Kitchener.....	119.9	121.1	115.0	70.38	70.05	68.92
Sudbury.....	141.3	140.7	129.7	89.40	89.79	87.22
Timmins.....	92.5	92.0	91.8	68.39	67.45	67.04
London.....	120.6	120.2	119.7	70.85	70.48	69.01
Sarnia.....	120.5	120.7	121.1	95.67	94.64	93.25
Windsor.....	78.8	79.1	78.4	85.05	82.77	82.77
Sault Ste. Marie.....	145.0	145.8	132.4	96.25	94.39	91.19
Ft. William—Pt. Arthur.....	95.6	96.2	102.8	75.34	75.39	73.16
Winnipeg.....	106.6	107.7	105.7	68.01	67.75	66.34
Regina.....	122.2	123.4	121.4	69.09	68.24	65.85
Saskatoon.....	127.9	128.3	124.1	66.02	66.18	64.77
Edmonton.....	175.4	176.9	171.4	71.78	71.44	71.14
Calgary.....	161.4	162.9	158.0	72.38	72.49	70.20
Vancouver.....	113.2	113.1	112.9	81.02	81.19	78.05
Victoria.....	107.8	108.3	110.1	74.66	74.52	70.94

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Note: Information for other industries is given in "Employment and Payrolls"

Industry ^a	Employment Index Numbers			Average Weekly Wages and Salaries, In Dollars		
	Feb. 1960	Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959
Mining	122.2	122.6	118.8	94.23	92.56	93.21
Metal mining.....	138.9	138.8	136.9	95.38	93.40	94.06
Gold.....	72.7	73.1	72.3	76.07	73.19	74.97
Other metal.....	200.5	200.0	107.2	101.91	100.29	100.58
Fuels.....	99.7	100.6	91.6	96.18	95.89	96.65
Coal.....	49.8	51.8	39.5	71.96	74.39	71.98
Oil and natural gas.....	314.6	310.6	296.5	112.71	111.33	109.58
Non-metal.....	112.8	113.8	117.8	82.72	79.33	80.76
Manufacturing	108.8	108.6	107.5	77.69	77.90	75.59
Durable goods.....	114.6	114.3	111.6	83.41	83.98	81.10
Non-durable goods.....	104.0	103.7	104.0	72.37	72.25	70.53
Food and beverages.....	103.2	103.7	101.7	70.40	69.77	68.33
Meat products.....	131.3	132.1	127.4	77.11	77.31	77.28
Canned and preserved fruits and vegetables.....	70.9	76.3	70.7	68.04	64.56	65.15
Grain mill products.....	100.5	100.7	102.7	74.91	74.89	71.55
Bread and other bakery products.....	107.7	107.9	107.1	65.59	65.67	64.89
Distilled and malt liquors.....	97.3	96.3	97.7	92.12	92.09	87.67
Tobacco and tobacco products.....	107.6	109.5	114.3	67.99	68.13	65.78
Rubber products.....	104.7	104.7	103.5	80.48	80.64	79.33
Leather products.....	85.7	85.4	89.0	53.03	53.20	52.13
Boots and shoes (except rubber).....	93.4	93.4	96.8	50.78	51.06	49.95
Textile products (except clothing).....	77.0	76.0	79.1	62.21	62.61	60.32
Cotton yarn and broad woven goods.....	66.0	63.4	67.4	59.19	58.75	55.69
Woollen goods.....	61.9	61.5	56.5	57.87	58.92	57.65
Synthetic textiles and silk.....	84.8	85.5	81.7	68.52	69.08	66.51
Clothing (textile and fur).....	92.2	91.0	94.1	48.98	49.14	48.72
Men's clothing.....	91.9	90.7	94.1	47.63	47.72	48.05
Women's clothing.....	99.7	98.2	103.0	51.31	51.88	50.57
Knit goods.....	75.0	73.5	79.1	47.89	47.90	47.30
Wood products.....	101.3	100.6	100.4	67.70	68.15	64.38
Saw and planing mills.....	102.7	101.6	101.7	70.40	71.26	66.80
Furniture.....	109.0	109.1	108.9	63.91	63.90	62.82
Other wood products.....	80.0	79.6	78.5	61.06	60.42	58.70
Paper products.....	119.8	120.2	118.2	90.13	89.41	88.04
Pulp and paper mills.....	120.8	121.2	118.2	96.80	96.05	94.92
Other paper products.....	117.2	117.7	118.3	73.06	72.44	71.16
Printing, publishing and allied industries.....	122.2	122.2	119.3	84.42	83.97	80.68
Iron and steel products.....	109.1	109.1	104.3	88.01	88.00	85.35
Agriculture implements.....	82.5	79.4	76.2	88.20	87.33	87.68
Fabricated and structural steel.....	151.7	149.3	158.0	87.35	88.55	85.54
Hardware and tools.....	103.7	103.2	94.5	78.31	78.72	77.02
Heating and cooking appliances.....	99.9	100.0	98.3	75.06	75.74	74.48
Iron castings.....	97.1	97.8	97.5	84.75	84.35	81.25
Machinery Industrial.....	117.8	117.6	109.6	84.41	84.86	82.69
Primary iron and steel.....	125.3	125.1	109.7	100.86	100.94	98.20
Sheet metal products.....	102.7	102.7	102.5	85.83	85.15	83.07
Wire and wire products.....	120.0	120.0	114.8	90.46	91.55	86.71
Transportation equipment.....	112.8	112.2	112.4	86.37	88.38	85.90
Aircraft and parts.....	239.3	240.5	254.1	91.90	93.99	91.13
Motor vehicles.....	118.2	119.2	111.5	92.80	96.41	94.61
Motor vehicles parts and accessories.....	114.9	114.3	109.9	85.20	87.67	83.83
Railroad and rolling stock equipment.....	61.4	62.6	66.1	79.29	79.38	77.83
Shipbuilding and repairing.....	134.3	125.4	129.6	79.03	79.73	78.91
Non-ferrous metal products.....	127.8	127.0	121.6	89.01	89.02	85.07
Aluminum products.....	135.9	136.1	129.7	84.36	84.70	81.19
Brass and copper products.....	105.2	104.9	110.7	84.26	83.30	78.57
Smelting and refining.....	149.7	147.9	133.8	96.71	97.17	94.14
Electrical apparatus and supplies.....	135.8	136.2	131.7	83.61	83.84	80.29
Heavy electrical machinery.....	110.2	108.9	110.3	89.95	90.63	85.89
Telecommunication equipment.....	212.9	214.7	204.1	81.02	80.78	78.77
Non-metallic mineral products.....	133.4	134.2	130.1	80.04	79.99	79.31
Clay products.....	89.6	92.2	94.1	75.47	74.95	72.33
Glass and glass products.....	146.0	148.8	138.9	77.54	78.14	77.89
Products of petroleum and coal.....	133.1	133.6	137.6	111.72	111.34	110.77
Petroleum refining.....	135.1	135.6	140.2	112.64	112.23	111.59
Chemical products.....	130.8	130.7	128.5	89.38	89.31	85.69
Medicinal and pharmaceutical preparations.....	120.0	119.0	118.1	78.84	79.04	75.50
Acids, alkalis and salts.....	147.8	149.0	139.9	101.36	101.03	96.71
Miscellaneous manufacturing industries.....	127.2	125.5	122.1	68.75	69.40	67.24
Construction	101.6	103.9	104.0	80.27	80.49	76.38
Building and general engineering.....	102.7	105.8	105.0	86.76	87.11	82.31
Highways, bridges and streets.....	99.8	100.9	102.4	69.40	69.17	66.59
Electric and motor transportation.....	129.1	129.0	124.0	79.69	76.48	76.84
Service	137.1	137.1	131.7	52.59	52.20	50.14
Hotels and restaurants.....	124.0	123.6	120.1	41.42	40.76	40.48
Laundries and dry cleaning plants.....	109.5	110.2	110.8	45.69	45.52	43.35
Industrial composite	114.5	115.1	113.0	75.38	75.13	73.11

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1960	Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.2	41.3	42.6	2.09	2.08	2.05	\$7.95	\$5.86	\$7.28
Metal mining.....	42.1	41.0	42.7	2.16	2.16	2.11	90.82	88.35	90.22
Gold.....	43.0	41.1	43.9	1.65	1.64	1.60	70.81	67.50	70.47
Other metal.....	41.8	40.9	42.3	2.35	2.35	2.30	98.14	96.04	97.51
Fuels.....	42.7	43.1	42.3	1.98	1.96	1.98	84.33	84.56	83.76
Coal.....	40.0	41.5	39.7	1.75	1.74	1.75	69.83	72.48	69.53
Oil and natural gas.....	46.4	45.5	45.2	2.25	2.25	2.20	104.46	102.47	99.65
Non-metal.....	41.6	39.8	42.0	1.89	1.87	1.84	78.57	74.39	77.05
Manufacturing	40.4	40.7	40.9	1.77	1.77	1.71	\$7.50	\$7.89	\$6.81
Durable goods.....	40.5	41.0	41.0	1.92	1.93	1.85	78.04	78.93	75.83
Non-durable goods.....	40.3	40.3	40.8	1.62	1.61	1.57	65.08	64.99	63.96
Food and beverages.....	40.2	40.1	40.5	1.59	1.58	1.55	64.11	63.48	62.80
Meat Products.....	39.3	39.8	40.4	1.84	1.83	1.80	72.33	72.85	72.93
Canned and preserved fruits and vegetables.....	39.6	39.7	39.8	1.47	1.41	1.41	58.19	55.90	56.06
Grain mill products.....	40.9	41.1	41.4	1.68	1.68	1.62	68.87	69.05	67.29
Bread and other bakery products.....	41.8	41.6	42.7	1.42	1.42	1.39	59.36	58.98	59.51
Distilled liquors.....	39.4	39.8	40.9	1.97	1.95	1.84	77.57	78.09	75.45
Malt liquors.....	39.0	38.6	38.7	2.23	2.22	2.13	86.81	85.53	82.27
Tobacco and tobacco products.....	40.6	39.6	39.6	1.59	1.59	1.52	64.49	62.80	60.21
Rubber products.....	40.9	41.2	42.1	1.83	1.84	1.77	74.82	75.75	74.64
Leather products.....	40.5	40.3	42.0	1.19	1.20	1.15	48.22	48.29	48.40
Boots and shoes (except rubber).....	40.7	40.6	42.2	1.15	1.15	1.11	46.77	46.94	46.75
Other leather products.....	39.9	39.6	41.4	1.28	1.30	1.26	51.62	51.48	52.37
Textile products (except clothing).....	42.0	42.7	42.3	1.33	1.31	1.28	55.76	56.17	54.27
Cotton yarn and broad woven goods.....	40.4	41.3	40.4	1.34	1.30	1.27	54.38	55.72	51.17
Woollen goods.....	42.5	43.5	43.7	1.24	1.24	1.21	52.70	53.98	52.82
Synthetic textiles and silk.....	43.7	44.2	43.6	1.40	1.40	1.37	61.31	61.85	59.96
Clothing (textile and fur).....	38.6	38.7	39.7	1.14	1.13	1.11	43.96	43.98	43.96
Men's clothing.....	37.9	38.2	39.5	1.15	1.14	1.13	43.64	43.52	44.53
Women's clothing.....	37.6	37.8	38.4	1.22	1.23	1.16	45.95	46.34	47.76
Knit goods.....	40.6	40.9	41.3	1.04	1.05	1.04	42.91	42.91	42.81
*Wood products.....	41.2	41.7	41.5	1.56	1.56	1.49	64.40	65.12	61.68
Saw and planing mills.....	40.8	41.5	40.6	1.67	1.67	1.59	68.17	69.44	64.55
Sawmills.....	40.0	40.8	39.5	1.80	1.80	1.73	72.10	73.39	68.45
Furniture.....	41.8	41.9	42.7	1.42	1.41	1.36	59.15	59.26	58.20
Other wood products.....	42.4	42.1	43.2	1.32	1.31	1.25	45.80	45.07	53.85
Paper products.....	41.1	40.8	41.3	2.04	2.04	1.99	84.03	83.19	82.37
Pulp and paper mills.....	41.4	41.1	41.5	2.18	2.19	2.14	90.46	89.59	88.95
Other paper products.....	40.4	40.3	40.8	1.63	1.61	1.57	65.74	65.02	65.22
Printing, publishing and allied industries.....	39.0	38.9	39.4	2.15	2.13	2.04	83.58	82.93	80.40
*Iron and steel products.....	40.7	40.8	40.9	2.05	2.05	1.98	83.76	83.92	80.94
Agricultural implements.....	40.0	39.5	41.8	2.08	2.07	1.92	89.87	81.90	83.34
Fabricated and structural steel.....	40.2	40.9	40.2	2.00	2.00	1.92	80.33	81.83	77.13
Hardware and tools.....	41.3	41.7	41.3	1.75	1.77	1.71	72.47	73.60	71.68
Heating and cooking appliances.....	40.0	40.7	41.5	1.75	1.74	1.70	69.98	70.95	70.40
Iron castings.....	41.1	41.1	40.8	1.98	1.97	1.90	81.29	80.87	77.83
Machinery, industrial.....	41.5	41.7	41.5	1.90	1.91	1.85	79.69	79.82	77.00
Primary iron and steel.....	40.3	40.4	40.4	2.41	2.41	2.33	97.00	97.31	94.07
Sheet metal products.....	40.4	40.4	40.4	2.00	1.97	1.92	80.65	79.71	77.70
*Transportation equipment.....	39.7	40.5	40.8	2.03	2.05	1.96	80.62	83.04	80.18
Aircraft and parts.....	41.7	43.0	41.6	2.00	2.02	1.92	83.50	86.81	79.92
Motor vehicles.....	38.2	39.2	41.1	2.24	2.29	2.16	85.64	89.79	88.52
Motor vehicle parts and accessories.....	39.8	41.0	40.8	2.02	2.04	1.94	80.30	83.57	79.24
Railroad and rolling stock equipment.....	39.5	39.7	40.1	1.95	1.94	1.89	76.91	76.98	75.85
Shipbuilding and repairing.....	39.6	39.9	40.5	1.93	1.94	1.91	76.51	77.44	77.25
*Non-ferrous metal products.....	40.7	40.8	40.3	2.05	2.05	1.97	83.32	83.43	79.33
Aluminum products.....	41.4	42.0	40.7	1.80	1.80	1.73	74.61	75.60	70.56
Brass and copper products.....	40.6	40.1	40.0	1.94	1.92	1.82	78.50	77.10	73.08
Smelting and refining.....	40.6	40.6	40.2	2.25	2.26	2.20	91.45	91.75	88.42
*Electrical apparatus and supplies.....	40.3	40.9	40.3	1.82	1.82	1.76	73.48	74.26	70.65
Heavy electrical machinery and equipment.....	40.0	40.7	39.7	2.02	2.01	1.94	80.74	81.69	76.89
Telecommunication equipment.....	40.1	40.7	40.2	1.64	1.62	1.60	65.88	66.00	64.29
Refrigerators, vacuum cleaners and appliances.....	39.0	39.9	41.3	1.86	1.85	1.77	72.54	73.80	73.21
Wire and cable.....	41.3	42.0	39.5	2.00	2.01	1.91	82.57	84.42	75.46
Miscellaneous electrical products.....	41.0	41.4	40.5	1.73	1.73	1.66	71.09	71.57	67.30
*Non-metallic mineral products.....	41.6	42.3	43.0	1.79	1.78	1.74	74.52	75.20	74.89
Clay products.....	41.3	41.6	41.6	1.66	1.66	1.61	68.77	69.16	66.92
Glass and glass products.....	41.3	41.9	43.0	1.77	1.78	1.72	72.94	74.31	74.19
Products of petroleum and coal.....	40.6	40.8	41.1	2.43	2.42	2.40	98.58	98.63	98.39
Chemical products.....	40.4	40.8	40.7	1.94	1.93	1.87	78.39	78.52	76.08
Medicinal and pharmaceutical preparations.....	39.2	40.4	40.3	1.48	1.47	1.43	57.97	59.30	57.51
Acids, alkalis and salts.....	40.7	41.2	40.8	2.25	2.23	2.15	91.75	91.68	87.57
Miscellaneous manufacturing industries.....	41.1	41.5	41.8	1.45	1.46	1.41	59.65	60.39	58.94
Construction	40.0	40.2	40.4	1.95	1.95	1.82	\$7.97	\$8.29	\$7.81
Building and general engineering.....	39.8	40.1	40.0	2.10	2.10	1.98	83.57	84.15	79.12
Highways, bridges and streets.....	40.4	40.4	41.3	1.66	1.64	1.55	66.93	66.43	63.93
Electric and motor transportation.....	43.7	43.8	44.5	1.81	1.81	1.73	79.18	79.24	76.89
Service	39.1	38.9	39.5	1.03	1.03	1.00	\$4.44	\$4.88	\$4.31
Hotels and restaurants.....	39.2	38.9	39.8	1.01	1.00	0.98	39.75	39.01	39.13
Laundries and dry cleaning plants.....	39.5	39.6	39.1	0.98	0.98	0.97	38.60	38.69	38.09

*Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1954.....	40.7	\$ 1.41	\$ 57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1959 March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February(1).....	40.4	1.77	71.50	171.3	127.2	134.7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
May 1, 1955.....	15,508	14,655	30,163	394,275	98,601	492,876
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
May 1, 1958.....	17,323	13,174	30,497	581,382	165,402	746,784
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960 ⁽¹⁾	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960 ⁽¹⁾	15,913	14,487	30,400	581,558	174,874	756,432

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31, 1960⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				February 29, 1960	March 31, 1959
Agriculture, Fishing, Trapping	712	155	867	+ 505	- 169
Forestry	187	12	199	- 273	- 74
Mining, Quarrying and Oil Wells	498	48	546	+ 58	- 17
Metal Mining.....	387	14	401	+ 127	+ 82
Fuels.....	64	19	83	+ 6	- 13
Non-Metal Mining.....	13	1	14	- 62	- 18
Quarrying, Clay and Sand Pits.....	14	1	15	+ 8	+ 9
Prospecting.....	20	13	33	- 9	- 77
Manufacturing	2,786	1,548	4,334	+ 197	- 392
Foods and Beverages.....	202	131	333	- 36	- 33
Tobacco and Tobacco Products.....	3	7	10	+ 2	+ 2
Rubber products.....	21	12	33	0	+ 1
Leather Products.....	49	76	125	- 40	- 27
Textile Products (except clothing).....	88	72	160	+ 37	- 18
Clothing (textile and fur).....	98	550	648	+ 9	- 233
Wood Products.....	328	58	386	+ 49	+ 76
Paper Products.....	100	39	139	+ 26	- 27
Printing, Publishing and Allied Industries.....	140	61	201	+ 12	- 29
Iron and Steel Products.....	540	110	650	- 32	- 19
Transportation Equipment.....	400	51	451	- 59	- 34
Non-Ferrous Metal Products.....	157	41	198	- 4	+ 57
Electrical Apparatus and Supplies.....	236	137	373	+ 76	- 23
Non-Metallic Mineral Products.....	92	47	139	+ 20	- 86
Products of Petroleum and Coal.....	13	11	24	+ 4	- 37
Chemical Products.....	227	61	288	+ 110	+ 25
Miscellaneous Manufacturing Industries.....	92	84	176	+ 23	+ 13
Construction	862	77	939	+ 311	- 352
General Contractors.....	575	45	620	+ 260	- 264
Special Trade Contractors.....	287	32	319	+ 51	- 88
Transportation, Storage and Communication	1,315	256	1,571	+ 923	+ 373
Transportation.....	1,145	109	1,254	+ 928	+ 335
Storage.....	16	9	25	- 20	- 23
Communication.....	154	138	292	+ 15	+ 61
Public Utility Operation	44	28	72	- 10	- 116
Trade	1,740	1,795	3,535	+ 537	- 485
Wholesale.....	593	442	1,035	+ 50	- 146
Retail.....	1,147	1,353	2,500	+ 487	- 339
Finance, Insurance and Real Estate	484	767	1,251	+ 114	- 253
Service	1,922	7,097	9,019	+ 980	- 597
Community or Public Service.....	292	1,840	2,132	+ 162	+ 442
Government Service.....	751	367	1,118	+ 71	- 461
Recreation Service.....	66	46	112	+ 4	- 18
Business Service.....	331	377	708	+ 42	- 112
Personal Service.....	482	4,467	4,949	+ 701	- 448
Grand Total	10,550	11,783	22,333	+ 3,342	- 2,082

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MARCH 31, 1960 (1)

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies(2)			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,678	1,439	3,117	8,984	2,161	11,145
Clerical Workers.....	865	3,299	4,164	21,250	55,265	76,515
Sales Workers.....	1,115	812	1,927	9,588	23,613	33,201
Personal and Domestic Service Workers.	636	4,935	5,571	47,005	33,314	80,319
Seamen.....	7	.....	7	5,794	25	5,819
Agriculture, Fishing, Forestry (Ex. log.).	741	45	786	7,728	1,062	8,790
Skilled and Semiskilled Workers.....	3,295	981	4,276	321,295	29,462	350,757
Food and kindred products (incl. tobacco).....	60	4	64	2,629	1,076	3,705
Textiles, clothing, etc.....	76	674	750	4,090	17,673	21,763
Lumber and lumber products.....	256	.....	256	51,705	206	51,911
Pulp, paper (incl. printing).....	67	6	73	1,539	671	2,210
Leather and leather products.....	30	51	81	1,973	1,555	3,528
Stone, clay and glass products.....	7	.....	7	1,195	63	1,258
Metalworking.....	464	23	487	23,616	1,373	24,989
Electrical.....	135	20	155	4,787	1,568	6,355
Transportation equipment.....	7	6	13	1,131	45	1,176
Mining.....	150	.....	150	3,407	.....	3,407
Construction.....	379	.....	379	100,598	22	100,620
Transportation (except seamen).....	312	13	325	60,590	193	60,783
Communications and public utility..	36	.....	36	1,689	8	1,697
Trade and service.....	180	145	325	7,698	2,994	10,692
Other skilled and semiskilled.....	983	31	1,014	35,953	1,583	37,536
Foremen.....	102	7	109	6,990	421	7,411
Apprentices.....	51	1	52	11,705	11	11,716
Unskilled Workers.....	2,065	319	2,384	230,463	37,981	268,444
Food and tobacco.....	29	64	93	9,974	11,807	21,781
Lumber and lumber products.....	97	1	98	29,206	566	29,772
Metalworking.....	107	7	114	8,811	1,039	9,850
Construction.....	709	1	710	124,044	3	124,047
Other unskilled workers.....	1,123	246	1,369	58,428	24,566	82,994
Grand Total.....	10,402	11,830	22,232	652,107	182,883	834,990

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 31, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 31, 1960	March 3, 1960	April 2, 1959	March 31, 1960	March 3, 1960	April 2, 1959
Newfoundland	298	259	428	30,324	30,509	26,392
Corner Brook.....	48	63	10	6,416	6,551	6,297
Grand Falls.....	6	3	4	3,159	2,885	2,518
St. John's.....	244	193	414	20,749	21,073	17,577
Prince Edward Island	124	89	116	6,309	6,538	5,884
Charlottetown.....	105	57	93	4,005	4,197	3,660
Summerside.....	19	32	23	2,304	2,341	2,224
Nova Scotia	603	481	710	38,796	39,644	49,511
Amherst.....	21	14	18	1,640	1,644	1,388
Bridgewater.....	22	24	34	2,844	2,680	2,445
Halifax.....	342	296	499	7,261	7,325	6,481
Inverness.....	.....	.....	.....	1,595	1,558	1,465
Kentville.....	106	43	52	4,537	4,508	4,181
Liverpool.....	9	4	13	1,067	1,054	929
New Glasgow.....	35	51	24	5,160	5,417	5,254
Springhill.....	2	.....	.....	1,536	1,314	1,670
Sydney.....	13	12	13	6,556	6,891	10,714
Truro.....	18	16	2	2,567	2,129	2,278
Yarmouth.....	35	21	55	4,033	4,124	3,706
New Brunswick	793	661	730	40,678	39,181	41,205
Bathurst.....	12	6	7	6,450	6,746	6,760
Campbellton.....	8	10	42	3,611	3,138	3,555
Edmundston.....	33	18	7	3,543	3,190	3,449
Fredericton.....	90	66	117	3,265	3,006	3,002
Minto.....	46	57	21	901	733	923
Moncton.....	371	193	322	10,288	11,179	10,207
Newcastle.....	2	4	2	4,188	3,874	4,341
Saint John.....	195	250	173	2,859	2,568	3,012
St. Stephen.....	20	34	5	1,735	1,573	2,299
Sussex.....	9	16	27	1,037	822	2,972
Woodstock.....	7	7	7	2,801	2,352	2,685
Quebec	4,713	3,952	4,977	281,983	271,266	265,630
Alma.....	8	7	16	3,614	3,420	3,685
Asbestos.....	3	3	9	1,149	1,123	1,170
Baie Comeau.....	2	2	.....	1,378	1,307	.....
Beauharnois.....	16	15	32	1,754	1,798	1,568
Buckingham.....	31	11	26	2,176	1,788	2,210
Causapscal.....	1	3	8	4,230	3,954	4,252
Chandler.....	28	4	3	3,037	2,943	2,847
Chicoutimi.....	69	73	95	3,206	2,940	3,736
Cowansville.....	43	36	.....	707	739	.....
Dolbeau.....	2	34	.....	3,258	2,310	3,262
Drummondville.....	20	16	38	3,264	3,153	3,101
Farnham.....	119	114	23	918	946	1,484
Forestville.....	.....	.....	1	2,113	1,925	3,623
Gaspé.....	6	5	7	2,826	2,801	2,786
Granby.....	38	35	65	2,410	2,458	2,797
Hull.....	26	13	47	6,320	6,283	5,160
Joliette.....	47	53	59	6,497	6,564	5,537
Jonquière.....	55	20	32	3,355	3,317	3,934
Lachute.....	12	10	23	1,178	1,053	1,224
La Malbaie.....	10	18	30	3,491	3,562	3,436
La Tuque.....	6	10	80	1,564	1,207	1,455
Lévis.....	27	22	60	6,192	6,079	5,947
Louiseville.....	24	10	25	2,092	2,053	2,063
Magog.....	6	9	1	985	916	974
Maniwaki.....	1	3	18	2,085	1,338	1,945
Matane.....	10	10	13	5,712	5,629	5,532
Mégantic.....	1	1	3	2,288	2,146	2,143
Mont-Laurier.....	13	9	.....	2,081	1,565	2,019
Montmagny.....	3	5	.....	3,181	2,701	3,389
Montreal.....	2,146	1,975	2,509	86,375	86,979	78,433
New Richmond.....	6	4	5	3,168	3,183	3,118
Port Alfred.....	475	1	162	2,265	2,215	1,955
Quebec.....	396	393	444	19,098	18,936	18,227
Rimouski.....	87	73	77	6,678	6,718	6,321
Rivière du Loup.....	30	16	13	8,565	7,957	8,147
Roberval.....	11	19	84	2,631	2,015	2,403
Rouyn.....	22	33	19	5,198	3,311	5,511
Ste. Agathe.....	22	14	2	2,040	1,871	1,961
Ste. Anne de Bellevue.....	58	49	52	1,605	1,715	1,457
Ste. Thérèse.....	22	30	28	3,458	3,518	2,799
St. Hyacinthe.....	48	41	81	3,995	3,753	2,735
St. Jean.....	33	45	93	3,476	3,551	2,719
St. Jérôme.....	45	33	49	2,843	2,897	2,479
Sept-Iles.....	203	109	48	3,065	2,964	2,271
Shawinigan.....	30	43	12	6,830	6,213	7,539
Sherbrooke.....	157	147	153	7,333	7,054	6,783
Sorel.....	46	46	40	3,533	3,244	3,755
Thetford Mines.....	41	52	35	3,078	3,665	2,916
Trois-Rivières.....	113	143	258	7,594	7,520	7,353

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 31, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) March 31, 1960	Previous Month March 3, 1960	Previous Year April 2, 1959	(1) March 31, 1960	Previous Month March 3, 1960	Previous Year April 2, 1959
Quebec—Cont'd.						
Val d'Or.....	11	43	11	3,470	2,346	3,091
Valleyfield.....	13	26	17	3,179	3,237	3,426
Victoriaville.....	45	25	12	3,593	3,470	2,831
Ville St. Georges.....	26	16	42	5,852	4,911	6,121
Ontario.	8,510	7,376	9,044	254,916	249,667	239,176
Amprior.....	60	59	5	621	625	509
Barrie.....	26	22	23	1,980	2,000	1,756
Belleville.....	53	54	66	2,906	2,821	2,595
Bracebridge.....	69	74	80	2,082	1,946	1,996
Brampton.....	18	22	29	2,390	2,386	3,663
Brantford.....	133	90	86	3,661	3,595	2,390
Brockville.....	28	26	23	975	981	905
Carleton Place.....	3	14	16	644	600	553
Chatham.....	54	61	95	3,253	2,792	2,509
Cobourg.....	32	42	21	1,326	1,348	968
Collingwood.....	4	4	9	1,316	1,228	1,346
Cornwall.....	149	105	105	4,976	4,999	4,724
Elliot Lake.....	41	40	.....	416	418	.....
Fort Erie.....	48	10	8	878	977	784
Fort Frances.....	46	16	30	1,067	945	991
Fort William.....	77	129	333	4,254	3,990	3,882
Galt.....	98	53	96	1,628	1,579	1,611
Gananoque.....	37	8	12	512	528	494
Goderich.....	25	30	25	976	1,042	735
Guelph.....	60	52	36	2,612	2,449	2,091
Hamilton.....	805	791	691	15,962	16,306	16,795
Hawkesbury.....	15	18	19	1,389	1,410	1,765
Kapuskasing.....	32	41	5	1,728	1,036	1,795
Kenora.....	152	18	75	1,481	1,256	1,264
Kingston.....	122	99	96	2,920	3,117	2,611
Kirkland Lake.....	66	61	66	2,050	1,958	2,088
Kitchener.....	145	150	122	3,673	3,999	2,963
Learnington.....	41	36	29	2,126	1,608	1,206
Lindsay.....	14	12	15	944	918	1,038
Listowel.....	22	15	31	720	706	586
London.....	492	423	625	6,770	7,034	5,441
Long Branch.....	223	152	162	5,356	5,570	5,286
Midland.....	16	21	21	1,677	1,801	1,706
Napanee.....	7	7	4	1,019	1,050	896
Newmarket.....	47	45	64	2,257	2,271	1,885
Niagara Falls.....	59	59	56	3,187	3,304	3,601
North Bay.....	45	15	23	2,957	2,735	3,016
Oakville.....	83	82	113	1,189	1,135	1,209
Orillia.....	36	27	33	1,429	1,465	1,433
Oshawa.....	113	94	140	5,082	5,115	4,334
Ottawa.....	757	638	805	9,194	9,383	7,541
Owen Sound.....	54	63	13	2,704	2,928	2,499
Parry Sound.....	2	3	1	908	919	892
Pembroke.....	87	66	95	3,102	2,933	2,690
Perth.....	21	16	24	896	893	845
Peterborough.....	42	67	46	4,995	4,680	4,163
Picton.....	1	13	12	708	730	653
Port Arthur.....	311	143	164	6,444	5,572	6,128
Port Colborne.....	10	13	5	1,266	1,290	1,286
Prescott.....	36	16	14	1,404	1,369	1,343
Renfrew.....	10	4	5	842	868	1,051
St. Catharines.....	138	135	115	5,576	5,297	5,450
St. Thomas.....	36	31	63	1,555	1,422	1,194
Sarnia.....	97	74	60	3,602	3,688	3,362
Sault Ste. Marie.....	139	156	134	3,159	2,925	3,419
Simcoe.....	38	42	57	2,257	1,746	1,624
Sioux Lookout.....	5	6	4	349	281	395
Smiths Falls.....	18	20	27	670	706	637
Stratford.....	38	35	46	1,408	1,348	1,217
Sturgeon Falls.....	15	5	1	1,640	1,401	1,619
Sudbury.....	140	124	307	6,046	5,804	6,695
Tillsonburg.....	16	12	.....	1,088	638	.....
Timmins.....	28	50	67	3,483	3,046	3,562
Toronto.....	2,295	2,049	2,981	65,010	64,449	59,600
Trenton.....	52	46	39	1,272	1,252	1,117
Walkerton.....	37	27	41	1,181	1,180	1,054
Wallaceburg.....	7	3	3	1,238	1,182	931
Welland.....	79	42	20	2,521	2,385	2,915
Weston.....	143	93	144	5,545	5,739	6,943
Windsor.....	214	268	169	10,658	10,851	11,204
Woodstock(2).....	48	39	.....	1,806	1,719	.....
Manitoba.	1,878	1,900	2,456	32,987	33,567	29,672
Brandon.....	214	231	238	3,329	3,602	3,046
Dauphin.....	28	21	44	2,334	2,355	2,042
Flin Flon.....	39	41	47	280	312	294
Portage la Prairie.....	81	42	79	1,774	1,769	1,498
The Pas.....	107	69	146	497	511	451
Winnipeg.....	1,409	1,496	1,902	24,773	25,018	22,341

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 31, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) March 31, 1960	Previous Month March 3, 1960	Previous Year April 2, 1959	(1) March 31, 1960	Previous Month March 3, 1960	Previous Year April 2, 1959
Saskatchewan	1,095	669	1,423	28,043	28,024	24,119
Estevan.....	43	31	61	809	756	672
Lloydminster.....	28	9	.....	742	630	.....
Moose Jaw.....	204	94	204	2,399	2,411	1,834
North Battleford.....	32	27	60	1,904	1,788	2,097
Prince Albert.....	76	44	88	3,465	3,417	3,152
Regina.....	242	184	394	6,208	6,395	5,543
Saskatoon.....	255	178	360	6,227	6,261	5,199
Swift Current.....	93	41	111	1,391	1,525	1,196
Weyburn.....	33	12	49	807	772	627
Yorkton.....	89	49	96	4,091	4,069	3,799
Alberta	2,317	1,961	2,896	42,899	40,662	35,681
Blairmore.....	7	8	11	796	588	813
Calgary.....	719	509	1,099	12,651	12,470	9,248
Drumheller.....	23	13	18	927	816	992
Edmonton.....	1,121	1,082	1,202	20,538	19,203	17,472
Edson.....	17	64	12	914	579	821
Lethbridge.....	159	106	308	3,589	3,703	3,205
Medicine Hat.....	152	88	179	1,486	1,567	1,366
Red Deer.....	119	91	67	1,998	1,736	1,764
British Columbia	1,901	1,759	2,359	78,055	78,995	73,296
Chilliwack.....	50	40	81	1,966	2,123	1,869
Courtenay.....	29	98	11	1,032	1,296	1,026
Cranbrook.....	11	8	10	1,759	1,451	1,518
Dawson Creek.....	10	7	17	1,749	1,397	1,854
Duncan.....	26	37	28	1,000	1,020	794
Kamloops.....	15	10	25	1,819	1,689	2,259
Kelowna.....	22	16	23	1,959	2,016	1,957
Kitimat.....	48	65	7	267	241	421
Mission City.....	29	14	18	1,581	1,635	1,184
Nanaimo.....	33	16	18	1,417	1,521	1,302
Nelson.....	35	16	19	1,430	1,518	1,594
New Westminster.....	224	183	281	10,322	10,432	9,101
Penticton.....	18	21	18	1,968	2,186	1,978
Port Alberni.....	10	33	32	834	917	972
Prince George.....	40	66	68	2,696	1,819	2,991
Prince Rupert.....	19	15	15	1,777	1,866	1,828
Princeton.....	10	6	3	587	524	612
Quesnel.....	30	26	.....	1,604	969	.....
Trail.....	33	35	62	1,398	1,522	1,468
Vancouver.....	907	816	1,156	32,420	34,018	30,238
Vernon.....	32	24	42	2,856	2,825	2,776
Victoria.....	162	178	193	4,969	5,371	4,860
Whitehorse.....	108	29	232	645	639	694
Canada	22,232	19,107	25,139	834,990	817,053	781,566
Males.....	10,402	8,431	11,740	652,107	634,332	611,941
Females.....	11,830	10,676	13,399	182,883	182,721	169,625

(1) Preliminary subject to revision.

(2) Current vacancies only, Deferred vacancies are excluded.

(3) Figures not available for April 2, 1959, due to changes in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (3 months).....	170,792	112,266	58,526	12,904	43,719	61,540	35,581	17,048
1960 (3 months).....	172,200	112,963	59,237	16,178	46,481	59,709	32,018	17,814

TABLE D-6—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 4, TO MARCH 31, 1960
(Source: Form U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario			
	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	
	Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual	Reg-ular	Cas-ual
Agriculture.....	1	.....	1	.....	46	14	3	3	27	19	6	12	152	97	13	4	1,045	82	24
Forestry.....	69	46	.....	15	128	111	1	.....	368	245	18	.....	1,995	1,147	6	319	789	9	50
Fishing and Trapping...	2	.....	.....	1	7	6	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	3	1	1
Mining	68	18	.....	.....	249	233	.....	4	60	49	4	4	552	204	53	30	718	563	46
Oil Wells.....	68	18	.....	.....	231	229	.....	2	19	16	2	4	404	123	2	27	619	500	7
Metal Mining.....	.....	.....	.....	.....	231	229	.....	2	38	30	2	.....	2	1	.....	1	17	14	43
Fuels.....	.....	.....	.....	.....	14	2	.....	.....	2	.....	.....	.....	124	68	48	2	10	2	6
Non-Metal Mining.....	.....	.....	.....	.....	2	2	.....	.....	2	2	.....	.....	19	11	3	.....	55	40	2
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	2	2	.....	.....	1	1	.....	.....	3	1	.....	.....	17	7	.....
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Manufacturing.....	225	64	127	1	1,427	948	237	91	1,514	1,142	78	29	19,127	13,993	723	891	20,220	13,997	2,638
Foods and Beverages.....	53	34	10	.....	318	154	96	1	140	92	16	.....	1,511	1,247	50	25	1,394	838	272
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	45	37	.....	.....	260	210	4
Rubber Products.....	.....	.....	.....	.....	3	1	.....	.....	3	1	.....	.....	229	215	6	1	304	204	34
Leather Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	840	646	11	4	537	394	18
Textile Products (except clothing).....	2	.....	.....	.....	6	5	.....	.....	8	7	.....	.....	1,033	799	40	27	741	507	89
Clothing (textile and fur).....	.....	.....	.....	.....	34	22	4	.....	52	32	.....	.....	5,296	4,283	56	76	1,416	991	45
Wood Products.....	1	.....	.....	.....	57	48	1	.....	211	198	4	1	1,498	1,129	39	11	1,114	762	183
Paper Products.....	149	22	110	.....	6	4	.....	.....	59	52	.....	.....	694	473	83	2	680	472	83
Printing, Publishing and Allied Industries.....	8	1	5	.....	25	23	.....	1	28	15	7	1	723	420	103	8	1,438	494	707
Iron and Steel Products.....	8	2	1	.....	305	179	109	48	666	533	14	14	1,490	1,031	45	74	4,531	3,260	426
Transportation Equip-ment.....	.....	.....	.....	.....	573	463	12	40	292	181	18	13	1,753	1,423	41	25	2,162	1,931	103
Non-Ferrous Metal Products.....	.....	.....	.....	.....	14	8	1	.....	21	17	5	.....	1,614	769	9	615	976	746	112
Electrical Apparatus and Supplies.....	2	1	.....	.....	39	14	1	1	1	.....	.....	.....	670	435	9	13	1,464	1,035	104
Non-Metallic Mineral Products.....	1	.....	.....	.....	30	16	11	.....	3	2	.....	.....	397	360	3	2	666	385	148
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	13	11	.....	.....	68	29	1	.....	43	24	.....
Chemical Products.....	1	.....	.....	.....	2	.....	.....	.....	11	.....	10	.....	742	323	175	8	1,064	655	172
Miscellaneous Manu-facturing Industries.....	1	.....	.....	.....	15	11	2	.....	6	1	4	.....	524	374	52	.....	1,440	999	138

Construction	218	212	16	147	105	29	3	756	423	150	43	742	566	116	14	5,460	3,996	335	205	7,727	5,691	917	465
General Contractors.....	88	64	14	91	67	16	2	543	337	87	32	542	443	67	10	3,358	2,541	238	177	5,792	4,341	568	449
Special Trade Contractors.....	160	148	2	56	38	13	1	213	86	63	11	200	123	49	4	1,802	1,455	97	28	1,935	1,350	349	16
Transportation, Storage and Communication	22	15	.....	114	53	39	.....	810	128	633	17	1,987	617	1,238	17	7,410	589	5,995	6	3,473	1,455	1,351	54
Transportation.....	9	5	.....	107	50	36	.....	768	106	622	15	1,930	589	1,233	13	7,196	490	5,948	4	2,836	1,031	1,131	18
Storage.....	.....	.....	.....	.....	.....	.....	.....	6	6	.....	.....	9	4	3	.....	73	40	34	.....	834	261	101	1
Communication.....	13	10	.....	7	3	3	.....	36	16	11	2	48	24	2	4	139	53	13	2	313	158	79	25
Public Utility Operation	7	2	.....	2	1	.....	.....	228	23	199	.....	24	20	.....	.....	147	45	4	.....	353	144	162	3
Trade	233	92	50	142	67	70	1	1,249	645	331	14	952	477	281	1	6,283	3,875	965	17	12,171	6,381	2,871	216
Wholesale.....	59	22	24	29	9	24	.....	434	155	203	7	358	157	141	1	2,058	1,270	286	2	3,917	1,981	1,032	89
Retail.....	174	70	26	113	58	46	1	815	490	128	7	594	320	140	.....	4,225	2,605	609	15	8,254	4,400	1,839	137
Finance, Insurance and Real Estate	17	8	1	32	18	3	.....	164	73	28	1	136	89	21	.....	1,038	629	33	5	2,359	1,202	214	66
Service	578	217	210	445	172	197	1	2,908	1,132	1,175	63	2,835	1,496	984	30	15,617	9,055	3,174	133	27,049	13,723	8,345	330
Community or Public Service.....	47	19	18	62	27	30	.....	238	125	60	.....	260	140	66	1	1,103	619	110	5	2,786	1,420	468	36
Government Service.....	209	134	15	53	48	2	.....	722	419	157	61	1,154	882	281	29	2,384	2,001	74	63	6,022	5,719	628	175
Recreation Service.....	5	4	.....	.....	.....	.....	.....	34	13	15	.....	102	34	62	.....	284	124	82	2	516	236	142	7
Business Service.....	14	5	2	8	5	2	.....	129	40	43	.....	71	34	20	.....	1,670	1,087	336	1	1,855	909	373	45
Personal Service.....	303	55	175	322	92	163	1	1,785	535	900	2	1,348	406	555	.....	10,176	5,224	2,562	62	15,866	5,439	6,734	67
Totals	1,470	674	404	946	442	346	6	7,972	3,736	2,757	236	3,747	4,729	2,746	107	57,511	33,630	11,241	1,610	75,937	44,274	16,605	1,940
Males	1,023	474	325	466	233	164	5	5,526	2,409	2,322	230	6,764	3,736	2,413	102	35,472	19,153	8,602	1,474	46,959	27,936	12,638	1,398
Females	447	200	79	480	209	182	1	2,446	1,327	435	6	1,983	994	333	5	22,039	14,477	2,639	136	28,978	16,338	3,947	542

1 Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 4, TO MARCH 31, 1960
(Source: Form U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada						
	Placements			Placements			Placements			Placements			Placements						
	Reg-ular	Cas-ual	Trans-fers out	Reg-ular	Cas-ual	Trans-fers out	Reg-ular	Cas-ual	Trans-fers out	Reg-ular	Cas-ual	Trans-fers out	Reg-ular	Cas-ual	Trans-fers out				
Agriculture.....	307	165	2	471	236	6	3	2,521	742	6	2	355	254	16	1	4,979	2,454	136	51
Forestry.....	42	37		13	10	1		779	655	5	3	1,505	1,263	12	49	5,703	4,407	52	421
Fishing and Trapping.....	3	2										8	7			26	16		1
Mining, Quarrying and Oil Wells.....	363	317	20	88	64	4	1	1,065	692	43	7	324	177	4	21	3,517	2,317	124	133
Metal Mining.....	336	299	1	12	67	4		73	40	5	5	250	124	21	1,783	1,120	11	101	
Fuels.....			12	67	60	4		638	391	32	1	43	40	2	1,036	1,765	54	16	
Non-Metal Mining.....								135	81			22	10		305	163	5	5	
Quarrying, Clay and Sand Pits.....	4	1		1	1			19	10	5		2	3	2	105	68	12		
Prospecting.....	23	17	7	8	3	1		230	170	6	1	6	2		288	201	6	11	
Manufacturing.....	2,872	1,848	461	526	289	91	3	1,751	1,092	198	15	4,784	3,517	357	94	32,470	36,813	4,916	1,814
Foods and Beverages.....	433	201	83	159	65	55	1	300	159	78	3	441	280	44	4	4,755	3,072	707	51
Tobacco and Tobacco Products.....	1	1		2	1			5	2	8						311	256	4	1
Rubber Products.....	5	2														544	424	40	9
Leather Products.....	76	66						11	7	1		34	25	2	1,504	1,140	32	11	
Textile Products (except clothing).....	72	64		1				24	19			63	44	2	1,953	1,450	132	67	
Clothing (textile and fur).....	758	597	32	27	26	1		66	52	3		130	97	4	7,779	6,100	144	200	
Wood Products.....	257	113	98	12	5	6		183	127	22	2	2,530	2,119	83	34	5,863	4,502	436	86
Paper Products.....	58	41	1	25	21	3		33	22	1		203	133	11	1,907	1,240	292	10	
Printing, Publishing and Allied In- dustries.....	165	117	9	38	19	7		107	78	13		148	101	10	2,683	1,270	861	40	
Iron and Steel Products.....	497	302	150	80	34	8		271	192	25	1	296	170	33	10	8,145	5,704	811	338
Transportation Equipment.....	130	89	3	106	70	4	1	225	149	14		329	219	46	4	5,576	4,526	243	174
Non-Ferrous Metal Products.....	43	24	2	2	2			55	23	7	1	335	188	69	34	3,060	1,777	210	676
Electrical Apparatus and Supplies.....	113	63	25	10	7			36	17	5		51	28	9	2,386	1,600	153	55	
Non-Metallic Mineral Products.....	40	28	10	12	7	2		190	130	4	4	88	46	19	1,427	974	197	20	
Products of Petroleum and Coal.....	28	17	4	16	12	2		37	14	7		26	8	2	231	115	16	2	
Chemical Products.....	97	55	30	20	7	3	1	153	63	15	4	50	25	5	2,134	1,132	411	20	
Miscellaneous Manufacturing In- dustries.....	99	68	9	16	13			53	32	3		58	32	18	2,212	1,531	227	51	
Construction.....	1,551	822	188	715	526	96	10	1,182	894	164	21	1,759	1,245	187	171	20,047	14,480	2,198	1,222
General Contractors.....	1,088	552	91	438	326	62	9	659	497	76	21	1,450	1,037	110	153	14,049	10,205	1,329	1,138
Special Trade Contractors.....	463	270	97	277	200	34	1	523	397	88		339	208	77	18	5,968	4,275	869	84
Transportation, Storage and Com- munication.....	631	224	167	255	108	66	2	805	309	177	2	1,045	451	134	1	16,522	3,949	9,800	114
Transportation.....	463	187	123	152	75	50		494	194	100		905	364	119	1	14,850	3,147	9,412	56
Storage.....	96	22	4	38	22	12	1	159	77	68		57	37	11	774	424	259	13	
Communication.....	72	15	4	35	11	4	1	152	38	9		83	50	4		898	378	129	45

	175	88	9	98	35	6	1	109	76	1	187	150	14	1	1,330	584	394	6
Public Utility Operation																		
Trade	2,758	937	1,239	3	1,415	384	3	3,093	1,540	2	3,564	1,672	1,094	10	31,890	16,393	8,078	267
Wholesale.....	1,365	454	633	3	1,177	206	1	1,177	550	1	1,001	507	210	4	10,934	5,339	3,167	74
Retail.....	1,393	483	606	3	909	178	3	1,916	990	1	2,563	1,165	884	6	20,956	11,054	4,911	193
Finance, Insurance and Real Estate	433	168	17	235	137	13	.....	606	342	29	736	384	32	3	5,786	3,050	391	75
Service	4,467	1,797	1,304	4	4,565	583	4	6,494	2,797	21	8,929	5,389	1,619	27	73,937	38,720	18,810	614
Community or Public Service.....	4,520	247	44	.....	2,159	69	2	865	387	13	878	458	73	2	7,109	3,601	988	59
Government Service.....	937	723	20	2,222	1,905	18	.....	1,236	805	19	2,960	2,421	309	8	17,903	15,057	1,523	340
Recreation Service.....	94	48	17	.....	12	7	.....	139	81	14	111	73	12	.....	1,310	361	9	.....
Business Service.....	178	85	17	.....	86	20	.....	535	292	37	613	340	85	2	5,186	2,877	935	51
Personal Service.....	2,738	694	1,206	4	1,835	469	2	3,739	1,232	1,099	4,367	2,097	1,140	15	42,479	16,560	15,003	155
Totals	13,092	6,405	3,357	336	5,054	1,250	27	18,425	9,139	2,694	23,226	14,509	3,469	378	216,227	122,583	44,899	4,718
Males	7,694	3,926	1,770	333	3,342	849	23	10,897	5,477	1,571	14,138	9,618	1,908	354	184,191	76,409	32,576	3,978
Females	5,398	2,479	1,617	3	3,039	407	4	7,628	3,662	1,123	9,088	4,891	1,561	24	82,036	46,174	12,323	740

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MARCH, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	35.9	165,082	3,611,179
Prince Edward Island.....	7.4	33,968	694,806
Nova Scotia.....	37.3	171,540	3,623,359
New Brunswick.....	36.6	168,409	3,537,113
Quebec.....	235.6	1,083,903	24,331,050
Ontario.....	226.7	1,042,602	23,082,308
Manitoba.....	29.5	135,550	2,983,361
Saskatchewan.....	23.9	110,118	2,522,069
Alberta.....	34.4	158,888	3,575,683
British Columbia.....	65.7	302,365	6,883,905
Total, Canada, March 1960.....	733.0	3,371,925	74,844,833
Total, Canada, February 1960.....	677.3	2,844,711	62,585,967
Total, Canada, March 1959.....	763.2	3,052,734	65,868,439

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MARCH 31, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percentage Postal	March 31, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	823,005	141,666	66,246	113,950	142,497	160,420	97,570	100,656	40.6	766,862
MALE.....	655,913	114,984	53,554	91,475	114,842	137,024	79,264	64,770	44.5	609,798
FEMALE.....	167,092	26,682	12,692	22,475	27,655	23,396	18,306	35,886	25.2	157,064
Newfoundland.....	35,484	2,801	1,803	3,976	7,082	12,723	3,970	3,129	81.5	31,818
Male.....	33,744	2,641	1,699	3,755	6,720	12,454	3,778	2,697	83.2	30,028
Female.....	1,740	160	104	221	362	269	192	432	49.9	1,790
Prince Edward Island.....	7,229	319	235	521	1,270	2,733	1,512	636	78.0	6,869
Male.....	6,300	268	209	451	1,099	2,503	1,322	448	80.3	5,854
Female.....	929	51	29	70	171	230	190	188	62.3	1,015
Nova Scotia.....	43,245	5,610	2,800	4,957	9,606	9,921	5,413	4,938	60.8	44,565
Male.....	37,611	4,964	2,471	4,167	8,531	9,134	4,751	3,593	63.7	38,874
Female.....	5,634	646	329	790	1,075	787	662	1,345	41.6	5,691
New Brunswick.....	41,203	5,438	2,824	5,691	7,586	9,618	5,812	4,234	71.2	41,777
Male.....	35,408	4,878	2,546	5,108	6,592	8,579	4,898	2,807	74.1	35,691
Female.....	5,795	560	278	583	994	1,039	914	1,427	53.3	6,086
Quebec.....	274,492	44,710	23,793	40,858	45,587	54,966	32,281	32,297	43.6	258,793
Male.....	225,420	36,629	19,915	34,785	38,450	48,030	26,852	20,750	47.6	213,472
Female.....	49,072	8,081	3,878	6,073	7,137	6,936	5,429	11,538	25.1	45,321
Ontario.....	244,872	49,074	20,261	32,938	40,380	40,640	27,128	34,451	24.7	226,950
Male.....	180,018	37,854	15,255	24,045	29,785	32,020	20,452	20,667	26.1	166,695
Female.....	64,854	11,220	5,006	8,893	10,595	8,620	6,676	13,844	20.7	60,255
Manitoba.....	34,651	5,165	2,745	5,521	7,137	6,555	4,014	3,514	36.2	28,974
Male.....	26,576	3,914	2,071	4,093	5,362	5,346	3,363	2,487	42.3	22,308
Female.....	8,075	1,251	674	1,428	1,775	1,209	711	1,027	16.3	6,666
Saskatchewan.....	26,301	3,305	1,715	3,749	5,499	5,975	3,491	2,567	54.7	22,834
Male.....	21,460	2,698	1,393	2,941	4,439	5,191	3,060	1,738	59.2	18,493
Female.....	4,841	607	322	808	1,060	784	431	829	34.8	4,341
Alberta.....	43,636	9,835	4,274	7,288	8,131	6,253	4,324	3,531	34.4	36,846
Male.....	35,204	8,251	3,521	5,865	6,371	5,332	3,624	2,240	36.8	29,608
Female.....	8,432	1,584	753	1,423	1,760	921	700	1,291	24.8	7,238
British Columbia.....	17,892	15,409	5,793	8,451	10,219	11,036	9,625	11,359	30.5	67,436
Male.....	54,172	12,887	4,474	6,265	7,493	8,435	7,224	7,394	32.3	48,775
Female.....	17,720	2,522	1,319	2,186	2,726	2,601	2,401	3,965	25.0	18,661

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
MARCH, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			Pending
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	
Newfoundland.....	6,633	5,655	978	6,422	5,655	767	2,826
Prince Edward Island.....	1,331	1,161	170	1,231	1,155	76	354
Nova Scotia.....	11,569	8,855	2,714	10,673	9,626	1,047	3,076
New Brunswick.....	12,844	9,946	2,898	12,390	11,101	1,289	2,910
Quebec.....	94,288	70,585	23,703	91,697	79,746	11,951	25,994
Ontario.....	94,534	62,440	32,094	93,887	83,874	10,013	20,535
Manitoba.....	11,123	8,579	2,544	11,231	9,983	1,248	2,063
Saskatchewan.....	7,570	6,138	1,432	7,454	6,591	863	1,844
Alberta.....	16,836	12,311	4,525	15,221	13,360	1,861	5,301
British Columbia.....	26,817	16,919	9,898	24,566	21,163	3,403	7,637
Total, Canada, March 1960....	283,545	202,589	80,956	274,772	242,254	32,518	72,540
Total, Canada, February 1960....	240,271	175,348	64,923	246,270	212,045	34,225	63,767
Total, Canada, March 1959....	230,095	164,049	66,046	225,244	200,700	24,544	60,463

* In addition, revised claims received numbered 46,203.

† In addition, 46,602 revised claims were disposed of. Of these, 4,609 were special requests not granted and 1,741 were appeals by claimants. There were 7,544 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—February.....	4,348,700	3,534,500	814,200
January.....	4,317,000	3,534,500	782,500
1959—December.....	4,319,000	3,633,300	685,700
November.....	4,151,000	3,733,500	417,500
October.....	4,049,000	3,798,400	250,600
September.....	4,028,000	3,826,400	201,600
August.....	4,009,000	3,799,000	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1960

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	April 1959	March 1960	April 1960					
(1) St. John's, Nfld.....	113.9	114.5	115.6	113.3	115.7	106.9	109.7	128.0
Halifax.....	125.1	126.7	127.0	117.3	134.4	120.5	129.5	139.4
Saint John.....	126.8	128.9	129.1	122.1	138.6	118.9	124.2	143.4
Montreal.....	125.6	126.5	127.6	125.6	145.0	105.1	119.6	137.7
Ottawa.....	125.8	127.4	128.0	120.9	148.1	113.8	121.2	137.6
Toronto.....	127.9	129.2	129.7	119.8	153.2	114.2	123.8	139.0
Winnipeg.....	122.7	142.0	124.7	118.8	133.9	117.6	119.8	133.9
Saskatoon—Regina.....	121.9	123.4	123.6	117.8	124.7	122.1	125.1	129.3
Edmonton—Calgary.....	122.0	123.3	123.4	114.7	124.8	120.1	127.2	133.4
Vancouver.....	127.1	128.7	128.2	119.7	138.7	116.7	132.8	136.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 542, May 1959 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: April.....	12	22	8,747	72,430	0.07
May.....	20	32	5,359	60,830	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03

*Preliminary

TABLE G-2—STRIKES AND LOCKOUTS, APRIL 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	1	106	210
Manufacturing.....	9	349	5,870
Construction.....	9	1,241	14,330
Transportation, etc.....	4	473	2,820
Public utilities.....	1	87	250
Trade.....	3	50	900
Finance.....	1	153	2,450
Service.....	1	17	40
All industries.....	29	2,476	26,870

TABLE G-3—STRIKES AND LOCKOUTS, APRIL 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	106	210
Prince Edward Island.....			
Nova Scotia.....	3	705	11,220
New Brunswick.....			
Quebec.....	3	400	3,710
Ontario.....	16	910	8,500
Manitoba.....	1	93	1,860
Saskatchewan.....	1	13	30
Alberta.....			
British Columbia.....	2	22	440
Federal.....	2	227	900
All jurisdictions.....	29	2,476	26,870

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1960.

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			April	Accu- mulated	Termination Date	
MINING— <i>Non-Metal Mining</i> — Newfoundland Fluorspar, St. Lawrence Corporation Nfld. St. Lawrence, Nfld.	St. Lawrence Workers Pro- tective Union (Ind.)	106	210	1,800	Mar. 10 Apr. 5	Radiation level~ New ventilating system in- stalled.
MANUFACTURING— <i>Iron and Steel Products</i> — La Fonderie Ste. Croix, Ste. Croix, Cté. Lotbinière, Que.	Metal Trades Federation (CCCL)	113	2,260	7,010	Feb. 3	Reduction in wage rates~
CONSTRUCTION— Halifax Construction Asso- ciation, Halifa., N.S.	Plasterers Loc. 215 (AFL-CIO/CLC)	673	10,980	15,760	Feb. 15	Wages~
Various Electrical Contrac- tors, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	250	1,750	7,500	Mar. 9 Apr. 12	Wages~Wage increase.
Foundation Company of Canada, Gatineau, Que.	Building trade unions (Hull Council, AFL-CIO)	200	1,000	1,000	Apr. 25	Union recognition~
TRANSPORTATION ETC.— <i>Transportation</i> — Four Trucking Firms, Windsor Area, Ont.	Teamsters Loc. 880 (CLC)	216	1,730	1,730	Apr. 12 Apr. 18	Change in pay procedure~ Return of workers.
Husband Transport, Windsor Area, Ont. & Montreal, Que.	Teamsters Loc. 880 & 106 (CLC)	196	310	810	Apr. 12 Apr. 21	Change in pay procedure~ Return of workers.
FINANCE— Société Mutuelle d'Assur- ances Générales de l'U.C.C., Montreal, Que.	CCCL-chartered local	153	2,450	2,450	Apr. 7	Union recognition~



CANADA

THE

ABOUR AZETTE



Women in the Labour Force (p. 667)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 7

JULY 29,

1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 7	CONTENTS	July 29, 1960
	Employment Review	653
	Collective Bargaining Review	656
	Notes of Current Interest	662
	House of Commons Debates of Labour Interest: A Guide ..	665
	Women in the Labour Force:	
	The Women's Bureau	667
	Women as Part-Time and Part-Year Workers	668
	Legislation Affecting Women's Work	672
	Graduate Training in Business for Women	675
	89th Annual Meeting, Canadian Manufacturers' Association	676
	Laval University's 15th Industrial Relations Conference	689
	Seasonal Unemployment in Canada—3	694
	Industrial Fatalities during First Quarter of 1960	701
	Manual on Older Worker Problem	704
	50 Years Ago This Month	705
	Teamwork in Industry	706
	Industrial Relations and Conciliation:	
	Certification Proceedings	707
	Conciliation Proceedings	709
	Labour Law:	
	Changes in Workmen's Compensation Laws	710
	Legal Decisions Affecting Labour	713
	Recent Regulations under Provincial Legislation	715
	New York State Minimum Wage Law	722
	Unemployment Insurance:	
	Monthly Report on Operations	724
	Decisions of the Umpire	725
	Labour Conditions in Federal Government Contracts	729
	Prices and the Cost of Living	734
	Publications Recently Received in Department's Library	736
	Labour Statistics	742

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Labour Force Survey, June

Between May and June the number of persons with jobs increased by an estimated 162,000 to 6,154,000. The increase during the month in both farm and non-farm employment was about average for this time of year. Almost all of the gain was among men, with little change in the employment of women.

Non-farm activities accounted for virtually all of the employment expansion during June. As is usual at this time of year, large gains occurred in construction and forestry. Employment in Quebec increased more than is usual for the month, while in Ontario the gain was below normal. In other regions the employment changes were mainly seasonal.

Compared with a year earlier, there were 101,000 more persons with jobs, about three-quarters of the increase being among women. Farm implement declined by 49,000 over the year, while the number of job holders in non-farm industries increased by 150,000. Most of the gain took place in the service industries.

The number of persons without jobs and seeking work decreased by 99,000 over the month to 300,000 in June. The number of persons on temporary lay-off was practically unchanged at 15,000. All of the decline in job-seekers was among males and half of it took place in Quebec. Of those currently seeking work, 248,000 were men and 52,000 were women.

The June estimate of persons without jobs and seeking work represented 4.6 per cent of the labour force, compared with 3.7 per cent in June 1959 and 5.2 per cent in June 1958. The Ontario and Pacific regions were mainly responsible for the increase over the year; about four-fifths of the over-all gain occurred in these two regions.

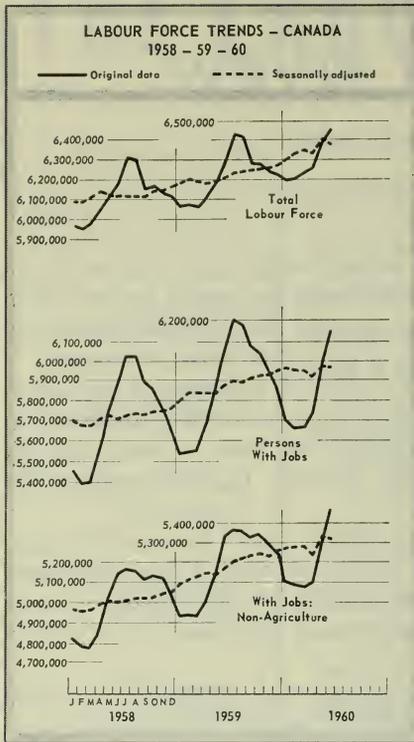
Of the 300,000 seeking work in June, 85,000 had been seeking work for less than one month; 91,000 for one to three months; 124,000 for four months or more.

The classification of the 110 labour market areas was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 68 (51); in balance, 39 (58).

The labour force as estimated from the monthly sample survey conducted by the Dominion Bureau of Statistics totalled 6,454,000, and in the week which ended on June 18, 1960. This total compares with 6,391,000 a month earlier.

A breakdown of these labour force data indicates that 5,761,000 or 89.3 per cent of those in the labour force usually worked 35 hours or more at the jobs they held in the survey week; 393,000 or 6.1 per cent usually worked less than 35 hours; 300,000 or 4.6 per cent were without jobs and seeking work. Classed as not in the labour force are such groups as those keeping house, going to school, retired or voluntarily idle, too old or unable to work. These numbered 5,326,000.

The survey provides additional information about those who worked less than full time and were not regular part-time workers. Of the persons in this category 70,000 or 1.1 per cent of the labour force worked less than full time



on account of short time and turnover (39,000 being on short time and 17,000 having found jobs during the week), 15,000 or 0.2 per cent of the labour force were not at work due to temporary lay-off, while 262,000 or 4.1 per cent of the labour force worked less than full time for other reasons. The other reasons included illness (85,000), vacation (85,000), bad weather (33,000), and other (59,000).

During the corresponding week in 1959 there were 6,287,000 in the labour force of whom 5,691,000 usually worked 35 hours or more at the jobs they held during that week; 362,000 usually worked less than 35 hours; and 234,000 were without jobs and seeking work. There were 5,267,000 classed as not in the labour force.

The number of persons with jobs in the *Atlantic* region increased by an estimated 37,000 to 539,000 between May and June, about normal for the season; employment in the *Quebec* region showed a more-than-seasonal

rise between May and June. The number of persons with jobs in June was estimated to be 1,715,000, an increase of 85,000 over the previous month; in *Ontario* the number of persons with jobs increased by an estimated 15,000 to 2,283,000 between May and June, 44,000 more than the previous year; employment increased seasonally in the *Prairie* region from May to June. The estimated increase of 18,000 brought total persons with jobs to 1,085,000, up 12,000 from a year earlier; employment continued to rise in the *Pacific* region, though more slowly than in past years. The number of persons with jobs increased by an estimated 7,000 to 532,000 between May and June. Over the year, employment declined by 16,000, mainly in manufacturing, construction, transportation and communication industries.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	June 1960	June 1959	June 1960	June 1959	June 1960	June 1959
Metropolitan.....	—	—	10	5	2	7
Major Industrial.....	1	1	22	15	3	10
Major Agricultural.....	—	—	5	4	9	10
Minor.....	1	—	32	27	25	31
Total.....	2	1	69	51	39	58

Current Labour Statistics

(Latest available statistics at July 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	June 18	6,454,000	+ 1.0	+ 2.7
Persons with jobs	June 18	6,154,000	+ 2.7	+ 1.7
Agriculture	June 18	682,000	+ 1.0	- 6.7
Non-agriculture	June 18	5,472,000	+ 2.9	+ 2.8
Paid workers	June 18	5,010,000	+ 2.5	+ 2.3
Usually work 35 hours or more	June 18	5,761,000	+ 3.0	+ 1.2
At work 35 hours or more	June 18	5,414,000	+ 3.1	+ 1.0
At work less than 35 hours, or not at work due to short time and turnover	June 18	70,000	- 4.1	+20.7
for other reason	June 18	262,000	+ 6.1	+ 2.3
Not at work due to temporary layoff	June 18	15,000	-25.0	+ 7.1
Usually work less than 35 hours	June 18	393,000	- 1.8	+ 8.6
Without jobs and seeking work	June 18	300,000	-24.8	+28.2
Registered for work, NES(b)				
Atlantic	June 16	40,800	-47.7	- 1.2
Quebec	June 16	121,800	-43.3	+23.5
Ontario	June 16	138,400	-27.4	+32.7
Prairie	June 16	50,900	-41.6	+28.9
Pacific	June 16	49,300	-23.2	+32.5
Total, all regions	June 16	401,200	-36.8	+25.0
Claimants for Unemployment Insurance benefit				
Amount of benefit payments	May 31	364,323	-49.0	+30.4
Amount of benefit payments	May	\$52,205,580	-15.5	+29.1
Industrial employment (1949 = 100)	April	114.8	+ 0.5	- 0.8
Manufacturing employment (1949 = 100)	April	108.8	- 0.2	- 0.6
Immigration	1st.Qtr. 1960	16,599	—	- 2.1
Destined to the labour force	1st.Qtr. 1960	8,087	—	+ 0.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts	June	43	+13.2	0.0
No. of workers involved	June	7,309	+ 2.2	-13.3
Duration in man days	June	53,260	-28.9	- 7.1
<i>Earnings and Income</i>				
Average weekly wages and salaries	April	\$78.48	+ 0.6	+ 3.7
Average hourly earnings (mfg.)	April	\$1.79	+ 0.6	+ 4.1
Average hours worked per week (mfg.)	April	40.5	0.0	- 0.5
Average weekly earnings (mfg.)	April	\$72.37	+ 0.6	+ 3.4
Consumer price index (av. 1949 = 100)	June	127.6	+ 0.2	+ 1.4
Real weekly earnings (mfg. av. 1949 = 100)	April	136.0	+ 0.1	+ 1.7
Total labour income	April	1,487	+ 1.7	+ 4.2
<i>Industrial Production</i>				
Total (average 1949 = 100)	May	169.9	+ 3.3	+ 2.2
Manufacturing	May	153.3	+ 3.7	+ 0.3
Durables	May	153.7	+ 3.6	- 1.5
Non-Durables	May	153.0	+ 3.7	+ 2.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 414, April issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During June 32 major settlements provided new collective agreements for approximately 40,000 workers in various Canadian industries. In addition, four major asbestos mining companies in the Quebec eastern townships were ironing out final details of a new agreement similar to the ones signed during the month by Canadian Johns-Manville and Lake Asbestos of Quebec. A number of settlements were worked out in the pulp and paper industry and bargaining was expected to start shortly in logging. In the dispute between the railways and the non-operating unions, both parties presented their final arguments before a conciliation board.

Of the settlements that were concluded during the month, two were negotiated while work stoppages were in progress. The largest halted production of Caribou Aircraft at **De Havilland Aircraft Company** when 1,300 workers represented by the **United Auto Workers** were called out on strike. The union had demanded a supplemental unemployment benefit plan, an improved cost of living clause and improvements in the company's medical and life insurance program as well as wage increases. The company's pre-strike offer of a 5-cent-an-hour increase for each year of a three-year agreement was rejected by the employees. After an eight-day work stoppage the union accepted a two-year settlement providing 8 cents an hour increase this year and 7 cents an hour next year, with an additional 4 cents an hour for skilled tradesmen. There was no provision made for the SUB, but sickness and accident benefits were improved and the provisions of the cost of living bonus were made more liberal.

The second major work stoppage, also in the aircraft industry, was at **Canadian Aviation Electronics**, Montreal. The **International Union of Electrical Radio and Machine Workers** called a strike when the company did not accept a conciliation board recommendation for a 12-per-cent wage increase. After a 10-day work stoppage, the employees voted to accept the company's offer of a 7-per-cent wage increase during the life of a three-year agreement.

Municipal employees in the **City of Toronto** will receive a wage increase of 6½ per cent over two years in the new agreement signed between the city's Board of Control and the **Public Employees Union**. The 2,000 inside workers will get a 3½ per cent wage increase retroactive to April 1, 1960 and a further 3 per cent increase effective April 1, 1961. These increases, however, will not be compounded. The city also agreed to pay 50 per cent of a medical plan similar to the PSI Brown Plan. All new employees will be required to become union members within 60 days instead of 110 days. The city failed to reach an agreement with the outside workers represented by the same union and conciliation services were requested.

Collective bargaining was in progress during the month in Toronto and Montreal between the **International Ladies' Garment Workers' Union** and the **Dress Manufacturers Guilds**. The union's demands followed the policy set at a recent Montreal co-ordinating conference of local delegates who met to prepare for the forthcoming negotiations with garment manufacturers in Montreal, Toronto, Winnipeg, Edmonton and Vancouver. The new policy called for a reduction in the work week to 37½ hours without a loss in pay, as well as a general wage increase of 15 per cent. In addition, it was requested that the

employer's contribution to the severance pay fund be increased from one half per cent to one per cent; that two additional paid statutory holidays be granted; and that the union label be sewed into all manufactured garments.

Considerable progress was made in re-negotiating agreements in the pulp and paper industry in Eastern Canada. Settled early in July was an agreement between the pulp and paper unions in **Bowater Newfoundland Pulp and Paper Corp.** on terms similar to other pulp and paper settlements. In B.C. the primary pulp and paper mills reached a settlement which will give approximately 5,000 workers a 4 per cent wage increase during the next year. Details of these settlements will be published in next month's edition of the **Labour Gazette**.

Major Settlements in 1960

Wage settlements contained in major agreements signed during the first six months of 1960 have been tabulated for presentation in this review. During that period a total of 95 major collective agreements covering more than 117,000 workers were negotiated and signed in Canada. As in the 1959 settlements, approximately 65 per cent of the new major agreements were for terms of approximately two to three years, with the majority running for a two-year period. The remaining 35 per cent of the agreements covered in the study were for a one-year period.

Base rate increases up to 10 cents an hour were agreed upon in slightly more than half of the one-year settlements, with most of the increases in the order of 5 to 9.9 cents per hour. All but one of the eight one-year contracts providing for increases within the 15.0 to 19.9 cents per hour range were in pulp and paper mills located in Eastern Canada. A total of four new settlements, two of them in logging, were signed for one year without provision for wage increments. Most of the two-year agreements which constituted more than half of all settlements concluded in the period provided for wage increases between 5 and 14.9 cents per hour over the life of the agreement. Approximately three-quarters of the three-year agreements provided for increases to the base rates totalling 15 to 30 cents per hour.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1960

Collective agreements covering 500 or more workers concluded between January 1 and June 30, 1960, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreements in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	4	2,550								
0.1- 4.9.....	4	3,520								
5.0- 9.9.....	12	11,150	1	1,900	18	16,730			1	750
10.0-14.9.....	2	3,000			20	31,070			2	1,300
15.0-19.9.....	8	13,660			9	16,570			2	1,670
20.0-24.9.....					4	3,880	1	2,180	3	3,220
25.0-29.9.....									1	2,000
30.0 and over.....					1	700			2	1,380
Total.....	30	33,880	1	1,900	52	68,950	1	2,180	11	10,320

*Wage increases shown relate to base rates only. Data on employees covered are approximate; they include all other categories that may be covered by each settlement, in addition to those receiving base rates.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During July, August and September 1960 (except those under negotiation in June)

Company and Location	Union
Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Arvida, Que.	Metal Trades' Federation (CCCL)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Consumers Glass, Montreal, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Dominion Stores, Montreal, Que.	Retail Clerks (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Govt.	Sask. Civil Service (CLC)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (AFL-CIO/CLC)

Part II—Negotiations in Progress During June

Bargaining

Company and Location	Union
Asbestos Corp., Thetford Mines, Que.	Mining Empl. Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (inside wks.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wks.)
City of Winnipeg, Man.	Public Service Empl. (CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assoc. (Ind.)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Dress Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild (Dresses), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, (Sportswear), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fraser Cos., Cabano, Que.	Woodcutters, Farmers Union (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)

Company and Location

Union

Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL- CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Paper mills (various), B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Raymond Paper, Desbiens, Que.	Woodcutters, Farmers Union (Ind.)
Sask. Power Corp., Regina, Sask.	Oil Wkrs. (AFL-CIO/CLC)
Steinbergs, Montreal, Que.	Empl. Protective Assoc. (Ind.)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mere, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL) I.B.E.W. (AFL-CIO/CLC)
B.C. Electric, province-wide	Longshoremen and Warehousemen (CLC)
B.C. Shipping Fed., Vancouver, New Westmin- ster, Port Alberni, Victoria, Chemainus, B.C.	Pulp and Paper Wkrs. Federation (CCCL)
Canada Paper, Windsor Mills, Que.	Public Empl. (CLC) (outside staff)
City of Toronto, Ont.	Mine Wkrs. (Ind.)
Coal Operators' Assoc., western Canada	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Port Alfred, Que.	Mine Wkrs. (Ind.)
Drumheller Coal Operators' Assoc., Southern Alta.	Retail Clerks (AFL-CIO/CLC)
Food stores (various), Vancouver, B.C.	Woodworkers (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Auto Wkrs. (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Woodworkers (AFL-CIO/CLC)
Northern Interior Lumbermen's Assoc., northern B.C.	Butcher Workmen (AFL-CIO/CLC)
Power Super Markets, Toronto, Ont.	Pulp and Paper Wkrs. Federation (CCCL)
St. Lawrence Corp., East Angus, Que.	

Conciliation Board

Association des Marchands Détaillants (Auto- Voiture), Quebec, P.Q.	CCCL-chartered local
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
CNR, CPR, other railways, Montreal, Que.	15 unions (non-operating empl.)
Dairies (various), Toronto, Ont.	Teamsters (Ind.)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)
Township of Scarborough, Ont.	Public Empl. (CLC)
Winnipeg Transit Commission, Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
----------------------------------	-----------------------------------

Arbitration Board

Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Work Stoppage

(No cases during June)

Part III—Settlements Reached During June

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ANGLO-NFLD. DEVELOPMENT, GRAND FALLS, NFLD.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 1,400 empl.—11¢-an-hr. increase eff. June 1, 1960 and an additional 4¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

BAKERIES (VARIOUS), VANCOUVER, B.C.—BAKERY WKRS. (CLC): 2-yr. agreement covering 550 empl.—a general wage increase of 5½% for each yr. of the agreement; improved vacations for senior empl.; changes in the welfare plan coverage.

BRISTOL AERO INDUSTRIES, WINNIPEG, MAN.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—no immediate change in wage rates but provision made for reopening negotiations on wages only, on Feb. 1, 1961; some adjustment of vacation allowances; introduction of pension plan which will be non-contributory for present empl. and provides vesting rights after 20 yrs. service.

B.C. ELECTRIC RAILWAY, COMPANY-WIDE—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 2,100 empl.—6½¢-an-hr. increase eff. June 1, 1960; an additional 6½¢-an-hr. increase eff. Mar. 1, 1961; another 7¢-an-hr. increase eff. Jan. 1, 1962 at which time the new basic rate will be \$2.40 an hr.; some improvements in vacation provisions for long service empl.; extension of 9 statutory holidays to all empl.; 1¢-an-hr. tool allowance for tradesmen.

B.C. TELEPHONES, PROVINCE-WIDE—B.C. TELEPHONE WKRS. (IND.): 2-yr. agreement covering 6,000 empl.—wage increase of 3% eff. April 1, 1960; an additional 3% increase eff. Dec. 1, 1960, with another 2% increase eff. August 1, 1961; 3 wks. paid vacation after 7 yrs. of service and 4 wks. vacation after 25 yrs. of service (formerly 3 wks. after 8 yrs. and 4 wks. after 30 yrs.).

BUILDING SUPPLIERS, VANCOUVER, B.C.—TEAMSTERS (IND.): 2-yr. agreement covering 1,000 empl.—10¢-an-hr. wage increase retroactive to Jan. 1, 1960; another 10¢-an-hr. increase eff. Jan. 1, 1961; improvements in welfare plan.

CAN. WIRE & CABLE, LEASIDE, ONT.—U.E. (IND.): 2-yr. agreement covering 1,260 empl.—5¢-an-hr. general increase eff. May 18, 1960, an additional 4¢-an-hr. increase eff. May 17, 1961; improvements in the existing non-contributory pension plan.

CDN. AVIATION ELECTRONICS, MONTREAL, QUE.—I.U.E. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—a general increase of 3% eff. June 20, 1960; an additional 2% increase eff. June 20, 1961; and further 2% increase eff. June 20, 1962; 3 wks. vacation after 13 yrs. of service (previously no provision for 3 wks. vacation); 1 extra paid statutory holiday making a total of 9 per yr.

CDN. JOHNS-MANVILLE, ASBESTOS, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 2,000 empl.—a wage increase ranging from 6¢ to 28¢ an hr. over the 2-yr. period; the new base rate in the second yr. will be \$1.91 per hr.; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 15 yrs.); changes in shift differentials; increased hospital benefits.

CDN. SUGAR FACTORIES, RAYMOND, ALTA.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 500 empl.—permanent empl. to receive an increase of 7¢ an hr. eff. July 1, 1960 and a further 7¢ an hr. eff. July 1, 1961; temporary empl. to receive an increase of 4¢ an hr. eff. July 1, 1960 and an additional 4¢ an hr. eff. July 1, 1961; eff. in 1961 empl. with 20 yrs. of service will be entitled to 4 wks. vacation.

CASCAPEDIA MFRS. & TRADING, GASPE PENINSULA, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 2-yr. agreement covering 800 empl.—daily rate for labourers increased by 25¢ during the first yr. and an additional 25¢ during the second yr.; piece rates increased to \$4.75 per cord during the first yr. and to \$5.40 per cord during the second yr.; provision for wage reopener before July 31, 1961; union shop with provision that all wkrs. become union members within 35 days of employment.

CITY OF OTTAWA, ONT.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 1,700 empl.—a general increase of 4% during the first yr. with another 4% increase during the second yr.; longevity pay providing for a bonus of \$50 a yr. after 10 yrs. of service, \$100 a yr. after 15 yrs., \$150 a yr. after 20 yrs., and \$200 a yr. after 25 yrs.

CITY OF TORONTO, ONT.—PUBLIC EMPL. (CLC) (INSIDE STAFF): 2-yr. agreement covering 2,100 empl.—a general wage increase of 3½% retroactive to April 1, 1960; an additional 3% increase eff. Mar. 31, 1961; employees and employer to share equally the cost of PSI Brown Plan.

CONSOLIDATED DENISON MINES, QUIRKE LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—4¢-an-hr. increase eff. June 24, 1960, an additional 5¢-an-hr. increase eff. June 24, 1961, and a further 5¢-an-hr. increase eff. June 24, 1962; 2 wks. vacation with pay after 2 yrs. of service (formerly 2 wks. after 5 yrs.); 6 legal holidays annually regardless of the day of observance; continuity bonus of \$6 per month to maximum of \$400; revocable checkoff provision.

COURTAULDS (CAN.), CORNWALL, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 1-yr. agreement covering 1,450 empl.—a general wage increase of 4¢ an hr.; 4 wks. vacation after 30 yrs. of service (formerly no provision for 4 wks. vacation).

DEHAVILLAND AIRCRAFT, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—8¢-an-hr. increase eff. June 22, 1960; an additional 7¢ an hr. eff. June 22, 1961; skilled trades to receive an additional increase of 4¢ an hr.; settlement pay of \$50 per empl. with the amount prorated for those who work less than full time.

DOMINION GLASS, MONTREAL, QUE.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 950 empl.—a general wage increase of 12¢ an hr.; eff. in 1961 empl. with 25 yrs. of continuous service will be entitled to 4 wks. vacation (formerly no provision for 4 wks. vacation); 1 additional holiday for a total of 8 statutory holidays annually.

DOM. RUBBER (FOOTWEAR DIV.), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—base rates for male empl. increased by 4¢ an hr. and for female empl. 2¢ an hr. eff. June 16, 1960; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 11 yrs.); improved shift premiums; improved medical plan with extension to cover retired empl.

DOMINION STORES, TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 16-mo. agreement covering 1,700 empl.—an increase of \$4 per wk. eff. June 6, 1960; an additional \$3.50 per wk. eff. Nov. 1, 1960; immediate reduction of work week from 43 to 42 hrs.; a further reduction of work week to 41 hrs. eff. Nov. 1, 1960; a final reduction of work week to 40 hrs. eff. May 1, 1961; eff. in 1961 empl. with 12 yrs. service will be entitled to 3 wks. vacation and those with 23 yrs. service will have 4 wks. vacation (formerly 3 wks. after 15 yrs. and no 4 wk. provision).

GATINEAU POWER, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—4% increase eff. in the first yr. and 3% during the second yr.; 3 wks. vacation after 15 yrs. of service (formerly 3 wks. after 25 yrs.); 4 wks. vacation after 25 yrs.

GLOVE MFRS. ASSOC., MONTREAL, ST. RAYMOND, LORETTEVILLE, ST. TITE, QUE.—CLOTHING WKRS. FEDERATION (CCCL): 2-yr. agreement covering 800 empl.—male empl. to receive 5¢-an-hr. increase retroactive to Mar. 1, 1960 and a further 5¢-an-hr. increase eff. Mar. 1, 1961; women empl. to receive an increase of 4¢ an hr. retroactive to Mar. 1, 1960 and 4¢ an hr. eff. Mar. 1, 1961; improvements in seniority clause and vacations.

GOODRICH CANADA, KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—a general increase of 7½¢ an hr. retroactive to Jan. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 11 yrs.); improved shift premiums; provision for SUB.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 900 empl.—wage increases ranging from 11¢ to 20¢ an hr. retroactive to May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

LAKE ASBESTOS OF QUEBEC, BLACK LAKE, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 500 empl.—wage increases ranging from 6¢ to 23¢ an hr. during the course of the agreement; increases retroactive to Jan. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); labourers' base pay will be \$1.87 an hr. in 1960 and \$1.91 an hr. in 1961.

METROPOLITAN TORONTO, ONT.—PUBLIC EMPL. (CLC) (OFFICE STAFF): 2-yr. agreement covering 2,000 empl.—a general increase of 3½% retroactive to Mar. 30, 1960; 3% increase eff. Mar. 30, 1961; these increases are not to be cumulative; employer and employees to share equally the cost of the PSI Brown Plan; all empl. to become union members after 110 days of employment.

NORTON CO., CHIPPAWA, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—a general wage increase ranging from 5¢ to 13¢ an hr. retroactive to May 21, 1960; 3 wks. vacation after 10 yrs. of service.

REGENT KNITTING MILLS, ST. JEROME, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—settlement terms not yet available.

REGINA GENERAL HOSPITAL, REGINA, SASK.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 700 empl.—a general increase of 3½% retroactive to Jan. 1, 1960; a further increase of 2½% eff. Jan. 1, 1961; additional adjustments were made to the wages of technicians and tradesmen.

ST. BONIFACE GENERAL HOSPITAL, ST. BONIFACE, MAN.—EMPL. UNION OF HOSPITAL INST. (IND.): 1-yr. agreement covering 800 empl.—a general increase of \$10 per mo. retroactive to April 1, 1960; 3 wks. vacation after 10 yrs. of continuous service (previously 3 wks. after 15 yrs.).

SCOTT CLOTHING, LONGUEUIL, QUE.—EMPL. ASSOC. (IND.): 1-yr. agreement covering 600 empl.—a general increase of 7½¢ an hr. eff. July 2, 1960; an additional paid statutory holiday for empl. with 4 yrs. or more seniority; company to contribute an additional ½¢ an hr. to pension plan making it a total of 7½¢ an hr.

HOWARD SMITH PAPER, CORNWALL, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,000 empl.—increases ranging from 11¢ to 13¢ an hr. to become eff. May 1, 1960, with a further increase ranging from 4¢ to 7¢ an hr. eff. Nov. 1, 1960; improved vacation allowance; additional paid statutory holiday; expansion in the bereavement leave allowance.

WABASSO COTTON, WELLAND, ONT.—TEXTILE COUNCIL (IND.): 2-yr. agreement covering 600 empl.—5¢-an-hr. eff. June 27, 1960; an additional 3¢-an-hr. increase eff. June 27, 1961.

NOTES OF CURRENT INTEREST

Many Canadian Skilled Workers Trained Abroad, Survey Finds

Thirty-five per cent of all tradesmen interviewed during a Department of Labour survey that sought some insight into the ways in which workers in five selected skilled trades had acquired their skill had received the greater part of their training outside Canada, it is stated in a bulletin based on the survey. The bulletin is No. 4 in the series produced by the Research Program on the Training of Skilled Manpower.

The proportion of tradesmen trained outside Canada ranged from a high of more than 50 per cent in the case of draughtsmen to 22 per cent in sheet metal working.

The more highly skilled the trade, the greater was the dependence on immigration as a source of skilled workers. "This suggests that, up to the time of the survey, training facilities in Canada were failing to keep pace with manpower requirements, and this was particularly pronounced in the more highly skilled occupations," the report says.

The samples of workers interviewed comprised tool and die makers, sheet metal workers, floor moulders, draughtsmen, and electronic technicians in the Toronto and Montreal labour markets.

Other information sought in the survey, says the foreword to the bulletin, included: the opinions of workers as to what formed the most valuable part of their training, how they regarded their trade in relation to other occupations, how technological changes were affecting training needs, and the sources of workers in skilled trades.

"It was felt that data of this kind would be of value in suggesting ways in which the education and training of workers for the skilled trades could be improved and would, therefore, assist educational authorities, industry, labour, government, and other interested groups in their efforts to meet industry's changing requirements for skilled and technical manpower," the report says.

The bulletin gives a summary of the findings of the survey, followed by tabulated data relating to each of the five trades dealt with. A further, detailed analysis of the tabular material is contained in a

separate report for each trade, which can be obtained from the Economics and Research Branch, Department of Labour.

The report mentions four criteria as having decided the choice of trades to be studied. These were: that the skills required in the trade have been affected by technological changes, that the trade represents an important occupational group, that it is likely to grow in importance as mechanization increases in industry, and that it is one to which entrance is frequently gained by apprenticeship.

"In selecting the industries and establishments to be covered for each trade, an attempt was made to have as broad an industry coverage as possible within the limits imposed by the manpower and time available for the study. The number of workers to be selected from a particular industry and establishment was related to the number employed in that trade in the establishment and in the industry of which the establishment formed part," the report states.

Hospital Insurance Agreement Signed with Yukon Territory

The eleventh agreement under the Hospital Insurance and Diagnostic Services Act has been completed with the signing of an agreement with the Yukon Territory on June 29.

The Yukon Plan, which came into operation on July 1, is similar in scope to that in a number of other areas of the country. It includes all of the in-patient services required under the federal Act and also certain services for out-patients. The latter will be provided within 24 hours after an accident or for a longer period in cases where the required services cannot be obtained within that time.

The Plan will be financed out of the general revenues of the Territory and no premiums or authorized charges will be levied to meet the Yukon share of the joint undertaking. Under the terms of the Hospital Insurance and Diagnostic Services Act, the Dominion Government contributes approximately 50 per cent of costs on a nation-wide basis.

CLC Executive Council Deals with Matters Referred by Convention

Prompt adoption by the federal Government of proposals made by the Canadian Labour Congress at the 1958 National Winter Employment Conference was called for last month by the CLC Executive Council. The Council held a three-day meeting in Ottawa to deal with resolutions referred to it by the Congress convention in April.

At the meeting, the Council also pronounced the formal sentence of expulsion from the CLC of the International Brotherhood of Teamsters, which had failed to take advantage of the 30 days of grace granted it by the convention.

The Council also called for:

—Publication earlier in the year of the Government's plans for dealing with winter unemployment.

—A large program of public works to provide employment, and measures to encourage and help in the building of houses.

The Council proposed revisions in unemployment insurance legislation that would have the effect of:

—Making benefits available to workers who have exhausted their benefits or are unable to qualify, with the cost borne not by the Unemployment Insurance Fund but met out of public funds.

—Modify disqualification regarding unemployment due to work stoppages.

—Provide unemployment assistance to persons released from prison.

—Extend provisions of the Act to all civic employees.

Among a number of suggestions regarding changes in taxation recommended by the Council were those calling for a more progressive income tax, with higher exemptions for married and single persons and on account of dependents, as well as several kinds of new exemptions.

The Council condemned "the racist features and breaches of civil liberties" in Canada's present Immigration Act. It asked the Government to establish a national advisory committee on immigration composed of representatives of farmers, labour, management, welfare agencies and other bodies. It also proposed that "the admission of immigrants be consistent with the absorptive capacity of the country."

Support was given in principle to the programs of organized farmers for fair prices for farm products. The Council also asked for the establishment of a Royal Commission to investigate the prices of agricultural implements, and repudiated any suggestion that wage increases obtained by workers in the farm implement industry

were in any way responsible for the high price of implements.

The Council supported civil servants in their requests for salary increases, and condemned the Government's action in granting piecemeal increases to civil servants without making the increases retroactive. It also reiterated previous demands for collective bargaining rights for civil servants.

The Council again asserted its opposition to the principle of compulsory arbitration and the use of injunctions in labour disputes. Denial to any group of employees of the right to strike was strongly condemned.

Elimination of trading stamps by law was asked for by the Council. Another resolution protested "the outrageous interest rates and other charges of finance companies."

Independent Research Group Says Chignecto Canal Feasible

The Chignecto Canal is "technically feasible" and, from a climatic point of view, usable, according to a report by an independent research organization that was commissioned by the Chignecto Canal Committee.

The cost of the project, estimated at \$90 million, "could be more than counterbalanced by increased revenues from the region," the report said.

The report, by Economic Research Corporation of Montreal, was released by Michael Wardell of Fredericton, honorary secretary of the Canal Committee. The report was prepared under the direction of Dr. D. E. Armstrong, McGill University, and Dr. D. H. Hay, Massachusetts Institute of Technology.

The Canal would connect the Bay of Fundy with the Northumberland Strait.

The Canal is pictured by the report as an extension of the St. Lawrence Seaway linking it with a sheltered route for Atlantic coastal shipping. It adds that Great-Lakes-type boats, cheaper than ocean-going ships to build and operate, could be used in the waterway.

J.H. Oldenbroek Resigns as ICFTU Secretary-General; Becu Succeeds

J. H. Oldenbroek of The Netherlands, Secretary-General of the International Confederation of Free Trade Unions for the past 10 years, resigned from the post last month.

He will be succeeded by Omer Becu of Belgium, Secretary-General of the International Transport Workers' Federation.

The ICFTU represents an estimated 57,000,000 union members in 100 countries.



Pictured at a testimonial dinner to John McLeod, retired Vice-President in Canada of the Bricklayers, Masons and Plasterers' International Union, are (from left): John W. Bruce, Organizer for the Plumbers and Pipefitters; S. J. Finlay, Vice-President, Eastern Canada, International Brotherhood of Boilermakers; CLC President Claude Jodoin; Mr. McLeod; and J. J. Murphy, International President of the Bricklayers.

Testimonial Dinner Honours John McLeod, Bricklayers' Vice-President

John McLeod, for 40 years Vice-President in Canada of the Bricklayers, Masons and Plasterers' International Union, a union officer for 52 years, and a trade unionist for 56 years, was honoured recently at a testimonial dinner in Toronto.

Mr. McLeod, now 78 years of age, was apprenticed as a stonemason in his native Scotland at the age of 15 years. In 1903 he became a member of the Stonemasons' Union in Scotland. Early in 1904 he came to Canada, and worked at his trade in Toronto and Niagara Falls, becoming a member of the Niagara Falls local of the Bricklayers, Masons and Plasterers in the same year.

In 1908 Mr. McLeod was elected Recording Secretary of Local 26, Toronto, and in 1910 he became business agent for the local, at that time a job that occupied only three months of the year. He worked as a stonemason during the remaining nine months.

Mr. McLeod was for several years President of the Ontario Provincial Conference of the Bricklayers Union, until in 1918 he was appointed special deputy of the international union. Two years later he was elected Vice-President by acclamation.

In 1934, he represented the Trades and Labour Congress at the Tolpuddle Martyrs Centennial, and was TLC fraternal delegate to the Trades Union Congress.

Mr. McLeod served throughout World War II as a member of the National Joint Conference Board, a tripartite board set up by the federal Government to advise the Minister of Labour.

In 1949 he was an adviser to the Government Delegate to the Second Session of the ILO Building, Engineering and Public Works Committee, held in Rome.

Mr. McLeod was known for his moderation and talent for conciliation in his dealings as a union official. It is said that during his 40 years as vice-president there wasn't one officially sanctioned strike in his jurisdiction. When an unofficial walkout occurred, he used his authority to get the men back to work.

The dinner was attended by about 150 persons from a score of unions and the Canadian Labour Congress. Chairman was S. J. Finlay, Vice-President in Canada of the Boilermakers.

J. B. Metzler, Ontario Deputy Minister of Labour, and R. J. Tallon, former Commissioner of the Unemployment Insurance Commission, were among those present.

U.S. Senate Told about Canadian Labour-Management Co-operation

A summary history of Canadian labour-management co-operation, the annual report of the Labour-Management Co-operation Service of the Department of Labour for the year ended March 31, 1959, and a lengthy extract from the Department's Monthly bulletin *Teamwork in Industry* for May were incorporated last month in the United States *Congressional Record-Senate* on the motion of Senator Jacob Javits.

Senator Javits asked that these documents be printed in the *Record* when he introduced in the Senate a bill for the establishment of an agency of government to be responsible for the development of labour-management councils to increase American productivity.

He said this was remarkable confirmation of the effectiveness of this technique from our neighbour, Canada."

Two Thirds of U.S. Plant Workers Covered by Collective Agreements

Two thirds of the 11,700,000 production and kindred workers employed in manufacturing in the United States in 1958 were in establishments in which a majority of the plant workers were covered by collective agreements. This was shown by a survey by the U.S. Bureau of Labor Statistics, the results of which were summarized in the *Monthly Labor Review* for April.

Nearly 3,900,000 factory workers were in establishments in which collective agreements were either non-existent or extended to only a minority of the employees.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(Page numbers refer to Hansard)

May 26—*Percentage of persons without jobs and seeking work, by number of months looking for work, at the end of corresponding weeks in April in the years 1953 to 1960 inclusive, given in a table presented by the Minister of Labour in answer to a question. The situation "has run pretty well normally for the past eight years," Mr. Starr says (p. 4250).*

There were 228,551 active seasonal benefit claims on April 30, but there have been no complaints from the Canadian Labour Congress or the Canadian and Catholic Confederation of Labour about the cut-off date of May 15 for seasonal unemployment insurance benefits, the Minister of Labour points out in answering a question (p. 4252).

May 27—*"Will automation have any effect on Canada's 700,000 unemployed ... I think we should look twice before completely mechanizing the Post Office Department," says Azellus Dennis (St. Denis) during debate on the Post Office Department estimates (p. 4292).*

May 31—*Report of the Royal Commission on coal is expected in the late summer, the Minister of Mines and Technical Surveys tells a questioner. A rumour that three mines in Nova Scotia are likely to be closed before the production of the report is not true, the Minister says in answer to the same questioner (p. 4361).*

June 1—*The unemployment insurance fund balance on April 30, 1957 was \$854,607,845.71; April 30, 1958, \$693,102,899.31; April 30, 1959, \$454,462,498.91; April 30, 1960, \$324,986,215.82 (interim), the Minister of Labour states in reply to a question (p. 4409).*

The Canadian National (West Indies) Steamships does not contemplate repossessing any of the eight vessels sold to Cuban interests in August 1958; seven of them were in Halifax and one in Baltimore, according to the latest reports, the Minister of Transport says in answering a question (p. 4411).

June 6—*Second reading moved of Bill C-63, to amend the Old Age Security Act to do away with the requirement that an old age security pension must be suspended when a pensioner absents himself from Canada for more than one month (p. 4554).*

The motion was debated at considerable length and the bill passed second reading (p. 4566).

Motion to authorize inquiry into prices of farm machinery by the standing committee on agriculture and colonization is agreed to (p. 4571).

June 7—*A protest from Regina Local 179 of the Plumbers and Steamfitters union regarding the recruitment of United States welders by a company employed by the Saskatchewan Power Corporation, while Canadian welders with suitable experience*

remained unemployed, had been received by her, the Minister of Citizenship and Immigration says in answer to a question. She had asked her department to investigate (p. 4597).

Bill C-63, to amend the Old Age Security Act, read the third time and passed (p. 4599).

June 9—*Question of bringing non-professional hospital employees under unemployment insurance* has been constantly under consideration, the Minister of Labour says in reply to a question (p. 4710).

"*Canada needs immigrants* for many reasons, the most obvious of which is to provide skills and training necessary for the development of the country," the Minister of Citizenship and Immigration says in outlining the views of the Government on immigration, during debate on her department's estimates (p. 4711).

The Department of Citizenship and Immigration is advertising overseas to the effect that there are openings "in the same areas in which we have thousands upon thousands of unemployed," Harold E. Winch (Vancouver East) says during the same debate (p. 4717).

June 10—*Borrowings* from the Minister of Finance on behalf of the unemployment insurance fund have recently been reduced, the Minister of Finance says in reply to a question. Total loans outstanding from the Minister of Finance were \$37,000,000 on May 31, and on June 9 they had been reduced to \$25,000,000 (p. 4768).

June 13—*Medical care program* proposed by the government of Saskatchewan has not been the subject of consultation between himself or his officials and provincial officials, and the Premier of Saskatchewan has not sought federal financial assistance, the Minister of National Health and Welfare says in reply to questions (p. 4818).

June 15—*The number of people admitted to Canada for permanent landing* during the years 1956 to 1959, and the number ordered deported, are given by the Minister of Citizenship and Immigration in answer to a question (p. 4948).

Unemployment insurance fund investment transactions during April and May are reported by the Minister of Finance in answering a question (p. 4949).

June 20—*A study concerning the values placed on automobiles for duty purposes* and discounts on the values of imported cars is going on, the Prime Minister says in answering a question about his recent

conference with heads of the Canadian automobile industry regarding conditions in the industry (p. 5110).

Resolution to introduce amendments to the Public Service Superannuation Act with respect to contributions, pensionable service, benefits, etc., is debated and concurred in, and Bill C-76 is read the first time (p. 5124).

Resolution to introduce a measure to amend, revise and consolidate the Civil Service Act is debated and concurred in, and Bill C-77 read the first time. The measure "touches all aspects of the appointment, classification, tenure, rights and responsibilities of the Civil Service of Canada, and the powers and duties of the independent Civil Service Commission charged with responsibility in relation thereto," the Minister of Finance explains (p. 5128).

Need for careful consideration of the proposed bill by Parliament is recognized by the Government, the Minister said, and to facilitate such detailed consideration he would propose that the bill, after second reading, be referred to a special select committee of the House for study and report (p. 5155).

June 21—*Figures on unemployment* released by the Dominion Bureau of Statistics on June 9 show that unemployment "both in absolute and relative terms is higher than in the corresponding periods of 1959 and 1958," and higher than in any corresponding period since the great depression, Hon. Paul Martin (Essex East) says in asking how the Government intended to deal with the situation. The Minister of Labour pointed out that according to the release there were 250,000 more persons working than last month and 140,000 more working than in the same period of 1959 (p. 5173).

June 22—*Five hundred strawberry pickers* are needed at Chilliwack and there are only 200 people registered at the National Employment Service office, and 4,000 pickers are wanted in the whole Fraser Valley, Harold Hicks (Fraser Valley) says, asking the Minister of Labour where pickers can be obtained. The Minister promises to bring the matter to the attention of the NES (p. 5241).

A survey to determine the feasibility of building the Chignecto Canal will be made and the cost will be shared equally between the federal Government and the Government of New Brunswick, the Minister of Public Works informs a questioner (p. 5242).

THE WOMEN'S BUREAU

"There is urgent need for more study and analysis of the basic facts about the employment of women and opportunities for their employment." Canadian women's organizations repeatedly brought this appeal to the Government's attention, and this was an important factor in the decision almost six years ago to establish a Women's Bureau in the Department of Labour.

The purpose of the Bureau was to promote a wider understanding of women's role in the contribution to the labour force, and to advance their opportunities in employment in order to enable them to make a more effective contribution to the development of Canada.

In the almost six years of its existence, the Women's Bureau has performed the functions assigned to it:

1. To examine existing data and studies concerning conditions of employment of women workers, and to stimulate additional

research by the appropriate branches of the Department or other research bodies.

2. Using the knowledge so gained, with the help of other branches of the Department, to assemble information of interest to women, and, through speeches and published material, to make it available in such a way as to foster an intelligent approach to women's problems.

3. To develop regular channels between the Department and other public and private agencies, including women's groups and employer and labour organizations, in order to ensure a continuing interchange of information concerning women in employment.

4. To advise the Department on any of its programs affecting women workers, and to be available for consultation with provincial government agencies or other bodies concerned with employed women as requested.

In the performance of its third function (see box), the Women's Bureau has had many contacts recently with women's organizations; staff members gave addresses to and participated in the discussions at several conferences and conventions.

At the 42nd annual conference of the Alberta Association of Registered Nurses, at Banff from May 17 to 20, several speakers from outside the nursing profession addressed the delegates this year. Among these was Mrs. Agnes Beckett, Assistant to the Director of the Women's Bureau, who discussed some of the problems confronting the professional woman.

At the spring convention of the Business and Professional Women's Clubs of Alberta, in Medicine Hat from May 21 to 23, Mrs. Beckett described the aims and work of the Women's Bureau and participated in the discussion of the issues before the meeting. Chief among these was a survey of business and industry being carried out by the Clubs in an effort to measure the effectiveness of the provincial equal pay law passed in 1957. Members reported a favourable reception from businesses so far approached.

A brief to be presented by the Clubs at the forthcoming Government inquiry into the operation of the Alberta Labour Act was also discussed. The Clubs are asking the Board of Industrial Relations and its inspectors, who administer the Act, to give leadership in educating the public with respect to the principle of equal pay for equal work. Also being urged is an increase in the minimum wage rates and identical minima for men and women workers.

The Canadian chapter of *Les Femmes Chefs d'Entreprises* was hostess to the 11th

international convention, held at Montreal from May 29 to June 4. The purpose of the association, founded in France in 1945, is primarily economic, and includes acquainting women with the laws affecting their economic interests and status.

Miss Marion Royce, Director of the Women's Bureau, attended two sessions of the convention, at which delegates from Belgium, France, Great Britain, The Netherlands and West Germany were present. All members of the organization fill executive positions in business and the professions, and the majority are married. The theme of the congress was the survival of the family enterprise and the role of women as partners in or directors of such businesses.

At the annual meeting of the National Council of Women of Canada, held at Niagara Falls from May 30 to June 3, Miss Royce spoke on the history and program of the United Nations Commission on the Status of Women, with particular reference to the 14th session recently held at Buenos Aires. She drew attention to issues currently before the Commission that are of special concern to Canadian women: the status of married women in employment, equal pay for equal work, vocational guidance for girls, age of retirement, legal minimum age of marriage, and the effect of inheritance laws on the status of women.

On June 10 Miss Royce spoke to the University Teachers of Home Economics, a section of the Conference of Learned Societies, on the subject of women in the labour force and the contribution that home economics might make to training women in the future. This talk was followed by a discussion of needed developments in university curriculum in the field.

Women as Part-Time and Part-Year Workers

Both part-time and part-year workers more common in female labour force than among male working population. As women's labour force participation grows, number of workers who do not devote full time to the job will likely increase

Neither the number of women with jobs nor the participation rate of women* gives a measure of the share of the nation's work, in man-hours, weeks or months, that is contributed by women. And the labour force participation rate does not reflect the extent to which the working population is made up of part-time and occasional workers; anyone who does even one hour's work during the survey week is counted in the labour force, and given the same weight in the participation rate as a full-time worker.

(The Dominion Bureau of Statistics monthly bulletin on the labour force survey regularly warns that "while variations in the estimates of the total number of persons with jobs provide a valuable indicator of economic conditions, significant changes in the employment pattern may be concealed unless attention is focussed on the extent to which these people worked less than full time, or were not at work.")

In assessing the contribution of women to the nation's work, it becomes important, as the number of employed women grows, to investigate the effect of the difference in the pattern of women's work from that of men's. A change is taking place in the sex composition of the working population; there may also be a change in the individual contribution to work made by the female members. Since a woman's work-pattern is greatly influenced by obligations that fall on her when she marries, it is likely that the total contribution of women workers would be affected by the increase in recent years in the proportion married.

It is important, too, to ascertain whether the proportion of working women who spend virtually their whole lives in the labour force—a minority of all women—is increasing or decreasing. If the number of labour force members who do not have full-time, year-round jobs is increasing at a faster rate than the number of those who do, the implications may be important.

Women with family responsibilities do not generally commit themselves to full-time, year-round employment. Yet they may arrange to work outside the home for

a few hours a day, perhaps while children are at school, or on certain days of the week. Or they may take on full-time jobs now and then in a seasonal rush, permitting their usual home duties to pile up until they are free again.

Although the two patterns of work are not always mutually exclusive, it is generally true that when women take jobs that do not commit them 100 per cent to the labour force they are either (a) part-time workers in that they work less than the regular weekly hours, or (b) part-year workers. The important factor that distinguishes both categories from regular labour force members (male or female) is that their primary attachment is to duties outside the labour force.

From the labour force survey data it is possible to measure with some degree of accuracy the extent of part-time work. But how many labour force members work only part of the year, and the characteristics of these part-year workers are much more difficult to establish. In this article, attention will be directed first to the identifiable group of part-time workers, and then an attempt will be made to estimate the extent of part-year work.

Part-Time Work

Although it is technically possible to use part-time workers in many factories, industry generally "wants a full working day of seven or eight hours... so that machines can be kept running and the hours fit in with the general organization of the establishment, supervision, transportation arrangements and so on".¹ In North America, industry has made relatively little use of part-time workers except in times of labour shortage. Employers naturally want to avoid disruption of the routine of the plant that is likely to result from introducing part-time work beyond what is necessary to meet unforeseen circumstances that are bound to arise from time to time.

When a plant shuts down because of lack of orders or of raw material, or when illness or the weather prevents workers from putting in full time on the job, the result is what is usually called short-time work or

*Percentage of the civilian female population 14 years of age and over in the labour force, i.e., with jobs or without jobs and seeking work.

¹Dame Mary Smieten: "Problems of Women's Employment in Great Britain," *International Labour Review*, Vol. LXIX, No. 1, Jan. 1954, p. 51.

involuntary part-time work, and it mainly affects men.

But in addition to those who work part time now and then by reason of circumstances beyond their control, many are on a regular schedule of part-time work year in and year out. This arrangement may be due to requirements of the employer whose establishment experiences regular rush periods as well as lulls, or it may be a special plan to enable the worker to fulfil other obligations. In some kinds of establishments such as retail stores and restaurants, the needs of the employer fortunately coincide with the hours that many part-time workers can afford to give to paid work. Women whose commitments to home responsibilities preclude them from giving full time to an outside job make up the majority of regular part-time workers. This class of part-time workers, which in the last five years has been growing in Canada at a much faster rate than the regular full-time working force, can be said to dilute the labour force.

Recognizing that part-time work is among the important issues concerning women workers today, the International Labour Organization has called on experts from many countries to consider part-time work among other questions affecting working women. Already it is clear that opinions are divided as to the probable effects of any large-scale growth in this segment of the labour force.

Women's organizations have expressed fears that part-time employment may "lead to the creation of a special body of women workers of a lower type constituting a threat to the application of the principle of equal pay and to the status of the female labour force as a whole".² Others have raised objections on economic grounds. It has been suggested that if part-time work were to become available on a large scale some women would switch from full-time to part-time work, causing a drop in the overall contribution of women to the working force. Whether or not this would happen is a matter of conjecture. It is certain, however, that the part-time job fills a real need for many. It enables women to add to the family income without neglecting essential duties of the home; at the same time it provides employers with extra help at peak periods.

The meeting of Experts on Women's Employment called by the ILO in 1956 agreed to limit the definition of part-time

work for the purposes of their discussions to regular work carried on for substantially less than normal hours of work by mutual agreement between the employer and the worker. Involuntary short-time work in periods of economic recession, and seasonal and casual work were excluded.

The Canadian Labour Force Survey conducted monthly by the Dominion Bureau of Statistics classes all who work less than 35 hours in the survey week as less than full-time workers. Data are provided separately for those who regularly work part time. These regular part-time workers correspond roughly to the group with which the ILO meeting of Experts on Women's Employment is concerned.

In recent years both the number and proportion of Canadian workers on a regular schedule of part-time work have been growing. This trend is particularly noticeable in the case of women (Table 1).

Despite the fact that the number of part-time jobs has been on the increase, there is "great demand for part-time employment on the women's side... in most of the economically more developed countries".³ Because married women still make up a high proportion of the non-working population the situation is likely to continue. These women are, generally speaking, not looking for full-time jobs, but if suitable part-time jobs were offered many would be ready to accept them.

Unless a very tight employment situation develops there is little hope of heavy demand for part-time workers in factories, although in time of national emergency they could become indispensable. But the growing distributive and service industries will probably continue to offer more part-time employment. It would be hard to imagine retail stores today without the women who help the full-time staff at rush hours and replace them on their days off, or offices without the men and women to clean up after regular workers go home. Considerable success has been achieved in placement of part-time workers in retail stores, restaurants, beauty parlors and laundries. With few full-time domestic workers available nowadays, a great many families rely on part-time household help. In professions in which there is a perennial shortage of help, such as nursing, social work and teaching, it is generally possible to solve the administrative problems, and considerable use is made of part-time workers.

Regular part-time work for women appears to be an established pattern in North America in establishments where it is either a solution to the employer's prob-

² "Part-time Employment for Women", *International Labour Review*, Vol. LXXV, No. 6, June 1957, p. 551.

³ "Part-time Employment for Women", p. 545.

TABLE 1—REGULAR PART-TIME WORKERS

Number and Percentage of all with jobs by sex, four specified months, 1952-1959

(Labour Force Survey estimates in thousands)

	Number		Percentage of All With Jobs	
	Male	Female	Male	Female
1952 November.....	98	154	2.4	13.1
1953 February.....	83	118	2.1	10.6
May.....	75	142	1.8	12.1
August.....	63	117	1.5	9.7
November.....	78	124	1.9	10.4
1954 February.....	80	122	2.1	10.4
May.....	86	143	2.1	12.1
August.....	64	125	1.5	10.2
November.....	74	139	1.8	11.5
1955 February.....	94	144	2.4	12.3
May.....	82	151	2.0	12.3
August.....	68	132	1.5	10.2
November.....	82	158	2.0	12.3
1956 February.....	81	150	2.0	12.0
May.....	92	182	2.2	14.0
August.....	62	160	1.4	11.8
November.....	84	175	1.9	12.7
1957 February.....	93	163	2.3	12.3
May.....	97	199	2.2	14.2
August.....	80	163	1.7	11.5
November.....	123	229	2.8	15.8
1958 February.....	123	213	3.1	15.5
May.....	149	249	3.4	17.4
August.....	93	208	2.0	14.1
November.....	120	236	2.8	16.0
1959 February.....	122	235	3.0	16.1
May.....	131	255	3.0	17.1
August.....	103	216	2.2	14.0
November.....	146	261	3.3	16.9

SOURCE: *Labour Force Survey* monthly bulletins, Dominion Bureau of Statistics.

lem or a means of using help available only part of the time by re-scheduling some of the work. The U.S. Department of Labor reports that: "The recent increases in labor force participation rates of married women have undoubtedly been partially due to expanding part-time job opportunities in suburban stores and service establishments." They add that: "If sufficient additional part-time jobs are not available, there may not be as much continued increase as projected

in the labour force participation rates for this group."⁴

Part-Year Workers

The monthly labour force survey is based on labour force activity during the survey week. It does not, of course, show what proportion of the workers are employed for less than a full year. The only authoritative

⁴ U.S. Department of Labor, *Population and Labor Force Projections for the United States, 1960 to 1976*, Bulletin No. 1242, p. 50.

TABLE 2—NUMBER AND PERCENTAGE OF WAGE-EARNERS IN CANADA* 14 AND OVER EMPLOYED LESS THAN 10 WEEKS AND LESS THAN 20 WEEKS IN YEARS ENDING JUNE 1, 1951 AND 1941, BY SEX

Weeks of Employment	1951		1941	
	Men	Women	Men	Women
Less than 10.....	No. 103,534 % 3.4	60,556 5.6	126,342 6.0	56,481 8.1
Less than 20†.....	No. 198,382 % 6.6	111,275 10.4	244,785 11.6	103,018 14.7

* Not including Yukon and Northwest Territories. 1951 includes Newfoundland.

† Includes those employed less than 10 weeks.

SOURCE: 1951 *Census*, Vol. 5, Table 14.

TABLE 3—PERCENTAGE OF WAGE-EARNERS IN CANADA* WHO WORKED LESS THAN 10 WEEKS IN YEARS ENDING JUNE 1, 1951 AND 1941, BY INDUSTRY AND SEX

Industry	Men		Women	
	1951	1941	1951	1941
	%	%	%	%
Agriculture.....	9.1	9.0	19.2	18.0
Forestry and Logging.....	5.8	6.0	12.7	14.3
Fishing and Trapping.....	8.6	6.5	13.8	12.9
Mining, Quarrying, etc.....	2.6	4.8	5.0	7.1
Manufacturing.....	2.7	5.1	4.4	8.1
Electricity, Gas and Water.....	2.8	2.9	3.3	3.5
Construction.....	5.9	11.0	6.2	8.4
Transportation, etc.....	2.5	4.4	4.4	5.6
Trade.....	3.3	5.2	6.6	7.8
Finance, Insurance and Real Estate.....	1.4	3.0	3.7	6.1
Service.....	3.0	4.5	6.2	8.3
All Industries.....	3.4	6.0	5.6	8.1

* Not including Yukon and Northwest Territories.

SOURCE: 1951 Census, Vol. 5, Table 24.

source of information concerning that group of workers is the Census.

The last census of the Canadian labour force was conducted in 1951. It shows the number of weeks worked during the year by wage-earners of each sex, but there is nothing to indicate whether the weeks away from work were voluntary or involuntary.

It seems reasonable to assume, however, that few regular workers would choose to work less than 10 weeks in the year. Table 2 shows that although more men than women were employed for less than 10 weeks⁵ in the year (the bulk of them probably occupied most of the year as students or keeping house), this category of workers represents a higher proportion of all female wage-earners than of male wage-earners. This was true both in 1941 and 1951.⁶

No data are available to permit an investigation of the trend in this respect from 1951 to the present time, but comparison with 1941 census information shows that the absolute number of men working less than 10 weeks of the year (and also less than 20 weeks) fell in the decade preceding

⁵ For comparative purposes data are also given for wage-earners employed for less than 20 weeks in census year. The argument is unchanged.

⁶ Of course some who worked only a few weeks in the year would be beginning workers and others retiring, but this should not affect the comparison between 1941 and 1951. A study made by the Economics and Research Branch in 1949 concluded that roughly 13.5 per cent of the female labour force and 9.6 per cent of the male labour force were employed for only part of the year. The big difference was that of these part-year workers 97 per cent of the females but only half of the males were "not available for employment during the remainder of the year". The great majority of these male part-year workers would be students, whereas housewives would make up a high proportion of the females. "Seasonality of Employment in Canada," *Labour Gazette*, 1949, p. 1210.

1951, whereas the number of women working less than 10 weeks and also less than 20 weeks increased. Yet the forties saw such a great expansion in the total number of wage-earners, male and female, that for both sexes the percentage of all wage-earners who worked less than 10 weeks and less than 20 weeks fell.

The Census also throws light on which industries had the highest proportion of men and women who were employed for less than 10 weeks in 1951 and in 1941. Generally speaking, for both sexes it is mainly agriculture and other industries employing outdoor workers (Table 3). Since these industries are at their peak in the summer months, many of those who worked less than 10 weeks in the year would no doubt be winter-time students.

Among women there is a relatively high percentage of part-year workers in the service industry, in manufacturing, and in trade—particularly retail trade. The service and trade industries are large-scale employers of women, especially of married women.

The proportion of women who work less than 10 weeks of the year is high in the manufacture of foods and beverages. This is related to seasonal canning of fish, fruits and vegetables.

Because the data concerning part-year workers do not cover the same period as the information on part-time workers, the trends cannot be compared. It is known, however, that between the 1941 Census and the Census of 1951 the percentage of wage-earners who had worked less than 10 weeks of the year ended June 1 fell, for both men and women. Whether or not part-time work was on the increase during this period is not known. But it has been shown that during the last six or seven

years there has been a decided growth in regular part-time workers as a proportion of all persons with jobs.

Both part-time and occasional workers are more common in the female labour force than among the male working population.

If women workers—particularly married women workers—make up an increasing proportion of the labour force, the number of working people who do not devote full time to the job the year round will probably continue to grow.

Legislation Affecting Women's Work*

Legislation affecting women's work is of two kinds: requirements that apply to women and not to men, and standards that apply to both men and women. Recent trend in first type has been toward repeal or extension to both men and women

"Legislation affecting women's work" is not just that narrow category of legislation that places a specific obligation on an employer with respect to a female employee and not with respect to a male employee. Most of the legislation significantly affecting women's work applies to men as well as women.

What has been the trend, first, with respect to requirements such as restrictions on hours of work of women that do not apply to hours of work of men, restrictions on night work of women, and safeguards or amenities that must be provided only for women?

The trend is towards repeal of some such provisions and extension of others to both men and women, and the record of the last ten years seems to be practically devoid of any new legislative provisions applying only to women.

In 1951, the sections of the British Columbia Factories Acts referring specifically to women and young girls were removed, one such provision being a provision requiring women and young girls to be given at least an hour for lunch unless exempted by an inspector. Another provision requiring the employer on the direction of the inspector to provide a suitable room for meals, which had previously applied only to women and young girls, was amended to apply to all persons employed in factories.

In relation to night work, the provisions of the Ontario Factory, Shop and Office Building Act prohibiting employment of women after 9 p.m. in a factory or after 2 a.m. in a restaurant was amended in 1953 to permit the Minister of Labour to authorize work until a later hour. Taking one year as an example, according to the annual report of the Department, such permits were granted to 147 employers during 1957

(97 in the manufacturing industry, 1 in wholesale trade, and 49 proprietors of restaurants). These permits are subject to specified conditions, and where a trade union acts as bargaining agent for the employees, are issued only if the union agrees to performance of the work during the hours specified.

When the Manitoba Employment Standards Act was passed in 1957, that part of it which replaced the Factories Act was substantially revised. A number of sections relating solely to young girls and women were replaced by general provisions applicable to all employees.

Some absolute limits on hours, i.e., limits that apply even if an overtime rate is being paid, still apply to women and not to men. There are such limitations on working hours of women in factories in New Brunswick, Quebec, Ontario, Manitoba and Saskatchewan. These provisions have not been materially changed in the last few years.

Legislation Applying to Both

Legislation that applies to both men and women employees may have special significance for women. Legislation that establishes minimum standards in respect to rates of pay, time off with pay, regular hours of work, protection of wages and minimum standards in the working environment is of particular importance to considerable numbers of women, because many women are still unskilled and because many, whether skilled or unskilled, owing to family ties, seek work in the immediate area in which they live. In these circumstances, there may be little competition for their services and little pressure upon an employer to improve the conditions in which employment is offered. The conditions of work that are offered may be largely determined by the legal minimum standard.

What has been the trend with respect to these standards in the last few years?

*A paper prepared in the Legislation Branch for delivery at a departmental seminar on the Women's Bureau.

Although some provinces continue to set lower minimum rates for women, the differential has been reduced in most cases since 1950. In Manitoba, in 1950, the minimum wage for women was \$19.50 a week in the cities and \$18.50 in the rural areas. The minimum for men was 50 cents an hour, regardless of location, which amounted to \$22 for a 44-hour week (a differential of \$2.50). The difference was gradually reduced, and in the orders recently issued the same minimum rate has been set for men and women, 66 cents an hour in urban areas and 61 cents an hour in rural areas.

In Alberta, the differential between the male and female minimum wage rates has been considerably reduced. In 1950, the minimum wage for women was \$20 and that for men was \$25. At present, the female minimum wage rates, \$28 in the five large cities and \$24 in the smaller places, are \$2 a week less than those set for men: \$30 and \$26, respectively.

In British Columbia, where minimum rates are set on an industry or occupational basis, only one rate, 40 cents an hour, was set for factory workers in 1950, whereas the order now in effect sets a minimum of 60 cents for women and 75 cents for men. This is an exception, however, the general trend when issuing new orders being to set the same rate for male and female employees. The present minimum rate is 75 cents an hour for both men and women in offices, and 65 cents an hour in shops and hotels.

As to the general trend in the level of minimum wage rates, taking factory employment as an example over the past 20 years, the present rates are not far different than they would have been had the 1938 rates simply been adjusted according to the cost-of-living index. However, there has been a significant extension of coverage to all types of employment and all areas within a province, with the result that a minimum wage rate is set for practically all women employees except those in agriculture or domestic service and for almost all men with the same two exceptions, except that in the provinces of Ontario and Nova Scotia no rates are set for men and New Brunswick sets rates only in one industry. (Prince Edward Island enacted a women's minimum wage Act in 1959 and at the 1960 session passed legislation providing for the setting of minimum rates for male employees. No rates have so far been set).

Another Trend

Another trend is the abolition or reduction of a learning period in which lower rates may be set for inexperienced workers.

Still another is to include a number of associated requirements with the requirement to pay a minimum wage. One of these of considerable importance is the requirement that an employee be given, when he is paid or, in some cases, on request, a pay statement showing the basis of computation and any deductions made. Another is the requirement that if an employee is asked to report for work, he has to be paid for a minimum period even if work is not available.

The trend toward establishing legal minimum requirements in regard to annual paid vacations goes back to 1944. By 1950, there were such requirements in Ontario, Saskatchewan, Alberta, British Columbia, Quebec and Manitoba. In the 1950's, annual paid vacations legislation was passed by Parliament in respect to the federal industries and by New Brunswick and Nova Scotia, with the result that the requirement of an annual paid vacation is now law in eight provinces and in the federal industries. In addition, in the 1950's, the required period of the annual vacation was increased from one week to two weeks in British Columbia and Manitoba, and in Saskatchewan, the requirement of three weeks after five years' service was added.

A perennial issue in regard to all these standards is the level at which they should be set. Although minimum wage rates have been set in Canada since 1918, the search for a set of factors that might sensibly determine the reasonable minimum wage is still going on. Although this question of purpose of standards and the setting of the standard continues to be unsolved, some standards are in fact established and serve a useful purpose.

Another matter, the philosophy and practice of administration of minimum labour standards legislation, continues to be an issue. Most labour standards laws are adopted as social measures to carry out a public policy. In any such Act, there is provision for administrative action of some kind, perhaps the determination of certain questions, and very commonly rights of inspection to see whether the law is complied with. Failure to comply with the law is an offence and there are criminal sanctions if an offence is proved in court. These are not laws passed to clarify the law between individuals, but in the interests of society as a whole. Compliance is a matter of public interest rather than of the interest of any one individual who may be affected.

Because standards more advanced than the minimum are known to exist in many establishments, and the average is good, there has been a drift toward the assump-

tion that the situation is satisfactory everywhere and the administrator would be wasting the public money in going out to see what is going on. But the usefulness of labour standards laws to women workers depends to a large degree upon whether a positive policy of administration is carried out.

Equal Pay Laws

Equal pay laws have been the type of legislation attracting most interest from women's groups in the last 10 years. In that period, equal pay laws have been passed by Parliament for the federal industries and by seven provinces. The letter of the law applies only where women are doing work at which men are also engaged, and has no application in any establishment where men and women do different types of work.

It can be said, however, that these laws have served a useful purpose as a statement of public policy, have strengthened the hands of personnel administrations that believe in the principle of rate for the job as a matter of efficiency, and have strengthened the position of women employees seeking, with good grounds, to improve their status.

There has been no discernible public policy in Canada with respect to employment of those women who have a choice between working and not working. No action has been taken by any government to encourage or discourage participation of married women in paid employment. There has been no move here, as in a number of other countries, to encourage the scheduling of part-time work, or to provide services such as day-care of children, to encourage women with family responsibilities to work outside the home. No legislation has been adopted requiring maternity leave to be given, and the only existing legislation is the Maternity Protection Act passed in British Columbia in 1920, under which no regulations have been issued. There seems to have been no movement in Canada, as in a number of other countries, to provide

that women cannot be dismissed from employment during the time of maternity leave, so that continuity of service is maintained and seniority rights are not lost.

A fact that women sometimes fail to recognize is that developments in labour relations legislation are of a major concern to women's work as well as to men's work. Because women do not work in great numbers in the heavy manufacturing industry or in transportation or in construction or in some of the other fields where trade unions have been most active, it is easy to overlook the fact that there have always been some industries (the clothing industry is an example) in which women have been employed and in which a substantial proportion of the employees belong to unions. Now as organization efforts are becoming more concentrated on the "white collar" group, the rights and obligations of trade unions and of trade union members become of greater concern to women.

Many representations have been made in the last three years urging changes in federal and provincial labour relations legislation and some important changes were made last year in British Columbia and this year in Alberta, Quebec and Ontario. Out of all these, one development in Quebec and Ontario may be of particular interest to women: the provision in each province authorizing the Labour Relations Board to deal with complaints that a person has been refused employment, discharged, or discriminated against for engaging in trade union activities. In each province the Board may order reinstatement in employment with compensation for loss of earnings and other employment benefits. In Ontario, other types of complaints from individuals that they have been dealt with contrary to the Act may also be dealt with by the Board. British Columbia and Saskatchewan have had this type of administrative remedy for a number of years. As organization moves into new fields, protection of the right of association by legislation may continue to be an important safeguard of employees' rights.

Two Canadian Women Awarded Honorary Degrees

Dr. Alice E. Wilson, MBE, and Miss Laura C. Pepper, MBE, have been awarded honorary degrees by Carleton University, Ottawa, and Mount Allison University, Sackville, N.B., respectively.

A former civil servant (L.G., Feb., p. 165), Dr. Wilson is a well-known geologist who during the past 10 years has been a lecturer at Carleton University.

Miss Pepper has been chief of the Consumer Section, Department of Agriculture, since it was organized in 1939.

Graduate Training in Business for Women

Survey of graduates of Harvard-Radcliffe Program in Business Administration seeks answer to question: Is graduate training in business for women worthwhile?

To mark the 20th anniversary of the Harvard-Radcliffe Program in Business Administration, a one-year graduate course begun in 1938 to meet the special needs and opportunities of women in business, Radcliffe College carried out an extensive survey of its 816 graduates in order to provide an answer to the question: Is graduate training in business for women worthwhile?

The following excerpts are from a report* on the employment experience of the 351 graduates working at the time of the survey.

"In the working group are 239 single workers (92 per cent of all single graduates) and 112 married workers (21 per cent of all married graduates). Twenty-five of the married workers are employed part-time.

"Employment in manufacturing firms, financial institutions, and schools and colleges now occupy almost half of all working graduates of the program. Of these three fields, the oldest and steadiest area of administrative opportunities for women has been the educational field. The 51 graduates employed in schools and colleges . . . are working as college officers and administrators, counsellors, teachers, and research and staff assistants.

"By contrast, manufacturing employment has been an area of more recent opportunity for women. . . . The 62 graduates currently employed in manufacturing firms can be found in almost every type of department. The largest number (19) are in personnel departments; but 14 are administrative assistants to managers of other departments or to company executives, and three are themselves department heads in small firms. Ten graduates are in market research departments, and eight of them have been on the job for three years or less, for this is a new and growing job area. Other graduates are employed as advertising and sales assistants, technical representatives, and production assistants.

"The financial field is an area of even more recent opportunity; employment of women in administrative positions by banks, investment firms, and insurance companies has shown a rapid growth since 1950. Most of these young women are working as assistants to security analysts, economic research assistants, and administrative assistants to trust officers and investment

counsellors. But four are security analysts themselves and three are qualified stock-brokers.

"Average salaries of the working graduates tend to cluster around a series of plateaus, based on the number of years they have been in the work force. A small number of graduates, all working ten years or longer, are making salaries greater than \$10,000 a year. But the 'five figure' woman executive is still almost a rarity. With beginning salaries so much higher for the most recent graduates—\$3,900 for the class of 1958, only about \$2,500 a decade ago—she will probably appear in much larger numbers within the next five to ten years.

"Almost without exception, Harvard-Radcliffe Program graduates remain in the work force until marriage or family responsibilities require their presence at home. Only 21 per cent of the married graduates of the program are currently at work, a lower proportion than the national average for all married college graduates in the country. But it should be remembered that half of the married women at work in the United States are over 40 years of age, while less than 15 per cent of program graduates are in this age group, for the program is only 21 years old.

"The Radcliffe Appointment Bureau receives more requests from married graduates for part-time job opportunities than it can satisfy. As the number of part-time workers grows, employers may well find new ways to utilize this resource of trained womanpower.

"Perhaps the most noteworthy characteristic of the record of Harvard-Radcliffe Program graduates is the variety of their activities. It clearly indicates that they have found increasing numbers and kinds of opportunities to pursue, activities which provide them with meaningful job satisfaction. And these opportunities are found not only at the top management level—it is even more important that they are to be found at other administrative levels. It is indeed fortunate that a young woman today has increasingly favourable chances to 'break the management barrier'. But it is perhaps even more fortunate for the larger numbers of young women who expect to be working steadily or at intervals through the years ahead that they will be able to work toward whatever job level challenges their maximum abilities."

* "Administrative Opportunities for Women" by Christine Hobart, Director, Harvard-Radcliffe Program in Business Administration, *Journal of College Placement*, February 1960.

89th Annual General Meeting of the Canadian Manufacturers' Association

Opening meeting's industrial relations conference, Minister of Labour speaks on "The Challenge of Change in Industrial Relations." Other speakers discuss union responsibility and accountability, and questions surrounding productivity

The 89th Annual General Meeting of The Canadian Manufacturers' Association was held June 5, 6 and 7 at Toronto. "The Sixties—New Dimensions For Industry" was the theme this year.

In addition to business sessions, the meeting consisted of seven conferences: management, world trade, transportation, legislation, marketing, insurance, and industrial relations.

The industrial relations conference, fully reported here, had as its theme, "Industrial Relations in the Dynamic Decade Ahead". It was officially opened by Hon. Michael Starr, Minister of Labour.

The first session of the industrial relations conference consisted, in addition to the Minister's opening address, of three addresses, by W. H. Palm, President, Hinde and Dauch Paper Company of Canada, Limited, Toronto; Arthur S. Pattillo, Q.C., Blake, Cassels and Graydon, Toronto; and R. Conrad Cooper, Executive Vice-President, United States Steel Corporation, Pittsburgh, Pa.

The second session consisted of an address by Dr. Jules Backman, Professor of Economics, School of Commerce, Accounts and Finance, New York University, New York, followed by a discussion by seven other speakers.

Subjects discussed by the speakers included: "The Challenge of Change in Industrial Relations", "Changes in Industrial Relations—The Next Ten Years"; "Changes in Management Responsibility—Management's Obligation to Manage"; and "Productivity in Perspective".

Thomas R. McLagan, OBE, Chairman of Davie Shipbuilding Limited, Chairman of Canadian Shipbuilding and Engineering Limited, and President and General Manager of Canada Steamship Lines Limited, was elected President of the Association for 1960-61.

F. D. Mathers, President, Royal City Foods, New Westminster, B.C., was elected First Vice-President; S. J. Randall, President, General Steel Wares Limited, Toronto, Second Vice-President; T. A. Rice, International Harvester Company of Canada Limited, Hamilton, Treasurer.

President's Address

Retiring President W. H. Evans expressed himself as being "astonished at the failure of organized labour to put its weight behind the (CMA) 'Buy Canadian' drive and give it all-out support."

He said that labour has the resources and organization to back the idea, and expressed pleasure over the fact that recent evidence of what is essentially "Buy Canadian" activity by scattered locals and unions. "In the giving of such support, unionists will be making the greatest possible contribution to their own job security," he added.

"At the risk of being repetitious, I must say again that the threat to Canadian jobs posed by mass consumption of competitive imports grows daily more serious. If we are to meet this threat, I believe that management and labour must come together in a united and sustained effort to make Canadians aware of just what is at stake. Nothing less than that will do.

"And so, what I would like to see—and what I urge from this platform—is a decision by the Canadian Labour Congress to use its power and influence in a positive way to promote, wherever possible and reasonable, the purchase of domestically-made goods as the only means of ensuring stable and increased employment for Canadians."

But the "Buy Canadian" program, however vigorously promoted and however successful, is not the complete answer to foreign competition, Mr. Evans said. "The root of the problem in many cases is that the foreign maker, by virtue of his lower costs, has no difficulty putting a lower price tag on his goods than his Canadian counterpart."

This is where the domestic manufacturer's responsibility rests: he must strive for greater efficiency without sacrificing quality, and must maintain a forward-looking attitude toward technical innovation.

Other great industrial nations of the world enjoy certain basic cost advantages, Mr. Evans pointed out, that make the odds against Canadian manufacturers long indeed. "It is at this point that Ottawa's share of responsibility for the well-being of domestic industry becomes very obvious.

"After all, all governments see to it that the price at which competitive foreign products sell within their borders bears some sort of relation to their own price structure and living standards.

"This is stock procedure with every industrial nation, including the greatest and most powerful, and, let me add, not excluding those that continually pay lip service to the principle of freer trade. It could not be otherwise with any country that wished to preserve and encourage the growth of its own secondary industries."

He emphasized that he was not advocating tariff walls "10 feet high." We are all of us concerned to promote the maximum of international trade, "provided—and it is an all-important proviso—that our own industries are not crippled in the process," he said. He was suggesting only the minimum of protection against foreign encroachments, which many industries in Canada are not receiving today.

Mr. Evans asserted that the manufacturing industry in Canada—"which, let none forget, is not only the greatest single source of employment but also the largest contributor to national wealth and the biggest revenue producer for government itself—is no longer keeping pace with the growth of the labour force.

"As long as this holds true, unemployment—and I am not now speaking of the seasonal kind—will continue to give cause for concern."

In the competition against imports, the paramount need is still to "get costs down," Mr. Evans continued. Apart from management's role in the achievement of this, which he had already stressed, and apart from "the ascending spiral of wage rates and fringe benefits," another major contribution to high prices was corporation taxes.

"Far too many Canadians labour under the delusion that the various forms of corporation taxes... are a legitimate imposition that should be borne by any concern in business to make a profit.

"We should spare no effort to get it across to the general public that what happens is that these taxes merely become part of a company's operating expenses and, as such, are inevitably reflected in the prices paid by consumers. So it is that every smidgen of corporation taxes, no less than the taxes on personal income, are paid by individual Canadian wage and salary earners."

Mr. Evans concluded with statements on management's attitude toward wage rates and on immigration.

"Management, no less than unions, has a very real interest in the maintenance of



Thomas R. McLagan

good wages and a high level of employment. The products of industry, after all, cannot be bought by a population that is poorly paid and far from fully employed, but... this is the condition to which we can easily be reduced if wage demands are unrealistic and quite unrelated to productivity gains.

"I would hope that even the most militant of our unions would recognize that to force up prices even further under present competitive conditions is to invite greater unemployment than we have yet seen."

Canada's small population was another factor in high prices; it is the smallest of all the major industrial nations and therefore unit costs of production are proportionately that much higher.

"We, as a nation, should be pursuing a consistent and deliberate policy of supplementing our present population with selected new immigrants... We have had ample evidence in recent years that the right kind of immigrants do not take jobs from native Canadians so much as make jobs for them."

General Manager's Report

Some of the subjects covered by various submissions made to government authorities by the CMA during the year were outlined by J. C. Whitelaw, Q.C., CMA General Manager, in his report, which is a review of the Association's activities during the preceding 12 months.

The Association has made frequent recommendations to federal and provincial governments in favour of legislation regulating picketing and secondary boycotts similar to that passed recently in the United States. It also favoured the making of trade unions subject to civil liability.

The Association is not opposed to the use of qualified laymen as conciliation board chairmen, but wants the withdrawal of judges from such service to be gradual in order to give time to train men to replace them. Every effort should be made to retain judges as arbitration board chairmen, the CMA's Industrial Relations Committee said. It also recommended that conciliation boards should not be required to render reports or recommendations in a dispute unless they were unanimous.

The CMA opposed the amendments to the Unemployment Insurance Act passed last September, which included increased contributions by employers and employees. The report referred to the increasing drain on the fund, but said that there is evidence that the Government now recognizes the need for a thorough re-appraisal of the whole unemployment insurance scheme before any more changes are made in the Act, as the Association recommended.

The Association continued to support the Government's winter work campaign and to study ways and means of increasing winter employment.

The CMA opposes any continuation of a trend toward inflation, creeping or otherwise, and calls for a halt to increases in government expenditure, a determined effort to eliminate waste of public money, a reduction in taxes, and the removal of "the privileged status of labour unions which permits them to exert monopolistic power in pursuit of ever-increasing wage claims."

The Association was concerned that for the second year in succession immigration has been far less than the average for the 1950's.

It objected to the volume of goods being imported from "low-wage countries," and asked for measures by the Government to "control" such imports effectively.

Regarding attempts to find means of measuring productivity, a CMA committee came to the conclusion that, "If it were feasible for the Government to establish a national productivity index, it would have no practical use or application in collective bargaining." A general index might be useful in national economic analysis and planning, the committee said, but "it would be completely unsuitable and undesirable for use in wage negotiations."

The Minister of Labour

The question of labour-management relations will grow rather than diminish in importance through the next decade, and "in my mind, the first need is better communications between labour and management," said Hon. Michael Starr, Minister of Labour, in the opening address of the Industrial Relations Conference at the meeting.

Theme of the Industrial Relations Conference was "Industrial Relations in the Dynamic Decade Ahead" and Mr. Starr was speaking on "The Challenge of Change in Industrial Relations."

"Somewhere along the line, the communications system has unfortunately deteriorated," the Minister stated.

One of the reasons for this, he said, was that today everything is big: big business, big labour, big government. "What we must remember is that behind all this bigness we are still dealing with people."

He said it was an unfortunate situation where labour was on one side of an imaginary fence and management on the other side of the same fence and "never the twain shall meet."

They must meet, the Minister said. "And they must meet in an atmosphere of mutual understanding and co-operation or else the problems we have now will be very minor compared with those which are in store."

He believed there were people in both management and labour who realized how extensively the interests of both are linked in the maintenance of a prosperous economy; it should not be beyond the ingenuity of the fair-minded people on both sides to come together in an atmosphere of co-operation.

"Co-operation, of course, is based on understanding. That is why I feel that new channels of communication must be opened up between management and labour." Management must make every effort to present its case to labour. In the individual plant, management should take steps to increase the feeling of participation by the employees in what is going on in that plant.

If employees understand that their well-being depends to exactly the same extent as does management's on the progress and the prosperity of the firm, it should not be beyond the resources of sound industrial relations to build around that central point.

He was not suggesting a barrage of propaganda, because the best public relations is a sound industrial relations program. "This is based on the fact that management accords a genuine and constructive recognition of the importance of the employees in the general scheme."

The next step was a more active feeling of participation by the employees in the progress and destiny of the particular industry. This is something that must be worked out in detail in each industry, Mr. Starr said.

"The Government has no intention of dictating to labour or management. Therefore, I would suggest that a common approach by labour and management on their mutual problems would be beneficial." He urged labour and management to "take a long, objective look at those mutual interests which bring them together rather than those which divide."

If employees understand that their well-being depends to exactly the same extent as does management's on the progress and the prosperity of the firm, it should not be beyond the resources of sound industrial relations to build around that central point.

He was not suggesting a barrage of propaganda, because the best public relations is a sound industrial relations program. "This is based on the fact that management accords a genuine and constructive recognition of the importance of the employees in the general scheme."

The next step was a more active feeling of participation by the employees in the progress and destiny of the particular industry. This is something that must be worked out in detail in each industry, Mr. Starr said.

He had begun his address by pointing out that when he had spoken to the Canadian Labour Congress a few weeks earlier he had called for a whole new approach to the problem of labour-management relations (L.G., June, p. 561). He was making the same suggestion to the CMA, because "I persist in lumping both labour and management together in these things—because I believe that both have an equal stake and an equal responsibility in the orderly and prosperous evolution of our economy."

W. H. Palm

Two basic questions face management and labour immediately in this new decade, said W. H. Palm, President, Hinde & Dauch Paper Company of Canada, Limited, in an address on "Changes in Industrial Relations—The Next Ten Years" to the Industrial Relations Conference.

The two: "Is management to continue being duped into going along with a wage-cost pattern that is already leading to a withering up of many of our industries?" and "Are professional union leaders embedded in such a rut of 'boom psychology' that they can find no other means of holding their membership together than continually

demanding annual increases in wages and fringe benefits, even at the expense of losing the very jobs their members hold?"

Certainly, he acknowledged, from time to time we may expect one country to gain a competitive advantage over another, "but when we reach a point, as we have, where gross inequality of labour costs and competition is occurring to such a degree that this country's economic mechanism commences to falter, then balancing forces must assert themselves at once or we will be headed for a most serious dislocation."

The first corrective action for management to take is to make a constant effort "to keep our employees informed on the state of the business in every sense of the word. And then at the bargaining table we must take the initiative with a realistic set of proposals and objectives of our own," Mr. Palm advised.

"In the past decade, we have practically bargained ourselves out of the marketplace, in Canada and overseas. In the next decade, I predict, we are going to bargain ourselves back into it again at home and abroad, because our very survival depends on it."

Because "happenings past and present can be very useful criteria upon which to construct a picture of events that may lie ahead," Mr. Palm began by recalling some of the more significant changes in industrial relations over the past ten years and reviewing what is happening now. He defined "industrial relations" as the whole employer-employee relationship in the broadest sense, including not only relations between management and organized labour—"labour relations"—but also relations between employer and employees outside any collective agreement.

One of the most significant changes in industrial relations in the last ten years, he thought, was the emergence of the responsibility for industrial relations in an organization as a top-management function. This change has come about as a result of "a growing awareness that the human resources of an enterprise require the same careful planning and development as do the technical, financial and other major segments of the business."

He discussed changes in industrial relations over the last ten years under two headings: (a) personnel relations, and (b) labour relations. Under personnel relations he first commented on the effect continuing automation may have on employment.

"It has become very fashionable in some circles to complain about the evil effects of automation," he said. But he thought that leaders of labour, government and management should all be talking about and plan-

ning for the positive effects of automation. He believed that technological change can and will create more employment as automation proceeds and the country grows.

When we are planning automation, I think we should take our employees into our confidence and not keep it a deep, dark secret, which will only stimulate their fears. The personnel having the ability and versatility to acquire a number of new aptitudes should be identified in advance through appropriate selection techniques. Training should then be started at once for the acquisition of the new skills that will be required of them as the swing to mechanization proceeds.

Communication is another process of management and industrial relations that we must never cease striving to improve, Mr. Palm continued. "I do not think we have been making a strong enough effort to communicate ideas and information to our own employees, especially those who are members of organized labour... We need to do more listening as well as talking if we are to establish and maintain good communications with our employees.

"I predict that there will be great advances in our communications techniques and that much better communications will be developed in the Sixties."

Another job management has to do, he said, is to make sure that people within the organized groups in any company take a full interest in the activities of their union organization. The problem of poor attendance at union meetings is one that may be viewed as the job of the union to solve, "but I suggest management will benefit greatly in the long run by seeing to it that the viewpoint of their employees collectively is truly represented at union meetings."

Finally, management should ensure that the employees have a thorough knowledge of the impact that government actions have on the country's economic situation. "There should be a more complete understanding by employees of the disposition being made by the Government of their tax dollar," Mr. Palm said.

Under the heading of labour relations he predicted that the 45-per-cent growth in union membership in the last ten years will not continue, that it will be difficult for the growth of union membership in the next ten years to keep pace with the increase in the working population. He warned the meeting, however, to be on the lookout for plenty of union activity among the unorganized clerical and junior salaried personnel.

During the past ten years, an increasing awareness has developed that management representatives in negotiations need to acquire additional skills, he asserted. On

the other hand, the international officers of a union who spearhead bargaining are "all too frequently lacking in knowledge of, and in many cases interest in the particular business enterprise with which they may be dealing." He predicted a decided change in this situation over the next ten years.

One thing that will not happen in the next ten years, said Mr. Palm, is a national "summit conference" of labour and management leaders, suggested by CLC President Claude Jodoin "to explore the areas of conflict."

I don't think this suggestion is practical or that it would provide any useful solutions to labour-management problems. In the first place, I don't think Mr. Jodoin or any leader of an organization such as the CLC, made up as it is of a host of individual labour unions, can make binding decisions for all of them any more than the President of the CMA can make commitments for the entire membership of that body. Certainly the CMA doesn't attempt or even pretend to bind member companies to any uniform national labour relations policy.

He also believed that the so-called "areas of conflict" were best dealt with around the collective bargaining table at the plant level. Some areas of conflict will have to be settled through hard bargaining, others through the regulation of trade unions by effective legislation, Mr. Palm declared.

On labour relations legislation, he described as "interesting developments" the United States Labor-Management Reporting and Disclosure Act of 1959 (L.G., Nov. 1959, p. 1181; Dec. 1959, p. 1305) and the changes in the Newfoundland, British Columbia and Alberta legislation. But he did not include the amendments to the Ontario Labour Relations Act, which he called "very disappointing," because "they did little either to restrain the power of unions... or to restore the proper balance between management and labour."

In a comment on legislation as it relates to union security he said:

I believe that we in management, in seeking legislation that would regulate and restrict union security as a matter of public policy, should at the same time defend these democratic principles at our own bargaining table by refusing to grant union security in our negotiation of a first contract or any further degree of it in collective agreements where it already exists.

Another question that has caused considerable concern to management is seniority. Many thorny problems have crept in and practices frequently do not jibe with the language of collective agreements. Mr. Palm predicted that "this situation will become increasingly more difficult in the period ahead of us, and I see no easy solution or quick panacea to this extremely complex problem."

During the past decade, too, a great many management rights "have been bargained away," he said, but predicted that "by skillful hard bargaining, management will regain some of the rights that it has literally thrown away during these past ten years."

Turning to labour costs and competition, he asked: "What road must management and labour travel together to preserve the continuing competitive ability of Canadian industry in world markets?"

Canadian industry is in the position today where many of its products are being undersold by goods of foreign origin. Why? We all know the reason... because our costs have risen too high. During the past ten years, the rate of climb in our industrial costs has certainly been far out of proportion to that of many competitors in other lands. The industries that have been hardest hit are those whose products have continued to have a high labour cost content—and, alternatively, have been unable thus far to offset this high cost by mechanical or other means. Those industries that have been able to capitalize on technological development and introduce compensating effects have continued to maintain some ability to compete.

Arthur S. Pattillo

Legislation that would change the civil and civic liability of unions in Canada was suggested by Arthur S. Pattillo, Toronto lawyer, as a means of achieving industrial peace. He was speaking to the industrial relations conference on "Changes in Labour Relations Legislation—Union Responsibility and Accountability."

Mr. Pattillo thought union responsibility and accountability includes both an area of responsibility for specific acts of union officers and members in the normal legal sense and also a second and larger area of responsibility to the country and to society in general for the results of union policies and methods. The first has been and is being dealt with by various legislatures in Canada and elsewhere, but the second has "not been touched at all," he said.

"The first area of responsibility involves the unique position which unions have, both as to liability for the damages which flow from the acts of union officers and members and as to the degree of economic pressure which is permitted to them under the present laws.

"This is the area which has been receiving most attention in recent years and, though it involves both the regulation of permissible or prohibited acts and the sanctions which are to be applied for breaches of the regulation, I will refer to this area as the problem of civil liability. The second area of responsibility to which I have referred may be described as civic liability as opposed to civil liability..."

The question of civil liability, Mr. Pattillo noted, involves the entire problem of a union's legal responsibility for the acts of its officers and members.

He recalled that the conflict between the working force and employers in Canada, which reached a peak in the early part of this century, was resolved by a system of industrial relations legislation which requires compulsory negotiation of working conditions between employers and employees—but not compulsory agreement—and compulsory arbitration with binding effect on both parties once agreement has been reached and there is disagreement as to the application or interpretation of that agreement.

In order to make the system work, said Mr. Pattillo, each jurisdiction in Canada has evolved elaborate certification procedures for designating bargaining agents and elaborate definitions of acts that are prohibited to employers and employees and their agents—unfair labour practices.

"The regulations of conduct introduced into labour relations legislation," said Mr. Pattillo, "were, generally speaking, designed to prevent interference by employers with the formation and administration of unions, and to prohibit both parties from taking economic action during the life of an agreement, or, failing agreement, until certain steps had been taken in the process of compulsory negotiation. Very little attention was paid originally to sanctions or penalties for breaches of these regulations.

"In Canada, practically no attention has been paid by legislatures until very recently to the regulation of the forms of economic action permitted to the parties once the parties are free to act. The regulation of acts has been left, by and large, to the general law..."

The general law works slowly, Mr. Pattillo pointed out, and is consequently not adequate to regulate the economic conflict arising through collective bargaining. This has given rise to many problems. Mr. Pattillo dealt with two of them.

The first problem was created by the form of organization adopted by unions, "and this involves the legal status of unions." The second arises because the law was not equipped to deal with large-scale economic action, which is possible with today's large and powerful union organizations.

"This defect in the legal structure," he said, "gives rise to a whole series of problems as to what is and is not acceptable action by unions in exercising their economic power..."

The speaker dealt briefly with one of the forms of the economic action—picketing. He said:

Aside from offences long recognized in law, such as assault, trespass and the like, the remedy for combined action by employees has largely been left to the principle of common law conspiracy. To state this law in its simplest form—it prohibits agreement by two or more persons to do an unlawful act or to do a lawful act by unlawful means...

With the growth of large international and national union organizations, unionism has achieved virtual economic domination of the small employer. Even in the case of the larger employers the economic necessity of staying in operation if competitors are operating and the judicious use by unions of the "whipsaw" techniques in bargaining, to which all of you have been subjected, have placed the unions in a very strong position. As a result, the time has come, in my opinion, for a thorough-going review of the methods employed by unions.

In my view, the most important area for immediate attention is the use of picketing as a means of achieving the legitimate objects of trade unionism.

The law regulating picketing has largely been left to be developed by the courts—without the guidance of legislation, Mr. Pattillo continued. The recent Select Committee of the Ontario Legislature recommended that pickets be limited to employees actually in the bargaining unit of the employer affected, and that picketing be prohibited when a strike has been declared to be unlawful, when the object of the picketing is to establish bargaining rights, when the object of the picketing arises from jurisdictional disputes, and when the employer is not a party to a labour dispute. This recommendation was not "unfortunately, in my opinion," included in the amendments to the Act introduced at the recent session of the Legislature.

When the Minister of Labour introduced the amending bill, Mr. Pattillo recalled, he remarked that mass picketing, intimidation, and the use of threats and force were effectively dealt with by the Criminal Code, that any provincial legislation in this field would probably be a nullity, and that apparently neither management nor labour understands the present law of the land. "It would appear to me," the speaker said, "that the Government of the province of Ontario did not understand the recommendation that was made to it."

Although the law of picketing where there is intimidation and the use of threats and force is clear, the Select Committee's recommendation dealt with much more than this. "The Committee sought to cover the use of picketing as an economic sanction and... its recommendation was ignored."

About all that can be said for certain in most jurisdictions is that picketing that involves violence, threats of violence, trespass

and, in some cases, intimidation by mass of numbers will be enjoined, Mr. Pattillo said.

"It is important to preserve the individual's freedom to communicate his dissatisfaction to others, but, faced with the power of organized labour today, the unrestrained use of picketing is an instrument of coercion to employees and employers alike. In my view, it is no longer sufficient to restrain or attempt to restrain violence. Picketing—like strike action itself—should be precluded before the procedures of certification and compulsory negotiation have been observed."

R. Conrad Cooper

The entire problem of wasteful practices in the United States steel industry "is a job that must be tackled both by the companies and the union, by every employee and every foreman," said R. Conrad Cooper, Executive Vice-President, Personnel Services, United States Steel Corporation, in his address to the industrial relations conference on "Management's Obligation to Manage."

"It is a job that must be done, and done correctly, lest the wheels of competitive misfortune spin us beyond the point of no return. It is a question that must be answered to provide real job security for the steel workers themselves," he asserted.

"Clearly this is not a job that can be done amidst conflict and sterile argument about management's rights. The need is for recognition and discharge of obligations," the speaker continued. "Being obligated to the employees and the stockholders to manage the business efficiently, management cannot pass that obligation on to the union leaders or anyone else. Faulty contract language which stands in the way of management's ability to discharge its obligation is not in the interest of the employees or anyone else. We live in the hope that our union friends will come to recognize this basic truth."

What effect the agreement reached after the recent steel strike would ultimately have on the industry's competitive position only time would tell, Mr. Cooper said. But he gave the warning that "an unearned wage increase that produces an inflationary rise in costs eventually either brings about a price increase or a lessening of profit and perhaps a postponement of extremely important efforts such as research or the installation of new facilities. No amount of bargaining can ever change this. It is a basic fact of economics."

The speaker said that "by force of a combination of circumstances, we finally

made a settlement that has in it the possibility of some further inflation." Whether such inflationary possibilities materialized would depend partly on the degree of co-operation given by the employees and the union "in our constant efforts to improve productive efficiency," he contended.

Mr. Cooper denied that the agreement represented, as some had said, "a complete loss" for the companies. Regarding wage and benefit increases, he said, "we missed our objective by about a third, but we bettered the prior experience [from 1940 onwards] by more than 50 per cent."

He also pointed out that although they had failed in their attempt to eliminate "the unsound cost-of-living escalator clause," they had held it down to a maximum of 6 cents. On the work rules issue, although they had not got what they wanted, they had "gained recognition of the issue and a pledge of union co-operation in the solution."

Mr. Cooper began his address with an outline of the history of the controversial Section 2B of the steel industry's basic labour agreement—the "Local Working Conditions" clause.

The clause, first incorporated in the 1947 agreement, had been "finally written and approved at four o'clock in the morning by six brain-weary men who were racing to beat a strike deadline." It had been a constant source of friction and had hampered efforts to increase efficiency, the speaker contended. "To a degree that was never contemplated by its authors, it has also impaired management's clearly stated rights to manage."

Some of the consequences of the kind of situation often thus brought about were: inefficiency and waste have been frozen into the operation; some good workmen are "thereby made unwilling 'featherbedders'—which most steel workers don't relish;" the results were demoralizing to supervisors directly involved, and to other supervisors who witnessed them; and "the championing grievance man has won a hollow victory and perhaps caused some long-term antagonism between people."

The truth was, Mr. Cooper asserted, that "all that the company negotiators were seeking when the storm blew up in the 1959 negotiations was that the union negotiators should join them in drafting language that would say unmistakably exactly what the original language was intended to say—and would do what the original language was intended to do."

Productivity in Perspective

The second session of the industrial relations conference had as its theme, "Productivity in Perspective." The session consisted of an address, "Productivity: Some Observations and Questions," by Dr. Jules Backman, Professor of Economics, School of Commerce, Accounts and Finance, New York University, and a discussion by "The President's Round Table on Productivity."

Participants in the discussion were: Dr. Backman, W. H. Evans, CMA President; Dr. R. V. Yohe, President, B. F. Goodrich Canada Limited; H. B. Style, President, John Inglis Co. Limited; Harry Taylor, Vice-President (Industrial Relations), Union Carbide Canada Limited; Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour; Dr. Ewan S. Clague, Commissioner, U.S. Bureau of Labor Statistics; W. L. Monck, Industrial and Public Relations Manager, Trenton Steel Division, Dominion Steel and Coal Corporation; Dr. David McCord Wright, Professor of Economics, McGill University; and Dr. Oswald Hall, Professor of Sociology, University of Toronto.

Dr. Jules Backman

Productivity is only one factor to consider in wage determination, Dr. Backman said in his address. "Mathematical formulas do not provide any short cut or substitute for the hard give and take of collective bargaining. Collective bargainers must weight many factors in reaching an agreement that will be fair and equitable to all concerned."

Before stating this conclusion, Dr. Backman pointed out that productivity reflects the relationship between all the inputs of factors of production and the resulting output, and that "we have not been able to measure the separate contribution" of capital investment, raw materials, managerial know-how and labour to the resulting output.

"Output per man-hour" and "output per worker" are much narrower in scope than productivity, he explained, and the use of these more limited measures does not mean that labour is solely responsible for the gains in output per man-hour.

Measurement of physical output, necessary to determine productivity gains, is also difficult. If output is determined by taking the dollar value of output and dividing it by some price index, an adequate measure of the dollar value of total output and an adequately representative price index are needed. But because today's output of, for example, electrical appliances is only remotely related to the output of 30 years

ago (refrigerators today have little in common with their forbears), and because of new products not available 30 years ago, it has been difficult if not impossible to obtain estimates of output per man-hour for some industries.

The number of man-hours or workers can be obtained. But even the labour input data are not very satisfactory, because all workers from the janitor to the president are given equal weight. And how do you measure the contributions of other factors of production?

Even payroll data become more and more inadequate as we move back through the years, Dr. Backman said. The inadequacy of data at starting dates is a particularly important weakness of long-term productivity estimates.

Then there is the question of what man-hour totals to use. When the ratio of production workers to total employment remained fairly steady, it made no difference whether output was divided by one man-hour figure or the other. But in recent years the relative proportion of total employment accounted for by production workers has been declining.

"Clearly, productivity estimates are subject to many limitations," he said.

Turning then to the causes of higher productivity, Dr. Backman said that although many persons use the terms "output per man-hour" and "productivity" interchangeably, and imply that gains in output are due solely to labour, the primary factor contributing to greater productivity has been the substitution of machines for labour. "New capital investment undoubtedly is the major factor which contributes to increases in productivity."

When he dealt with sharing the gains of productivity, he pointed out that they may be shared among four groups: workers, consumers, investors, and government, which shares in the gains through tax collections. "If the total gain in productivity is given to one group, problems are created."

Is it better to raise wages or to cut prices, Dr. Backman then asked. Many economists, he said, favour price reduction, because if some prices are reduced, or rise less than the general price level does, a larger number of units may be sold. And unless more units are sold, the increase in productivity will be accompanied by layoffs; this is usually described as technological unemployment. The benefits obtained by workers who continue to work are, in part, at the expense of those who lose their jobs.

"However," he said, "we must remember that historically gains in productivity have

been accompanied by more jobs, not fewer jobs, although there have been unavoidable periods of adjustment."

As to the role of productivity in collective bargaining, productivity is only one of the forces that influence changes in wages. Others include changes in the cost of living, wage changes in the area or in the industry, ability to pay, workers' budgets, and the general economic environment. All factors must be evaluated, Dr. Backman said.

In attempting to use productivity comparisons in collective bargaining, it is substantially true that in the long run, increases in average real wages of all workers tend to be about the same as average gains in productivity in the economy. But this broad generalization tells nothing about the form of these gains—whether in wages or in other benefits.

"Despite the frequent references to this relationship it does not provide a useful guide for specific wage negotiations. Rather, it has become a rationalization for at least a minimum rise in wage rates equal to the gain in productivity... But if all the gain is distributed in the form of higher wage rates, nothing would be left to increase non-wage benefits unless part of the gain is diverted from other groups who properly should share in it," he said.

Short-term changes in output per man-hour do not provide a meaningful test as to the adequacy of annual adjustments in wages and non-wage benefits, he asserted. And when considering relationships to changes in output per man-hour, it is important to use total labour costs.

It is sometimes suggested that stability of unit labour costs provides a satisfactory test as to what is a proper increase in wages and non-wage benefits. Unchanging unit labour costs merely show that the total labour cost bill has increased by the same percentage as total volume of sales. But labour cost is only one component of total costs and may account for a varying proportion of the total at different periods of time. If the gain in output per man-hour is attributable to the introduction of labour-saving devices requiring large capital expenditures and hence greater costs, the composition of costs will change and a smaller proportion of total costs should be paid for direct labour.

The fact that a smaller proportion is paid for labour does not mean, Dr. Backman pointed out, that the wages and non-wage benefits of the workers retained will not rise; wages could rise substantially since the total labour cost is divided among a smaller number of workers.

Productivity formulas do not provide a simple solution to the problem of wage determination, he repeated.

Dr. R. V. Yohe

Any action that lowers cost in relation to selling price results in increased productivity, said Dr. Yohe during the discussion that followed Dr. Backman's address. And any action that produces more units from the same facilities, any action that results in higher quality without cost increase, or any action that enhances the usability or value of a product, even if more costly, may also be considered an increase in productivity.

Therefore, he declared, productivity is a management function, and increased productivity the direct responsibility of top management.

Management astuteness in labour negotiations determines whether or not complete productivity improvement may be obtained from modernization, he continued. "Installation of labour or other cost reduction methods and equipment designed to increase productivity may be wasted effort if the value is lost at the negotiation table."

H. B. Style

"There is no particular merit in producing more with equal or less effort unless we can direct this increased power of productivity in the right direction and distribute the fruits of it so that the life of mankind as a whole becomes happier and more meaningful," said Mr. Style, who was commenting on the best social and economic use of the gains in productivity.

The benefits of increasing productivity are being enjoyed in widely varying degrees in various parts of the world, he continued. On the North American continent, as a result of the "fruits of productivity," only 60 per cent of the average family's income is now required for the basic necessities, leaving 40 per cent available for the pursuit of a better way of life. In contrast, nations such as India are still facing the chronic problem of keeping their people above even the barest subsistence level.

"As long as there is such a wide disparity between the productivity of nations, there is no purchasing power in the nations of low productivity with which to buy the capital assets with which to improve their own productivity." Therefore, generous assistance to the backward nations must be given, even though this must inevitably mean some temporary sacrifice of our own prosperity, he declared.

Some things we in Canada could do immediately, he said. Over the last two years we have spent approximately \$900 million in unemployment insurance benefits "because we cannot find work for all our population. Surely it would be better for our own country and certainly for the world

if, instead of spending these vast sums on keeping people idle, we use some of it in finding jobs for the unemployed in making capital equipment under the Colombo Plan," suggested Mr. Style.

Up to now, Canadians have used the gains of increasing productivity primarily to satisfy material needs. In future, he thought, we must pay more attention to the non-material aspects of life, and suggested better community planning and efforts to raise the level of education and culture.

Harry Taylor

Discussing the "Role of Productivity in Collective Bargaining," Mr. Taylor suggested that whether or not labour should share in the proceeds of increased productivity is not by itself an issue. "Labour has shared in such gains. The important differences of opinion centre around the extent and timing of the sharing," he said.

He suggested that the ability or inability of a company to pay higher wages, both direct and indirect, must be determined on the basis of the company's profits and not on national productivity patterns.

"A national index," he said, "that is based on the ratio of total man-hours to total selling prices must include a number of assumptions," for example, that the ratio of man-hours to selling prices is the same for producing neckties as it is for automobiles.

"In other words, if the determination of wages in an individual company is to be tied to some national index it would involve some very real risks—risks many managements would be unwilling to take."

When a company, or group of companies, or a small segment of the total economy introduces an automatic arrangement affecting wages, such as an improvement factor or escalation, the impact is absorbed in the total economy. If all companies did the same thing it would not be so easily absorbed. "In fact, it could bring about further inflation because of the pressures it would generate," he said.

Mr. Taylor said that the wartime cost-of-living bonus, when dealt with on a uniform national basis and related to a national index, was found to be unworkable in the national interest. He suspected a similar situation would result if all wages were determined on a uniform national index basis, whether the index is the consumer price index, a productivity index, or both.

Mr. Taylor thought that at times management places too much reliance on mathematical formula in attempting to solve human relations problems. "We sometimes overlook other important considerations which motivate people and from which they derive job satisfaction."

In conclusion, Mr. Taylor said he "does not consider that productivity has had a direct and substantial bearing on the collective bargaining process. Nor do I see that it will have in the immediate future. I believe it is unlikely in the immediate future that a statistical device will replace the give and take of the collective bargaining process."

He believed the productivity concept will be used from time to time but could not see it playing an important role in the bargaining process until data are available that are more useful than present data at the level at which bargaining usually takes place.

Dr. W. R. Dymond

Dr. Dymond suggested that a number of "home-made" national productivity statistics have resulted in erroneous interpretations of Canadian employee output. He said that Canada's economic growth has generally favoured low-productivity industries such as service, trade and government sectors of the economy.

Goods-producing industries, he said, which usually feature a high rate of productivity, have grown at slower rates in the past few years, with the result that the economy as a whole has had a low rate of increase in productivity.

Dr. Ewan S. Clague

"Does rising productivity create unemployment? The answer is: Yes and No," said Dr. Clague.

The introduction of some new machine or process may eliminate a score of jobs, and those workers may be laid off. Then it could be said that the mechanization was the cause of their unemployment.

But lower prices for a product may result in more sales and stable or even expanding employment in the industry. An expanding industry often generates new jobs, either within itself or in other industries. Technological advance has in the past resulted in the growth of industries such as automobiles, chemicals and electronics, Dr. Clague pointed out.

"In an expanding economy, increased productivity will not result in general unemployment," he declared. "If output of goods and services lags behind the increases in productivity and the labour force, unemployment can result."

He also pointed out that unemployment in a specific firm often does not result directly from productivity gains in that firm. Bureau of Labor Statistics studies have shown that the introduction of automation in a plant or office causes scarcely any layoffs and no loss of jobs. This is not

surprising, he said, because the concern that successfully introduces new devices usually has an expanding market and the devices make it possible to do additional work.

On the other hand, unemployment that might be said to result from automation will occur in other firms in the industry and, more specifically, among firms that did not automate. If the automation is successful, and costs are lowered, the less progressive concerns operating with old methods (which may mean considerable use of labour) will find themselves unable to compete. They may shut down entirely and throw many hundreds out of work, but the connection with automation is remote and indirect.

A further complication is that it is impossible to distinguish unemployment attributable to productivity gains from unemployment due to other factors, he said.

The question about productivity and unemployment really has to be stated another way, he said—What do we plan to do about unemployment?

In a progressive, changing economy many industries, firms, occupations and jobs will become obsolete while new ones are rising. In a general way, it can be said that the more rapidly the economy changes the faster it grows. Yet each of these changes can produce unemployment. The answer is not to prevent the changes but to deal effectively with their results.

Earlier, Dr. Clague had discussed the problems of measuring productivity, and the limitations of productivity-wage comparisons.

The one basic question that must be asked in connection with the measurement of productivity, he said, is: What are you going to use it for?

As for productivity-wage comparisons, productivity measures for a specific job, the firm as a whole, the industry, and the total economy are all different. Which should be used for wage comparisons? The General Motors-United Automobile Workers 1948 contract attempted to relate the wages of workers in a given industry to the productivity of the whole economy.

Dr. David McCord Wright

Many think of productivity in terms of efficiency or cutting out waste; but the problem of increasing productivity is not just the problem of efficiency but the far more fundamental problem of inventions, said Dr. Wright. "Historically, the great source of productivity increase has been the discovery of new patterns of input combination."

Increased productivity cannot automatically be credited to any one single force, and the problem of sharing productivity gains is more complicated than usually thought, Dr. Wright said.

Although machinery that raises productivity will usually require *differently* skilled labour, it is doubtful that it will always require labour that is *more* skilled. Once it is introduced, the required effort and skill may be less.

"In fact, frequently the only real contribution made by labour to the increased productivity may simply be the contribution of not vetoing the change."

Dr. Wright outlined the historical pattern of sharing as follows. An increased prospect of profit has led to an increased urge to invest, to an increased urge to expand, and to increased competition for labour, both to build the new plant and to operate it once it is completed. "This competition for labour is what raises wages and explains the undeniable fact that the average rate of increase of real wages for the century before unions became strong was much the same as it has been since they did."

What we are seeing today may be a considerable exploitation of capital by labour, he continued. Capital's share is being maintained only by the ingenuity of management in finding more and more ways of using complicated additions to capital. "In other words, the constant pressure of higher money wages upon the price level is being contained to the extent that it is by a speeded-up introduction of labour-saving devices. It is capital's productivity that is really rising."

Dr. Wright concluded with a warning. The "motive power" for investment and industrial activity is the hope of profit. Too rapid a rate of increase in money wages can cause unemployment even when there is an accompanying inflation, because the inflation may not be enough to offset the increased risk. Inflation may clear the shelves but if profit prospects are not adequate, employment to replace or to expand may not occur. "Thus we can find not merely unemployment or inflation, but unemployment and inflation."

World Trade Conference

The world trade conference was opened by Hon. George Hees, Minister of Transport, who suggested that Canada should start invading other countries' foreign markets with the determination to win those markets that others have long considered theirs by right.

"Other countries," he noted, "don't have any reticence about invading our markets. Let's do a little invading of theirs, for a change..."

Mr. Hees said there are two unwarranted and undesirable lines of economic thinking in Canada—"defeatism and smugness"—and

believes that "those who assume an attitude of smugness look to our accomplishments, particularly since the Second World War, and assume that all we have to do is continue in our role of order clerks and business will continue to fall into our lap..."

He told his listeners that they all must be aware that it is no longer that easy—that the world has entered a period of hard sell and it is up to Canadians to realize this and "to utilize to the best of our ability our high qualifications in this regard..."

Challenge from Mass-Production Countries

Canada's prosperity is not dependent upon selling our resources in the export market but upon upgrading these raw materials to the fullest extent before consuming or selling them, said W. N. Hall, President of Dominion Tar and Chemical Company Limited, Montreal, in an address on "The Challenge of Mass-Production Countries."

"Canada has the raw materials, the labour force, most of the technical skills and most of the money we need," he added.

He pointed out that Canada's economy is growing slowly, and "for a young, undeveloped country like Canada, this is a serious situation."

"This country has the serious problems of an unfavourable balance of trade, and unemployment. In the minds of many, the only solution to this is to export our wheat and our raw resources." But, Mr. Hall asserted, in the first nine months of 1959 we exported \$64 million in wheat to Japan and imported \$76 million worth of Japanese manufactured goods, most of which we could make here.

The effect has been that we have no more manufactured goods than we could have had anyway, but we have allowed the Japanese to make \$76 million worth of them and thus have left our unemployment problem unsolved.

"If Canada could manufacture only a small percentage of the goods now imported, we would have no Elliot Lake problem," Mr. Hall declared.

We buy Japanese manufactured goods because they are cheaper, they cost individuals less. But, he said, they cost the country more. "The Japanese are exporting unemployment to us, since we are employing Japanese workers. Our own unemployed, with no purchasing power, mean a reduction in Gross National Product and, as a result, further unemployment.

"By all means," said Mr. Hall, "let us trade our wheat, our pulp, our minerals to the rest of the world. But let us accept in return the things we really need—goods

demanded by our consumers which we cannot economically make.

"Canadian industry should not be seeking protection to make higher profits, but to secure our markets and allow us to grow and become mass producers. With growth there will be increased employment—and lower costs."

Challenge from Low-Wage Countries

If Canada's present standard of living is to be maintained, the country must have a protected economy, J. Herbert Smith, President of the Canadian General Electric Company, told the Canadian Manufacturers' Association.

Mr. Smith said that Canada must encourage home production of those items of which foreign producers are enjoying the advantages of lower wages and lower living standards. He warned that the alternative to this could be heavy unemployment; a slower rate of growth—even regression.

In the 10-year period up to and including 1957, Mr. Smith asserted, the Canadian economy grew with little threat from imports, but in the past three years of essentially uncontrolled imports, the economy declined.

Beginning with statistics on his own company, Mr. Smith indicated how the Canadian economy is declining. In the past three years Canadian General Electric had seen its employees reduced in number by 3,000, almost 20 per cent, to 13,000, he said.

He pointed out how Canada's rate of unemployment compared with that of other countries: in the early spring of 1960, Canada's unemployed numbered 9.1 per cent of the work force; in the United States, 5.8 per cent; and in Great Britain, 1.9 per cent.

In 1947, he said, 67 per cent of all imports were fully manufactured goods; now the percentage is 78. In the past three years Canada's labour force expanded 7.7 per cent, but persons with jobs increased only 4.9 per cent. Gross national product (per capita in constant 1949 dollars) increased in the 1946-56 period by 19.3 per cent, but in the next three years it dipped 4.1 per cent.

Mr. Smith noted that the cost of payments from the Unemployment Insurance Fund to jobless Canadians in the past two years amounted to \$900,000,000, and that Canada's deficit balance of international payments was \$1.5 billion.

If, instead of importing goods that result in a \$1.5 billion deficit, Canada could produce them, said Mr. Smith, it would mean employment for 300,000 persons who are now out of work.

He added that the goods produced by these Canadian men and women would likely sell at prices slightly higher than imported products by essentially the difference in their pay and that of the foreign workers they would displace. But, he emphasized, "When we consider the present 'unemployment salaries' we are presently paying several hundred thousand Canadians to remain idle, we may well find that the domestic products are, in fact, less costly to the Canadian taxpayer."

Challenge from the New Europe

"The time has come," said R. W. Todgham, President, Chrysler Corporation of Canada, Limited, "when the federal Government should review the British preferential tariffs..." Subject of his address was "The Challenge from the New Europe."

Mr. Todgham said that Canadian automobiles enter the United Kingdom under a 20-per-cent tariff, while British automobiles are entering Canada duty-free.

Referring to the high costs of production in Canada, Mr. Todgham said that not all the blame for them can be laid at the feet of the manufacturers. Organized labour, he suggested, must shoulder some of the blame for the situation.

He noted that in Chrysler's Simca plant in France, 30,000 workers produce 2,500 motor vehicles each day. "To match this production at Windsor," he asserted, "Chrysler would need about 60,000 men."

Pressing his contention about tariffs, Mr. Todgham said that in the Windsor, Ont., area today there are some 8,500 persons unemployed "and far too many of them used to work in automobile plants."

Walter L. Gordon

Unemployment may well be our main domestic problem in the years immediately ahead, said Walter L. Gordon, of Clarkson, Gordon & Co., Toronto, and Chairman of the 1955-56 Royal Commission on Canada's Economic Prospects, in an address to the management conference.

"I refuse to believe this problem is insoluble when there are so many things that need so badly doing.

"But it will not be solved, in my opinion, unless we think searchingly about it and unless the Government adopts consistent and at the same time imaginative policies for dealing with it," he declared.

Surely unemployment is a challenge to the manufacturing industries of Canada, he said. He then suggested that it would be a "constructive and useful thing" for the CMA to undertake a thorough study of the unemployment problem, preferably on a joint

basis with the trade unions. "After all, they have as much, or more, at stake as anyone."

Mr. Gordon said it should not be the sole preoccupation of the manufacturers to safeguard the capital invested in their companies and increase their profits every year. It was more important, he believed, to preserve the jobs of their employees and to provide jobs for others who seek work but cannot find it.

The aim of the study, he suggested, should be to provide "a detailed set of proposals for correcting or alleviating our present difficulties and a suggested outline of the broad policies the Government should pursue if this problem is to be kept under control in future."

To command respect, the study would have to be objective and aimed directly at alleviating unemployment. If it appeared to promote the self-interests of the manufacturers alone it would not have much influence.

Mr. Gordon suggested some questions that might be included in the study.

Do a persistent tight money policy for too long a period and an artificially high value for the Canadian dollar work to the disadvantage of both the resource industries and domestic manufacturers?

Is the unemployment insurance scheme open to abuses? Could this "essential form of protection" for people who become unemployed be tied in with a comprehensive scheme of government work projects on

which the people engaged would be given useful things to do and be well paid for doing them?

Is the re-training and re-establishment of people who become displaced through automation or because of the obsolescence of companies or industries a responsibility of the Government alone, or should the companies and the trade union concerned be expected to assist in a solution of the problem?

Another example of things that might be studied, Mr. Gordon continued, was the tariff structure. He would like to see all tariff rates in excess of 20 per cent examined "with a very fishy eye." If all the higher rates of duty were reduced, he said, "there might be room for some modest revisions in the opposite direction in places where they would do the most good.

Among many other subjects for study in a truly comprehensive examination of the unemployment problem was the need to devise policies for the relief and reinvigoration of distressed areas.

Recalling "the rosy picture of what Canada could accomplish during the next 25 years" that was painted by the Royal Commission of which he had been Chairman, Mr. Gordon said he could see no reason why we should not continue to be optimistic about the long-term future "if we evolve a consistent set of policies designed to stimulate the economy, to raise the level of human welfare, and to eradicate the curse and canker of unemployment."

Laval University's 15th Annual Industrial Relations Conference

Conference studies technological changes and the rights of management, and the repercussions management's introduction of such changes will have in bargaining

(Translation)

The 15th annual Industrial Relations Conference of Laval University, held at Quebec on April 25 and 26, studied technological changes with respect to the rights of management.

Some 400 persons participating in the two-day meeting considered the rights of management to introduce technological changes and the repercussions of such action in the field of collective bargaining.

The conference was held under the direction of Rev. Father Gérard Dion, Director of the Department of Industrial Relations at Laval.

Msgr. Alphonse Marie Parent, Rector of the University, and Jean Marie Martin, Dean of the Faculty of Social Science, welcomed the participants.

The guest speaker at the closing banquet was Prof. Lewis Coser of Brandeis University, who spoke on the future of the labour movement and technological change. Prof. Coser pointed out in particular the rising importance of the white collar sector in the area of automation.

Each of the six speakers' addresses was followed by a discussion.

The afternoon of the second day was taken up by a discussion and summing up on bargaining and arbitration concerning

technological changes. Taking part were W. G. Donnelly, Personnel Director of the Aluminum Company of Canada Ltd.; Jean Sirois, Assistant Manager (Standards Department) of the Dominion Textile Company; Marius Bergeron, Research Director, Canadian and Catholic Confederation of Labour; and Marcel Pépin, Technical Adviser to the National Metal Trades Federation (CCCL) and member of the Quebec Superior Labour Council.

Nature and Importance of Technological Change

The responsibility of retraining persons displaced from their jobs through mechanization or automation goes beyond the compass of the company, said Jean Paul Deschênes, Professor of Industrial Relations at Laval University, in a speech that set the tone of the two-day conference.

"The Government, the technical and specialized schools, the community, the trade unions, the companies, all should co-ordinate their efforts to provide adequate and plentiful training facilities to permit displaced persons to turn towards other sectors of industry," was his advice.

Mr. Deschênes defined technological change as follows: A modification of capital-labour equilibrium resulting from a change in the technique of production in an enterprise where the man-machine system operates at its maximal efficiency, whereby the participation of capital in the manufacture of a unit of production increases in proportion to the contribution of labour in the manufacture of this same unit.

The speaker explained that technological changes are divided into two categories: mechanization and automation. In mechanization, the machine tends to replace human effort, but man still plays an important part, for he controls the machine; in automation the machine tends to replace human control.

Stating that mechanization has favoured the establishment of monopolies or at least "oligopolies", and that the price we pay for many products is greatly higher than what we would pay were these enterprises submitted to price competition, Mr. Deschênes expressed the fear that this tendency towards the concentration of control would be accentuated by automation because of the fabulous cost of the installations.

The speaker then wondered whether the enterprise could discipline itself to take only a reasonable part of the profits so that both the worker and the consumer might benefit, or whether there would be need for a superior controlling body.

Dealing with short-term unemployment caused by technological changes, Mr. Deschênes declared that their advantages compensate by far for their disadvantages.

He insisted, however, on the necessity of retraining persons dismissed from their jobs because there was nothing left for them to do, and those dismissed because they were not adapted to the new machines.

He also maintained that the concern must give the remaining employees all possible opportunity to acquire new skills.

"The cost of retraining will probably diminish for a certain time all the benefits resulting from the innovation," he said, "but in that way the concern could compensate for the economic and social disturbances it causes in the community."

Mr. Deschênes also suggested different ways to channel technical progress and curtail its harmful effects.

More planning by companies of the technological changes they wish to introduce would permit a better orientation of the employees liable to be displaced. Although it is true that scientific discovery cannot be foreseen, that a newly-conceived machine can be obsolete before it reaches the market, nonetheless, in the majority of cases, a technological change can be foreseen, discussed and applied at the proper time.

Shorter working hours and longer holidays would permit a greater number of persons to work during the same period of time.

A broader seniority plan, based on the whole concern and not only the division, and more rational dismissal, hiring, transfer and promotion plans could also help reduce the harmful effects of technological change on both the labour force and the community.

Property, Responsibility, Rights of Management

"The more numerous a man's possessions become and the farther we get from the centre of his personal life, the more urgent also becomes the social mission of his property and the stronger must become his respect for the common good in the use of his property," said Father Gérard Dion, Director of the Department of Industrial Relations, in his speech on property and the basis of authority in industry.

Authority is the moral power to co-ordinate the activities of a group towards the common good, Father Dion pointed out. Reminding his listeners that things are administered but that men are governed, he pointed out that one must distinguish between the basis of authority, the holders of authority, the ways of choosing them and the exercise of authority.

"Authority is always founded on the common good," he said. "It is the common good that gives authority its powers, that determines its nature and the scope and limit of its competence."

Father Dion added that it is evident that ownership is not and cannot be the basis of authority. "If property creates a right to things, it cannot by itself give any power over men."

"If there were only things to administer in the concern," he said, "there would be no problem. But the difficulty arises when these things cannot be administered without involving men whose co-operation is essential to the administration."

As to the scope of the power of a person or group, as well as the ways of exercising authority, since what counts is effective authority and not power in the abstract sense, and since one cannot force investors to invest any more than one can make workers work, the concrete arrangement boils down to a question of agreement, of negotiation between the partners in production.

In conclusion, he declared that what are termed the rights of management are not immutable, can change and do change with changing times and circumstances.

"It can all be brought down to a question of efficiency, of fitness for realizing the welfare of the enterprise with due respect for the rights of all participants and the common good of the whole economy," he said.

Efficiency, "Science" and Rights of Management

In the context of rights of management, which are less and less closely connected with the right of ownership, in the perspective of numerous and often divergent definitions of efficiency and in view of the obvious uncertainties and in accuracies of "science" in industry, more especially with regard to technological changes, what recourse do management and the union have?

This was the question which Roger Chartier, Professor of Industrial Relations at Laval University, tried to answer.

He pointed out that the process of collective bargaining is essentially partial participation of the union in the management of the concern. He also drew attention to the fact that, as there are no limits of principle in the field of collective bargaining, it is only normal that discussions should be held between the parties in technical and financial matters just as they have been for a number of years in social and economic matters.

The traditional attitude of management in setting forth its rights as an occupant

and in assuming and keeping for itself all the rights which the union does not manage to get away from it, he added, is very general. This will gradually give way, however, to a new attitude, more positive and less apprehensive, based on the notion of a trustee's role, a clearing-house in the service of all who are interested in the concern.

Mr. Chartier suggested that the management of a concern should see in its employees, at all levels, not rivals and persons trying to encroach upon its efficiency, but persons engaged in a common work whose activities it must co-ordinate and whose interests it must put into equilibrium in terms of the aims of the concern that every one has at heart.

Mr. Chartier pointed out that there can be no such co-ordination without concessions, give-and-take and even compromise; that is the price one must pay for real efficiency in a concern.

If the union wishes and seeks to participate in the management of all who may be affected by the actions and decisions of management, the latter, in all pragmatism, can aim to participate in the process of decision of all who are in a position to affect the eventual results, the concrete carrying out of these decisions.

"The management of concerns," he said, "will base its decisions on the relative bargaining strength of those concerned."

Mr. Chartier concluded that the management of concerns, the meeting-place for all agreements to be arranged, will continue to be effective, but in an eminently broader and more fruitful sense, in respect for the rights of all the agents of production and in the search for that point of equilibrium that will enable the concern to function and to be of service.

Technological Change and Collective Bargaining

Jean Réal Cardin, Director of the Industrial Relations Section of the University of Montreal, suggested the use of teams of specialists by trade unions in their negotiations with management over the technical implications of technological progress.

"In the event of increased development and application of industrial engineering techniques and their more frequent and better understood use by the labour movement," he said, "these techniques will become a means for the labour movement to extend further, and to justify, its claims to more open bargaining, better accepted by management in the field of technological change."

The speaker declared that, as a general rule and for the time being at least, trade

unions do not question the right of management to decide such questions as the products to be manufactured, factory sites, the organization of production, and the methods, means and processes of manufacture.

He pointed out, however, that to protect the workers trade unions demand that the drawing up and establishment of rules and procedures regarding the application of changes be carried out through bargaining.

"The trade union movement in big industry does not, in general, object to management's initiating and applying technological changes it considers necessary for the progress of the concern," he said, "but the trade unions attempt to bargain on the conditions under which these changes will take place in the factory."

The trade unions insist upon bargaining on everything pertaining to the working conditions of their members; on anything that can change them, that can modify or destroy, from a human or economic point of view, that which has been won," Mr. Cardin recalled.

"Bargaining over technical change," he said, "does not mean only to discuss the means by which it will be introduced into the factory, but also, and above all, to ensure that the terms of the agreement on this introduction are laid down or revised accordingly."

Arbitration and Technological Change

The Employer's Point of View

Management has, at all times, the right to change the means, methods and processes of production; the union has a right to represent and protect the workers, which allows it to contest and appeal management's decisions.

In this way J. J. Gagnon, Director of Industrial Relations for the Aluminum Company of Canada, described the respective positions of employers and employees in the realm of technological change.

Mr. Gagnon stated that since both parties had agreed on the principle of arbitration of grievances, the union had by this very fact recognized the rights of management to administer the concern and to exercise its function of initiator.

"Arbitration of grievances during the lifetime of the collective agreement can only revise the actions of management," he said.

The speaker maintained that management has complete freedom in the exercise of its rights and that an arbitration cannot substitute his judgment for that of management as to the latter's right to act in such or such a manner.

He added:

In the case of technical change, the contract should specify that such grievances be submitted to an arbitrator specially qualified for the task. Moreover, the contract should indicate that for each grievance the arbitrator's decision would be limited to the technical change involved, and that once the question was decided it should remain so for a certain length of time unless there be subsequent changes in equipment, machinery or material.

Mr. Gagnon was opposed to the arbitrator's interpreting the whole of the collective agreement or trying to find a common denominator for all working conditions.

"In the case of a work or production standard," he said, "it is imperative that the arbitrator's decision be limited to that standard which is the subject of the grievance."

"The establishment of work standards is a responsibility of management," concluded Mr. Gagnon, "and it is up to the union to contest them if it believes that, as a result of the establishment of those standards, the concern demands more than a reasonable day's work, that the pay is inadequate, or that working conditions are inherently bad."

The Employee's Point of View

"In principle, all disagreements can be arbitrated," said Marius Bergeron, Director of the Research Service of the Canadian and Catholic Confederation of Labour, who spoke on the trade unions' point of view on grievances arising from technological change.

In the case of changes affecting operating conditions, Mr. Bergeron maintained that the collective agreement should let the arbitrator or the arbitration committee decide whether or not the work load or rhythm has been maintained and submit a decision binding both parties.

The criterion of judgment, he said, should be the work rhythm or work load existing when the agreement comes into effect.

In another respect, in the case of change bringing about new working conditions, the collective agreement should acknowledge the right of the arbitrator or the arbitration committee to submit a recommendation only.

He added that suspension of the no-strike clause should also be provided for the following reasons:

1. Each party to the agreement should be subject to the same procedure when it seeks to establish new working conditions;
2. The arbitrator's role is not to establish the law between the parties, but to apply it, to interpret it;
3. Techniques used to establish new working conditions not being scientific, they could not be resorted to to impose new

working conditions which, in fact, modify the collective agreement as accepted.

Mr. Bergeron stated that the current practice used in the application of new working conditions "ignores certain fundamental rights of the workers."

Declaring that present agreements do not sufficiently elaborate on the manner in which differences arising from the application of technological changes shall be negotiated or settled, he added:

It is desirable that the techniques used to determine new working conditions during the lifetime of the agreement be contractually agreed on and jointly applied, with the condition that differences could be submitted to arbitration binding the parties, the arbitrator using as a criterion the techniques agreed upon.

The Labour Movement and Technological Change

According to Prof. Lewis Coser of Brandeis University, the increase in production costs in the last decade was not caused by wage increases but by the proliferation of white collar workers.

Speaking at the closing banquet, Dr. Coser maintained that increases in salaried personnel tend to absorb and cancel out the results of improvements in productivity.

The modification of the labour structure will be accentuated to such a point that in 20 years, in many industries, the ratio of production workers to other workers will stand at one to three, the exact opposite of that existing at present.

Mr. Coser declared that it would be possible to minimize the effects of the increase of white collar workers if management "would consent to share with the workers certain of its traditional functions.

"There is no reason why trade unions, by taking a more direct part in the development and control of production work, could not succeed in reducing the costs of a scattered supervision which presently con-

stitutes one of the most important factors in the increase of administration costs," he said.

The speaker noted that with the coming of the age of automation, management is demanding complete freedom in introducing technological change, whereas the trade unions are asking for the adoption of protective measures to mitigate certain consequences of automation.

He specified:

In the past, labour action has indirectly stimulated capital investments by obligating management to seek compensation for increases in labour costs. In future, pressure from the trade unions may provoke an increase in the responsibilities of the workers to the level of direct control of production work. It is possible that management will agree to pay this price in return for a greater stability in its relations with the workers and their unions.

Mr. Coser pointed out that it is impossible today to give back to the individual worker his mastery over, the elements, formerly complex and numerous, of his job; however, it is not only possible but also desirable to give him this mastery by entrusting the worker group with collective control over a complex of jobs which have been simplified.

He said that trade unions will have to force management to give the workers a general, many-sided training instead of letting such training deteriorate towards fragmentation and specialization. Thanks to this orientation, many workers will become capable of directing and controlling by themselves a good part of the production work.

"If the unions fail in this task," warned Mr. Coser, "their social function will gradually lose its importance; but if, on the contrary, they can adapt themselves to the requirements of modern times, they will render a great service not only to their members but to the whole of society."

European Farmers' Sons Gaining Experience on Canadian Farms

An experiment that is allowing the sons of farmers in The Netherlands, Belgium and France to come to Canada for periods of up to nine months to study Canadian farming techniques is being tried out under direction of the Department of Citizenship and Immigration.

During the current year the sons of 120 Dutch farmers will take advantage of the plan.

Through working on Canadian farms it is hoped the young farmers will familiarize themselves with agriculture conditions and make them aware of the advantages and opportunities to be derived from establishing themselves on farms in this country.

It is expected that after they return to their own countries they will discuss with their friends and farm organizations the farming possibilities in Canada, and that many of them may return to this country themselves to take up farms.

The plan, in addition to helping Canada, will help The Netherlands and, to a lesser extent, Belgium and France.

Seasonal Unemployment in Canada—3

Final instalment of three-part article relates steps already taken to deal with seasonal unemployment, suggests several ways by which it may be reduced, and concludes that long-term solutions being sought to greater and greater extent

Part 3—Steps Taken to Deal with Seasonal Unemployment Problem: Summary and Conclusions

EFFORTS TO STIMULATE WINTER EMPLOYMENT

Education and Promotion

In the late 1940's, a number of National Employment Service offices of the Unemployment Insurance Commission organized a "Find a Job Week" program to ease winter unemployment. As a result of the success achieved by these local campaigns, the Commission in January 1950 instructed all its offices to promote the establishment of local winter employment committees and to extend the local publicity campaigns.

Since 1954 the local campaigns have been incorporated into a national winter employment promotional and educational program conducted jointly by the Department of Labour and the National Employment Service of the Unemployment Insurance Commission. The purpose of the national program is to inform the public about the seasonal problem and to encourage support for the winter employment campaign from organizations and individual citizens.

This program, which illustrates in various ways the advantage of having work done in the "off-season," makes use of newspapers, magazines, billboards, radio and TV advertising. To ensure its success liaison has been established with large companies having a direct interest in stimulating winter sales. Active co-operation is also obtained from newspaper associations, the Canadian Broadcasting Corporation and major magazine publishers. In all, about fifty national associations and publishing firms have given some degree of co-operation.

Expenditures on behalf of the publicity campaign from outside sources are substantially greater than those from the Government of Canada. Many companies in providing support have created new markets for themselves that have increased their sales and so provided additional winter work. The result has been beneficial to both the community and the nation.

Because it is at the community level that the campaign takes effect, the organization of approximately 200 local campaigns across Canada by the National Employment Service of the Unemployment Insurance Commission is a major feature of the

undertaking. These campaigns have their origin in local employment committees, groups of citizens representing a cross section of community interests working in close co-operation with local NES office staffs. Most local campaigns are conducted jointly by such voluntary committees and the local NES office, although in a few localities the local office conducts the campaign without committee assistance.

As in the national campaign, the first objective of the local campaigns is to bring the facts of winter unemployment and the desirability of doing something about it squarely before the community. The second is to stimulate individuals to support the campaign according to their abilities and the opportunities open to them.

Public knowledge of the problem of winter unemployment and the importance of taking action to create more winter employment have been increased tremendously by the local campaigns. How is this increase being achieved? The following paragraphs give some idea.

During the winter of 1958-59 local organizations distributed more than 100,000 posters, 80,000 window streamers, almost 3,000,000 correspondence stickers and more than 1,100,000 pamphlets, all of which were provided by the Department of Labour. Sponsored newspaper advertisements, editorials, pictures and news items obtained locally are conservatively estimated to have totalled 248,836 column inches. Locally sponsored radio and TV spots are similarly estimated to have totalled 27,791 spots.

The film "Winter Construction—It Can Be Done," produced for the National Research Council, was shown to 368 audiences; 428 talks and panel discussions were conducted, and by local arrangement 379 second-run movie theatres ran winter employment film clips as a public service.

The organization and carrying out of local campaigns entailed 927 meetings of local committees. In addition local workers arranged much additional free publicity,

such as pulpit announcements, letters from committee chairmen to employers, parades, exhibitions, etc.

Reports from employment offices and local committees indicate that this increased knowledge was translated into action by municipal governments, local industry and business, local organizations and individuals. As a result of such action, many thousands of workers were employed who would otherwise have remained unemployed and large numbers of workers who might have been laid off were kept on the job.

National Winter Employment Conference

In 1958 the Canadian Government organized a conference to discuss Canada's seasonal unemployment problem. The conference was held in Ottawa on July 14 and 15 with Hon. Michael Starr, Minister of Labour, as Chairman. Representatives of provincial governments, industry, labour, consumers, the universities and other private organizations attended the conference.

During the conference, delegates were divided into four groups: government, promotion and publicity, trade and commerce, and industry. These groups met separately and then reported to a plenary session.

The government group recommended:

1. Greater availability of money for financing housing construction with lowest possible interest rates and low down payments;

2. Assistance in slum clearance to create employment during the winter months;

3. Expansion of the federal assistance program in the construction of roads to underdeveloped areas in winter months, and in the construction of camp sites and picnic grounds;

4. Establishment of municipal and provincial committees to develop measures for creating winter employment;

5. Incentive by way of greater federal assistance to provinces for public works during winter months;

6. Continuing and intensified winter employment campaigns and adequate staff for National Employment Service Offices, to assist them in the conduct of such campaigns;

7. Better timing and planning on the part of all levels of government of public construction projects;

8. Discouragement of overtime in high employment periods, with a view to levelling out employment the year round; discouragement of the practice of holding two jobs—commonly known as “moonlighting”;

9. Sharing by the federal government with provinces and municipalities the cost of renovation of municipal public buildings, streets, etc.;

10. Expansion, wherever possible, of trade training to improve the skills of unemployed persons, thereby enhancing their prospects of obtaining employment;

11. Encouragement to secondary industries, to stimulate more extensive processing of basic materials in Canada.

In addition, the government group endorsed the suggestion that “serious study be given to providing incentives to business generally to retain and/or hire employees in the winter season.”

The promotion and publicity group concluded that the responsibility for leadership in publicity and promotion must fall on the Government. Independent organizations can, of course, be of enormous help. The group recommended three main things:

1. An intensified advertising campaign;

2. An intensified personal selling campaign, with some new twists in it for group selling; and

3. An intensified promotional and publicity campaign.

The trade and commerce group recommended:

1. Financial incentives to encourage capital outlay during the winter months—this might be done through an accelerated depreciation allowance;

2. Encouragement of winter vacations in Canada—this might include incentives to resort operators;

3. Encouragement of an increased volume of expenditures on home improvements during the winter.

The industry group stressed the importance of incentives: “We stress that there must be some incentive, something that would hit the pocket of the industrialist, of the homemaker, of the municipality; that is the prime thing that could result in developing action.”

Government Activity

In 1955, the Government of Canada issued a directive on winter employment to all its departments and agencies. This directive urged all departments and agencies to plan their activities in such a way as to create, where possible, maximum employment during the winter months.

An interdepartmental committee on winter employment was established under the chairmanship of the Deputy Minister of Labour to carry out the intention of the directive. The committee is made up of

representatives from the Department of Labour, the Unemployment Insurance Commission, and the main spending departments in the construction fields: Public Works, Transport, Defence Production, National Defence, Finance, Defence Construction Ltd. and Central Mortgage and Housing Corporation.

These departments and agencies have succeeded in shifting a large proportion of construction work and purchasing to the winter months. As a matter of policy, some government departments do practically all postponable repair and maintenance work in winter.

Provincial governments continue to cooperate in efforts to stimulate winter work. Interdepartmental committees have been established in five provinces. Generally, it is provincial policy to schedule maintenance and repair work for the winter months.

In the winter of 1958-59 Nova Scotia offered to municipalities a winter works incentive program under which the province paid 50 per cent of direct payroll costs of approved projects for the repair, extension and renovation of municipal buildings, screening and improving reservoirs and water supply lakes, improving dumps and erecting or repairing traffic signs and street lamps.

In Alberta a \$2-million cold weather road-building program was carried out with the specific purpose of providing winter work. In many provinces a substantial amount of construction work is carried out in the off season on provincial buildings.

The Municipal Winter Works Incentive Program, announced by the Government of Canada in 1958 and now in its second year of operation, has met with substantial success. Under the program the Government of Canada agreed to pay 50 per cent of direct labour cost on certain municipal projects that "are not normally carried out in winter." The projects for approval fell into the following three categories:

1. The construction and major reconstruction of streets, sidewalks or roads, other than arterial roads;
2. The construction and major reconstruction of water, sewage and storm sewage facilities not including buildings;
3. The construction and development of municipal parks, municipal playgrounds, separate or in municipal parks but not including school playgrounds.

Workers eligible to work on these projects were those who were either unemployed or who would have become unemployed in the absence of these projects. The National Employment Service did the recruiting.

All provinces accepted the plan. Prince Edward Island, Ontario, Saskatchewan and Alberta added supplementary payments amounting to 25 per cent of direct labour cost while Manitoba added about 30 per cent to the federal contribution.

During the first year of operation (October 31, 1958 to May 31, 1959) more than 700 municipalities participated. Some 1,947 projects were approved, involving total expenditures of more than \$89 million for the designated six-month period. These projects provided an average 41 days of employment for 35,545 additional workers on site. How many additional man-hours were required to supply materials and for transportation and services associated with these projects are now known, but they would be a substantial number.

In the summer of 1959, the Government announced that the Program under the same conditions would operate between December 1, 1959 and April 30, 1960. Again all provinces participated; about two million man-days of employment were created by the program.

The Municipal Program has provided tangible support to the government's educational efforts in creating winter work. It has demonstrated that a modest financial incentive can create a large number of additional jobs during the winter months. To the extent that it paid, on the average, more than \$500 in wages to each worker who worked on the projects, it gave a large measure of security to the families of those workers who participated in the program. It has, in addition, made a positive contribution to community development and to the growth and stability of the economy generally.

Apart from the Municipal Winter Works Incentive Program, the federal Government has co-operated with other groups in carrying out special winter works projects. For example, the Department of Northern Affairs and National Resources offered financial assistance to provinces in the development of camping grounds and picnic areas and the construction of forest access roads. The federal Government paid 50 per cent of the labour costs on these projects.

During the winter of 1958-59 winter employment was stimulated greatly as a result of funds made available by the federal Government for housing. Many contractors in all parts of Canada expanded their operations during the autumn months with the result that the carryover of houses (houses under construction) reached a record of almost 90,000 going into the winter. Again in 1959, the Government made available

sums of money for houses built during the 1959-60 autumn and winter months.

A larger amount of money was borrowed during recent winters for home improvement loans under the provision of the

National Housing Act than in former years. Central Mortgage and Housing Corporation has also encouraged the building of low-rental housing in rural areas in the winter months.

EVALUATION OF THE WINTER EMPLOYMENT CAMPAIGN

It is not possible to measure statistically the results of efforts to stimulate winter employment; but there is a great deal of evidence from local sources that many workers have been employed in winter who in the absence of this campaign would have been unemployed.

Also, there is much evidence that active participation in finding a solution to the serious seasonal problem is growing.

The Working Committee on Winter Employment, with members from the Department of Labour and the Unemployment Insurance Commission, has been responsible for research and education on and promotion of increased winter employment. Guided and stimulated by this committee, the co-operating national and local groups have expanded their search for ways and means to reduce the seasonal unemployment problem.

After participation in the National Winter Employment Conference in July 1958, the Canadian Manufacturers' Association established a committee on winter employment to consider how production and sales programs could be planned on a year-round basis in order to minimize layoffs, to study the types of manufactured products that might be sold to a greater extent during the winter months and the possibility of enlisting more national and local advertising with the object of increasing the manufacture of these goods in winter. Divisions and branches of the Association across Canada co-operated with interested individuals and groups at the provincial and municipal levels on winter employment programs. Representatives met with local and provincial winter employment committees.

The Canadian Labour Congress is represented on the Winter Employment Subcommittee of the National Employment Committee, the National Joint Committee on Wintertime Construction and all regional employment committees. Labour Councils are encouraged to co-operate with municipal authorities in developing winter projects. Many of them sponsor advertisements and other forms of publicity to stimulate winter work. Provincial Federations of Labour are encouraged to co-operate with provincial authorities in developing provincial winter employment programs.

The Canadian Construction Association established the National Joint Committee on Wintertime Construction in 1955. This committee is representative of all groups with an interest in winter construction. The committee worked with the National Research Council in the preparation of the film, "Winter Construction—It Can Be Done".

The National Housebuilders' Association is represented on national and local winter employment committees and has distributed publicity material on winter employment to local associations. The experience of builders who operate twelve months each year has been of great value in establishing a realistic view of the benefits and difficulties inherent in winter construction.

Apart from these, the Division of Building Research of the National Research Council has given considerable support to year-round construction.

This broad outline of the extent of activity and interest in the seasonal problem suggests that the people of Canada are generally aware of the seriousness of winter unemployment. Nevertheless, while thousands of additional winter jobs undoubtedly have been created in past winters, the magnitude of seasonal unemployment in total has not altered appreciably. A number of factors have been responsible for this lack of measurable progress despite the considerable efforts devoted to creating more winter employment:

1. The seasonal industries are growing rapidly and thus the absolute number of workers affected by seasonal layoffs is growing;

2. The construction industry in particular has operated at unusually high levels in the past several years and since its seasonal swing from summer to winter has not changed appreciably, the absolute number laid off for seasonal reasons has continued to be high;

3. The logging industry, which used to absorb a large number of workers in the wintertime, has gradually shifted its operation away from winter to summer and autumn, thus inducing a larger swing in total employment between summer and winter;

4. The truck and taxi components of the transportation industry have expanded rapidly in past years and both of these are highly seasonal.

On the other hand, the year-round stability of total employment is supported by an expanding manufacturing industry.

Research

The Economics and Research Branch of the Department of Labour began a study of seasonal variation in employment in early 1952. This study culminated in a statistical report, "Calendars of Seasonal Variations in Employment," published in August 1954. The initial purpose of this study was to enable labour market analysis to assess more accurately month-to-month movements of industrial employment.

In December 1952, the National Advisory Council on Manpower requested the National Employment Committee to undertake a study of seasonal unemployment in Canada. In the summer of 1953 the National Employment Committee, through the regional and local employment committees, questioned more than 600 Canadian employers in 18 seasonal industries on the causes of seasonal variations in their employment and on methods they had developed to reduce such variations, and asked for any suggestions for further action. A report based on the employers' replies was prepared by the Economics and Research Branch of the Department of Labour in April 1954 under the title, *Seasonal Unemployment in Canada*.

SUMMARY

This study has already indicated which industries bring about our seasonal unemployment problem. It has been estimated that in March 1959, when unemployment was at its annual peak, about 250,000 persons were unemployed for seasonal reasons. At least 40 per cent of these came from the construction industry. The balance came largely from the primary industries (agriculture, mining, logging, fishing, etc.) and the transportation and related industries that service, and are dependent upon, these other seasonal industries.

The Problem Related to Certain Industries

Although manufacturing as a whole does not contribute significantly to the pool of the seasonally unemployed, many industries within the manufacturing sector are among the most seasonal industries in the Canadian economy. But because of the different times at which their peak activities occur, and also because many large manufacturing

A third report, "Canada's Seasonal Employment Problem," was prepared by the Economics and Research Branch in the summer of 1958 to provide basic data for the delegates to the National Winter Employment Conference held in Ottawa, July 14 and 15, 1958.

One of the many recommendations coming out of the National Winter Employment Conference was that more ought to be known about those who become unemployed for seasonal reasons each winter. It has been recognized for some time that while we have a fair idea of the magnitude of seasonal unemployment, more ought to be known about who the seasonal unemployed are, what industries they come from, their age, sex, duration of unemployment and, possibly, their income position.

The Economics and Research Branch has undertaken such a study, using available data and special tabulations made by the Dominion Bureau of Statistics and the Unemployment Insurance Commission. The results of part of this study were outlined in the second part of this article. Some questions remain unanswered and further research will try to answer them.

Over the past year the Government of Canada has co-operated with the Government of British Columbia, through the B.C. Research Council, in a study of seasonal unemployment that will add to our knowledge of the problem in that province. A similar study will be undertaken by the Economics and Research Branch in co-operation with the Governments of Nova Scotia and New Brunswick.

industries experience no seasonal swings at all, the over-all contribution to the seasonal problem by manufacturing is minimized. The most seasonal groups within manufacturing are the food-processing and the wood products industries. Hence, a region or a labour market area with a preponderance of this type of manufacturing activity will experience larger seasonal swings.

Agriculture contributes considerably more to seasonal variations in employment than to seasonal unemployment. This is particularly true of the "unpaid family workers," many of whom become active members of the labour force during the summer months but withdraw from the labour force for the rest of the year. The boys and girls return to school while the women resume their household duties. Many other farm workers who leave the farm labour force after the harvest find jobs in other indus-

tries, particularly construction and forestry, for a short period. When they subsequently become unemployed, they are no longer identified with agriculture. This movement tends to reduce the measurable amount of seasonal unemployment that originates in agriculture.

Some types of farming employ labour on a year-round basis, others need no labour at all during the winter, and the remainder fall somewhere in between. It seems likely that manpower resources in the latter type of farming are underutilized during the winter months. This might be offset by over-utilization (i.e., very long hours, maximum effort, six or even seven days a week, etc.) during the summer months.

Forestry is a substantial contributor to the pool of seasonally unemployed although, as in the case of agriculture, many loggers leave the forestry labour force when they leave their logging job, and become attached to other industries. In Eastern Canada, logging and agriculture, or logging and fishing, are usual combinations of year-round employment. The peak demand for loggers occurs in late fall and early winter, when the demand for farm labour in agriculture and fishing is at its seasonal low.

Unfortunately, however, winter logging operations are becoming less important, so that although the seasonal trough in logging does not occur until May, employment is at a very low level during February, March and April, when most other seasonal industries are also operating at very low levels. The result is that while a high level of logging employment from October until January cushions the large seasonal declines in other industries, it no longer provides the support during the other winter months that it formerly did. Furthermore, the concentration of logging operations in regions with a substantial amount of seasonal unemployment makes this shift particularly important.

The Problem Related to the Regions of Canada

The amount of seasonal unemployment in a region depends upon its industrial composition and climate. Since Canada's economic regions have different industry structures and some variation in climate, it is not surprising to find different degrees of seasonality. It is lowest in Ontario and the Prairie region and highest in the Atlantic, Quebec and Pacific regions. Although no precise information is available, it appears that the Atlantic region's contribution to the seasonal problem is more than half that of Ontario's although its labour force is only about one-fifth that of Ontario.

Most of the seasonal unemployment in the Prairie region is associated with agriculture and construction, and in Ontario with construction and transportation, particularly lake shipping. Fishing, fish processing, fruit and vegetable canning, construction and forestry are the industries associated with seasonality in the Atlantic, Pacific and Quebec regions.

The extent of seasonal unemployment not only varies among the different regions but also among the different labour markets within each region, depending upon the extent and variety of manufacturing activities in the area. If a labour market area is heavily dependent upon seasonal primary industries, seasonal unemployment is likely to be high. If it has a varied manufacturing industry, it will tend to have little seasonal winter unemployment, apart from the influx of seasonal workers from outlying points.

Who Are the Seasonally Unemployed?

Keeping in mind the limits imposed by the data used, Part 2 of this article provided at least a partial answer to this question. In the first place, the industries from which most of our seasonally unemployed come are predominantly employers of men. The proportion of women in construction, logging, transportation and fishing is very small, less than 3 per cent, except in transportation. In transportation, however, the women are a stable group throughout the year. This is because the seasonal component of the transportation industry is made up largely of seamen and taxi and truck drivers, all essentially male occupations. This is not meant to imply that women are not affected by the operations of the seasonal industries, but that women who work in seasonal jobs during the summer are more inclined to leave the labour force when the job is finished than to seek another job. Bearing this in mind, therefore, the seasonal unemployment problem can be regarded as essentially a male problem.

Men who are seasonally unemployed in the winter have a wide variety of occupational skills but these are distributed very unevenly and are dominated by construction occupations. This is true for all levels of skill. For the period 1955 to 1959, construction occupations averaged 24 per cent of the peak registrations for employment of the skilled and semi-skilled and 40 per cent of the unskilled group. Furthermore, the proportion of unskilled workers among the winter registrations is considerably larger than among the summer registrations.

The winter unemployed are younger than the employed, on average. In January 1959, when only 6 per cent of the men who had

jobs were under 20 years of age, this age group accounted for 14 per cent of those without jobs. Of the under-20's who were

unemployed, 22 per cent were from the labourers' group and 19 per cent had no work experience at all.

CONCLUSIONS

The analysis suggests that apart from a large group of skilled and semi-skilled construction workers, the seasonally unemployed are relatively unskilled male workers in the younger age groups. While there are many local exceptions to this generalization, a short-term solution to the seasonal problem would require finding or creating jobs for a group of skilled and semi-skilled construction workers and for relatively unskilled men, many of whom also lack any extensive work experience. Furthermore, any attempt at solving this problem through the creation of winter jobs must take account not only of the amount of seasonal unemployment in a particular locality but also of the availability of the necessary skills within the area.

Workers are not likely to move over long distances to obtain employment for only two or three months. Geographical, industrial, and occupational mobility of unemployed workers is inhibited by many factors: economic, social and institutional. Work patterns tend to develop that impede the mobility of the unemployed, particularly if such patterns are supported by high earnings for eight to ten months of the year and unemployment insurance benefits for the remainder.

In general, therefore, jobs for the seasonally unemployed would have to be created in the local areas where seasonal layoffs occur and would also have to be suited to the kinds of skills available locally.

These are factors involved in a short-term consideration of the seasonal problem. What about the longer-term solution? Can the seasonal problem be solved in the long that today everything is big: big business, involved?

There are several ways by which seasonal unemployment can be reduced. Some of these are: (1) a reduction of seasonal fluctuations in the employment of seasonal industries; (2) a decrease in the number of persons attached to the seasonal industries; (3) a shift in seasonal patterns so that there is a better balance between the peak activity of one industry and the trough of another; and (4) a shortening of the inactive season, i.e., a reduction of the seasonal layoff period. What are the prospects for achieving these changes?

Apart from construction, most seasonal industries are dominated by fundamental climatic and seasonal factors about which little can be done. The seasonal swings in

construction have been declining for more than 30 years. Since 1924-28 the seasonal amplitude has decreased from 66 per cent to 38 per cent in the 1953-57 period. The size of the amplitude in the "buildings and structures" part of the industry fell from 47 to 31 per cent, and the swing for "highways, bridges, and streets" was reduced from 146 to 50 per cent. Although the seasonality in the "buildings and structures" has increased slightly over the past 10 years, that of the "highways, bridges and streets" sector has continued to decline. Many factors are involved but technological developments are no doubt the most significant.

The seasonality of all major industry groups has decreased over the past 30 years but more recently some industries have shown an increase in their seasonal amplitude. In nearly all industries studied, the seasonal amplitudes are still well below the levels of the late 1920's. The one exception is the "agricultural implements" manufacturing industry, whose amplitude has increased substantially.

There has been an increase in the number of persons employed in some seasonal industries and a decrease in others. Employment has declined in agriculture, forestry and fishing and increased in construction and transportation. Given the same seasonal amplitude, an industry will contribute an increasing number to the pool of the seasonally unemployed as its total employment increases. As mentioned earlier, the amount of seasonal unemployment originating in agriculture is much less than one would expect considering the large seasonal variations in agricultural employment. To a much lesser extent this is also the case in logging and fishing. Hence, a decline in employment in these kinds of seasonal industries will not have the same effect on the pool of seasonally unemployed as a decrease in the employment of other kinds of seasonal industries.

The third kind of change mentioned above is a shift in the patterns of the seasonal industries. An example of this shift has already been given but it might be worth repeating. Logging in Eastern Canada has always had its peak in December and trough in May and this has not changed. But until a few years ago the months of high employment were November to March. Now they are limited to the October-to-January period, with an increasing proportion of the cutting being done in October and November. This

industry, therefore, which used to absorb some of the seasonally unemployed during the winter, is now contributing its own employees to the pool. Unfortunately, shifts in the other direction have been much less significant so that on balance the changes in the patterns of seasonal industries have tended to add to the numbers of seasonally unemployed in the winter.

The fourth type of shift that might take place is a shortening of the layoff period for the seasonally unemployed. There is some evidence that over the past 30 years this has been happening in the construction industry and consequently in the industries that service it. In 1941 only 26 per cent of the construction workers had 50 weeks or more of employment during the year (July 1940 to June 1941) but by 1951 this had increased to 46 per cent. The development of deep-sea fishing on the east coast has lengthened both the fishing season and the processing season. Conservation measures have shortened the fishing season for some species but in most cases the yield is much higher. In the logging industry in Eastern

Canada quite the opposite has happened and the layoff period has become much longer.

What, then, are the prospects for reducing the number of seasonally unemployed in the winter months? There is no simple answer to this question but, as mentioned, it is necessary to distinguish the "short-term" from the "long-term" solutions of this problem. The "short-term" solution depends to a great extent on the action taken by all levels of government, and the longer-term solution demands a development of new techniques and new machines. Promotion and education, building research, development of new managerial and organizational techniques are but a few of the many approaches to the problem. Recent developments along these lines indicate that the longer-term solutions are being sought to a greater and greater extent.

The over-riding factor in the search for a solution to this problem lies, of course, in the country's ability to keep the economy buoyant; this reduces the number of workers affected by the seasonal factor and also reduces the social problem associated with this kind of unemployment.

Industrial Fatalities in Canada during the First Quarter of 1960

Deaths from industrial accidents decreased by 88 from the previous quarter and by 51 from the first quarter of 1959. Of the 226 fatalities in 1960's first quarter, 46 occurred in manufacturing, 42 in transportation, and 31 in logging

There were 226* industrial fatalities in Canada in the first quarter of 1960, according to the latest reports received by the Department of Labour. This is a decrease of 88 from the previous quarter, in which 314 were recorded, including 39 in a supplementary list. In the first quarter of the previous year, 277 fatalities were recorded.

During the quarter under review, there were five accidents each resulting in the deaths of three or more persons.

Two accidents cost the lives of five persons in each case. On March 2, five Montreal firemen were fighting a fire from the roof of a building when the roof collapsed,

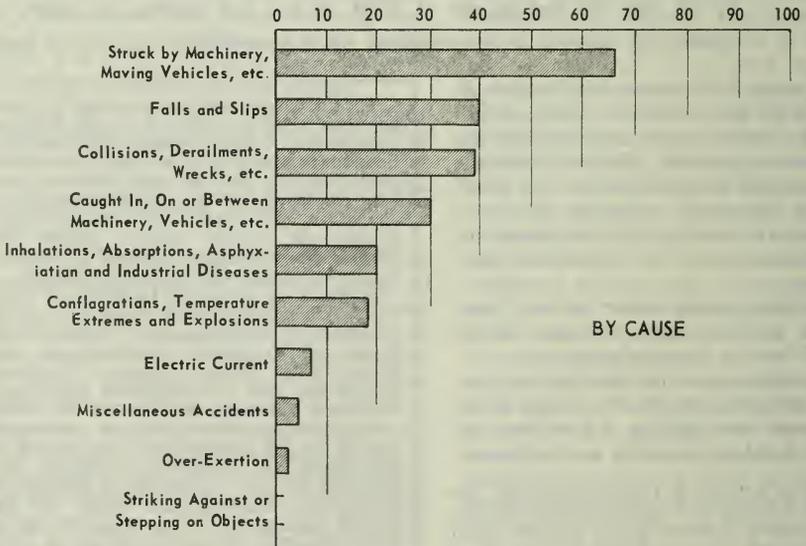
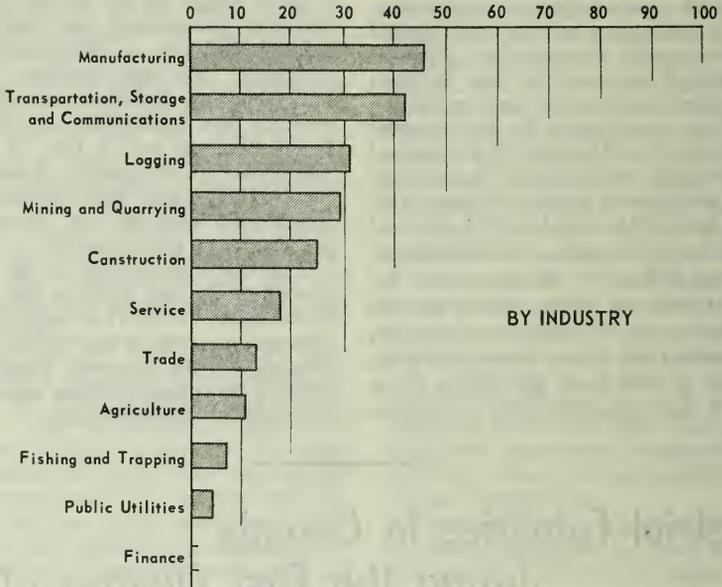
*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the first quarter of 1960 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 52 fatalities for which no official reports have been received.

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by Workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1960



Source: Economics and Research Branch, Department of Labour

and on March 17, five men working in a tunnel in Toronto were trapped and died by drowning and inspiration of silt when the tunnel caught fire.

One accident was responsible for the loss of four lives. The captain and three crew members of the *Margaret Lou*, all of Lunenburg, N.S., were drowned in a coastal storm March 9.

Two accidents cost the lives of three persons in each case. An engineer, fireman and trainman were killed in the collision of two trains at Pomquet, N.S., on February 18. Three loggers returning from their camp were drowned on Pitt Lake, B.C., when the boat overturned.

Grouped by industries (see chart page 702) the largest number of fatalities, 46, was in manufacturing. Of these 10 were in wood products, 9 in iron and steel products and 4 each in paper products, transportation equipment, non-ferrous metal products and non-metallic mineral products. Fatalities recorded in this industry for the same period in 1959 numbered 40; of these, 17 were in iron and steel products, 8 in wood products and 2 each in transportation equipment, non-ferrous metal products and non-metallic mineral products. During 1959's fourth quarter, 44 fatalities were recorded; of these 9 were in wood products, 7 in iron and steel products, 6 in foods and beverages and 3 in non-ferrous metal products.

During the quarter, accidents in the transportation, storage and communications industry resulted in the deaths of 42 persons; 16 of these were in local and highway transportation, 12 in railway transportation, 8 in water transportation and 3 in storage. During the same period last year, 40 deaths were reported; 15 of these were in railway transportation, 10 in local and highway transportation and 5 in storage. Accidents during October, November and December of last year resulted in the deaths of 47 workers; 18 of these were in local and highway transportation, 11 in railway transportation, 9 in air transportation and 7 in water transportation.

There were 31 fatalities in logging, a decrease of 2 from the 33 that occurred

during the same period in 1959 and of 7 from the 38 that were recorded during the fourth quarter of 1959.

Fatalities in the mining industry numbered 29: 16 in metal mining, 6 in coal mining and 7 in non-metallic mineral mining. During 1959's first quarter, 43 deaths were reported, of which 30 were in metal mining, 6 in coal mining, and 5 in non-metallic mineral mining. Forty-six persons were killed in this industry in the fourth quarter of 1959: 34 in metal mining, 4 in coal mining and 8 in non-metallic mineral mining.

There were 25 fatalities in the construction industry during the quarter: 11 in buildings, 12 in highways and bridges and 2 in other construction. For the same period last year, fatalities in this industry numbered 50: 18 in buildings, 24 in highways and bridges and 8 in other construction. During 1959's fourth quarter, 88 fatalities were listed: 54 in buildings, 22 in highways and bridges and 12 in other construction.

An analysis of the causes of the 226 fatalities during the first quarter (see chart page 702) shows that 66 (29 per cent) were under the heading "struck by". Of these, 46 were in the category "other objects", 11 were caused by "moving vehicles" and 9 the result of being "struck by tools, machinery, cranes, etc.". In the classification "falls and slips" 40 fatalities were recorded, all but four of which were caused by falls to different levels.

"Collisions, derailments, wrecks, etc." were responsible for 39 deaths: 18 from accidents involving automobiles or trucks, 7 tractors and loadmobiles, 6 railways, 5 involving water craft and 3 aircraft. Thirty fatalities were the result of being "caught in, on or between"; of these, 10 involved machinery, 6 automobiles and trucks, and 5 hoisting and conveying apparatus.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 76. In British Columbia there were 50; in Quebec 36; and in Alberta 22.

During the quarter, there were 72 fatalities in January, 76 in February and 78 in March.

Work Injuries Disabled 1,970,000 U.S. Workers in 1959

In 1959, job injuries disabled 1,970,000 United States workers, it is reported by the United States Department of Labor's Bureau of Labor Statistics. Approximately 13,800 of the injuries resulted in deaths.

The 1959 injury total, the highest since 1953, was 8 per cent higher than the 1958 figure. The injury rate increased from 29.4 per cent per thousand workers in 1958 to 31.2 in 1959.

Approximately 84,200 of the 1959 injuries resulted in some degree of permanent physical impairment and in some cases left the victims unable to seek further gainful employment.

Manual on Older Worker Problem

Much of recurring heavy costs of labour turnover might be halted by hiring and retention of mature workers, who are more likely to remain permanently, states new reference manual, a compilation of factual material on older worker problem

Many companies, noted for efficiency in their operations, spend considerable money annually on "under 40" and "under 30" advertising turnover in certain job areas, although much of this recurring loss might be halted by the hiring and retention of mature workers, who are more likely to remain permanently.

This is one of the points made in a new mimeographed reference manual prepared by the Department's Information Branch for limited distribution to those interested in helping to create a better employment climate for older workers. The manual is a compilation of factual material pertaining to the social and economic problem of the older worker.

Other points made by the manual are summarized here.

Mental Ability—A study in the United States has indicated that mental ability can be greater at age 50 than at age 20. The Army's alpha intelligence test was given to 127 male freshmen at Iowa State College during 1918-1919 and to the same group 31 years later, during 1949-1950.

After taking into account factors that might have a bearing on the results, psychologists found the group to be intellectually more able in 1950, when ages averaged about 50, than they were in 1919.

But how far beyond age 50 does this growth in mental ability continue? Studies reported to the New York State Joint Legislative Committee on Problems of Aging indicate that the brain may not reach peak capacity until approximately age 60, and that, in subsequent years, mental efficiency declines slowly until the age of 80.

Labour Turnover—Tables in the manual include one on annual turnover rates, based on findings of a 12-month survey in seven cities in the United States, covering establishments employing 3,900,000 workers.

Separations per 100 Employed

	Total*	Dis- Quits	charges	Lay- offs
Both sexes (Average)	54	23	6	17
Under 45	62	30	7	18
45 and over	38	11	4	15
45-64	36	11	4	15
65 and over	57	14	4	16

* Includes miscellaneous separations and type not reported.

Absenteeism per 100 Work-Days, by Age Group

All age groups	3.4
Under 20 years	5.5
20-24 years	4.9
25-29 years	4.3
30-34 years	3.6
35-39 years	3.4
40-44 years	3.5
45-49 years	3.4
50-54 years	3.3
55-59 years	2.8
60-64 years	2.9
65-69 years	3.3
70-74 years	3.2

Non-Disabling Injuries per Million Work-Hours, by Age Group

All age groups	980
Under 20 years	1,230
20-24 years	1,500
25-29 years	1,560
30-34 years	1,420
35-39 years	1,240
40-44 years	1,050
45-49 years	990
50-54 years	740
55-59 years	630
60-64 years	560
65-69 years	430
70-74 years	320

Pension Plans—Under a unit benefit pension plan, an employer must contribute more for an older worker. The employee contributes a fixed percentage of his earnings, regardless of his age, and the employer pays the balance of the cost of providing the worker's pension; this requires a higher payment for those in the upper age groups. The same applies to plans in which the employer contributes the entire cost.

(Under a money purchase pension plan, where both employer and employee contribute an agreed percentage of the employee's earnings, the cost to the employer is the same whether he hires older or younger workers.)

How much higher is the payment? The increase for a limited number of older workers is likely to be insignificant in relation to the firm's total pension costs, or even when considered as an addition to a good worker's total wage.

The manual describes one way to reduce these extra pensions costs make special provisions that allow an older worker to increase his percentage contribution to the unit benefit plan while keeping the employer's contribution at the usual level.

50 Years Ago This Month

Wages and prices have been following each other for some time in an ascending spiral. Previous decade's industrial expansion, leading to heavy investment, chiefly of borrowed capital, said basis of higher prices prevailing—in 1910

The publication of statistics on prices that began in the LABOUR GAZETTE of February 1910 (L.G., Feb., p. 166), as a result of widespread public concern over the rising cost of living, was carried a step further by the publication in June 1910 of a separate special report on wholesale prices in Canada from the beginning of 1890 to the end of 1909.

The 500-page report, which was summarized at length in the GAZETTE of July 1910, was reported to have taken a year to prepare under the direction of R. H. Coats, at that time associate editor of the LABOUR GAZETTE (to become in 1915 the first Dominion Statistician). The *Gazette* described the report as "undoubtedly the most comprehensive statement on the subject of prices ever published in Canada."

The object of the investigation that supplied the material for the report, the GAZETTE said, was "to determine as accurately as possible the nature and extent of the general rise in prices which has occurred during the past few years". The investigation was confined to wholesale prices, the report itself stated, because "their accessibility and reliability render them the medium usually chosen for the purpose of an inquiry into the cost of living."

The period 1890-1909 was chosen for the survey because the then recent rise in prices had begun some time after the beginning of that period. The average level of prices during the decade 1890-99 was chosen as the base for the index used in the report. The prices of 230 commodities were included in the investigation, and these were divided into 16 industry groups.

The report showed that from 1890 to 1897 the average level of prices fell quite sharply from an index of 110 to an index of about 92. During 1897 prices began to rise, and by 1900 they had reached about 108. After a slight setback during 1900, prices continued to rise without interruption until 1907, in which year they reached an index point of 126. During the recession of 1908 the index fell nearly five points to 121. In 1909, however, the upward movement began again. During the whole period the extreme range of prices from the lowest point reached in 1897 to the highest reached in 1907 was 34 points.

According to the report, the biggest increases had occurred in the prices of lumber, grains and fodder, animals and meats, furs, hides and leather, paints, fish and dairy produce. Although none of the other groups had shown a decline in price from the base period, the prices of metals and implements, fuel and lighting, and drugs and chemicals were only slightly above the 1890-99 average.

Although the report declined to pronounce on the causes of the rise in the general level of prices, at the conclusion it did point to "some of the leading agencies which may produce a rise or fall in prices, which have probably been operative either separately or in combination to a greater or lesser degree..."

It mentioned in particular one "feature of the present situation which has been declared to lie at the very basis of the high prices prevailing." This, put briefly, was that the previous decade had been one of very rapid industrial expansion in Canada, leading to heavy investment, chiefly of borrowed capital, and that this expenditure had stimulated demand in general. On the supply side, the increased production, which would have helped to counteract the increased demand, was at that time still largely to come. "Hence the weight thus far has been thrown almost entirely into the demand side of the scale."

Later the report said: "In the general result, wages and prices have been following each other for some time past in what has been described as 'an ascending spiral'. The shortening of hours and the slackening of effort mentioned above are perhaps best considered as a parallel phenomenon with the rise of wages. So likewise is the fact that with greater spending power has come a general rise in the standard of living. Wastefulness and extravagance may have supervened, having their root in the distribution of so much accumulated wealth. A standard of this kind once established is very difficult to dislodge... But the situation is wider than any merely personal issue, and its solution depends to a degree on the transition from potential to actual productiveness of the buildings, railways and towns now under construction, whereby what have hitherto been very potent factors in demand will become factors also in supply."

TEAMWORK in INDUSTRY

Credit for the goodwill existing between the Winnipeg Supply and Fuel Company and members of Local 274, United Cement, Lime and Gypsum Workers' International Union, is attributed to their joint Beef Committee program.

Under the auspices of union and management, informal meetings are held in the Stonewall and Spearhill plant offices once a month, at which time minor grievances are brought to management's attention to prevent their developing into serious disputes requiring Grievance Committee action. Discussions are centred on plant conditions as they effect the men on the job.

"Beefs" are first made verbally by plant personnel to their representatives who, at the next beef meeting, bring them to the attention of the plant superintendent. Suggestions for operational improvements are put forward by the employees, as well as suggestions for improvements in working conditions based on specific complaints. In every case, the plant superintendent makes a personal investigation and initiates the necessary alterations. In the event that proposed changes might affect the entire plant or necessitate capital expenditures, the matter is referred by the superintendent to the manager of the lime division, F. E. P. Pearson. Mr. Pearson reports that although quarry operators have always maintained an enviable safety record, there has been a decided reduction in the number of plant accidents since the adoption of the "beef" program.

The program initially received the keen interest of the employees because of the obvious tangible benefits, and the company realized that the employees' welfare had a proportionate bearing on the welfare and development of the firm. Awareness of these possibilities on the part of both management and labour, coupled with a mutual pride in their joint progress, accounts for the continued enthusiasm behind "beef" meetings.

Local 274's District Representative John Gudmundson stated recently that "beef" meetings "can be credited to a large extent with promoting full co-operation between the company and its employees."

Company President Alex Robertson added that "beef" meetings serve as an

excellent vehicle for active and interested workers—usually a more vocal group—to 'let off steam' in a constructive fashion."

* * *

"Getting everyone into the act" is an important ingredient in any safety program, and a prime explanation behind the successes achieved by the Joint Union-Management Safety Committee of the Dominion Rubber Company, St. Jerome, Que., according to Safety Director Jacques Sigouin.

The latest official tally reveals that the 60 employees of the company's Leather Shoe Division—winners of the President's Trophy—have amassed a total of more than 15 consecutive years without a lost-time accident. All eight departments of the Dominion Rubber Company have their own safety committee, each consisting of the foreman, assistant foreman, and three union members. The latter positions are rotated monthly in order to gain maximum employee participation in the program.

The departmental committees meet separately once a week, and their combined activities are reviewed every Monday by the plant safety committee, whose membership comprises the plant manager, superintendent and safety supervisor, and the eight department foremen.

Roland Lauzon, Gérard Maisonneuve and Benoit LaViolette, who are president, treasurer and secretary respectively of Local 144, Rubber Workers Federal Union (CLC), jointly endorse the work of the union-management safety committees.

Said Mr. Lauzon: "These safety committees have enjoyed the full support of the union since they were established in 1945. There has always been very close co-operation between management and the union in order to safeguard and promote safety among our employees."

* * *

Six winners of an employee suggestion contest at Gunnar Mines, Uranium City, Sask., were awarded an all-expense trip to the 1960 Prospectors' Convention in Edmonton. The contest ran for a month and drew 90 suggestions from the firm's 450 employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued ten certificates designating bargaining agents, ordered one representation vote, rejected one application for certification, and granted four applications for revocation of certification. During the month the Board received five applications for certification, one application for revocation of certification, and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of longshoremen employed by the Canadian Stevedoring Company Limited in loading and discharging cargo of deepsea vessels within the harbours of Prince Rupert and Watson Island, B.C. (L.G., April, p. 369).

2. Canadian National Railways Police Association, on behalf of a unit of railway police employed by the Canadian National Railways in its Investigation Department (L.G., April, p. 369).

3. Retail, Wholesale and Department Store Union, Local 1060, on behalf of a unit of employees of Commercial Caterers Limited employed at Gander Airport, Nfld. (L.G., May, p. 465).

4. The Newfoundland Labourers' Union, on behalf of a unit of stevedores employed by Western Terminals Limited at Corner Brook, Nfld. (L.G., June, p. 601) (*see also* "Application Rejected" below).

5. International Association of Machinists, on behalf of a unit of hostesses and flight agents employed by Quebecair, Inc., Rimouski, Que. (L.G., May, p. 465).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by Westward Shipping Limited, Vancouver, aboard the motor vessels *Standard Service* and *B.C. Standard* (L.G., May, p. 466).

7. International Association of Machinists, on behalf of a unit of employees of Northern Wings Limited, Seven Islands, Que., employed in its Maintenance Department and Traffic and Operations Department (L.G., May, p. 466).

8. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of D. S. Scott Transport Ltd., London, Ont., working in and out of its Vancouver terminal (L.G., June, p. 602).

9. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Continental Explosives Limited, Vancouver, aboard the M.V. *Pacific Laurel* (L.G., June, p. 603).

10. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of employees of McCabe Grain Company Limited, employed in the company's grain elevator and feed mill at Edmonton, Alta. (L.G., June, p. 603).

Representation Vote Ordered

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Shell Canadian Tankers, Limited, respondent, and Seafarers' International Union of North America, Canadian District, intervener (unlicensed personnel, M.V. *Tyee Shell*) (L.G., May, p. 465). The Board directed that the names of the applicant and intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

Application for Certification Rejected

Truck Drivers, Dairy Workers, Warehousemen and Auto Service Employees Union, Local 998 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

applicant, Western Terminals Limited, Corner Brook, Nfld., respondent, and The Newfoundland Labourers' Union, intervener (L.G., June, p. 601). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (*See also* item 4 of "Applications Granted" above).

Applications for Revocation Granted

1. The Packers Steamship Company Limited, applicant, and the International Longshoremen's and Warehousemen's Union, Local 509, respondent (coastwise longshoremen at Prince Rupert) (L.G., June, p. 603).

3. The Packers Steamship Company Limited, applicant, and the Seafarers' International Union of North America, Canadian District, respondent (unlicensed personnel) (L.G., June, p. 603).

4. The Packers Steamship Company Limited, applicant, and the Canadian

Brotherhood of Railway, Transport and General Workers, respondent (marine engineers) (L.G., June, p. 603).

Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927 and Local 76 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Barnhill's Transfer Limited, Truro, N.S. (Investigating Officer: D. T. Cochrane).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Menihék Lake* by Carryore Limited, Montreal (Investigating Officer: C. E. Poirier).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Three Rivers Radio Inc. (Station CHLN), Three Rivers, Que. (Investigating Officer: C. E. Poirier).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

4. International Longshoremen's Association, on behalf of a unit of longshoremen employed by Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: T. B. McRae).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by the Point Grey Towing Co. Ltd., Vancouver (Investigating Officer: G. H. Purvis).

Application for Revocation Received

Radio Station CHVC Limited, Niagara Falls, Ont., applicant, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of certification issued by the Board on April 8, 1960, to the National Association of Broadcast Employees and Technicians in respect of a unit of employees of Radio Station CHVC Limited (L.G., June, p. 601).

Application for Certification withdrawn

1. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

America, applicant, and East-West Transport Ltd., Winnipeg, respondent (Winnipeg terminal) (L.G., May, p. 466).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, the Canadian Pacific Railway Company, including certain ancillary services and subsidiary companies as follows: B.C. Coast Steamship Service, B.C. Lake and River Service, Great Lakes Steamship Service, Bay of Fundy Steamship Service, Canadian Pacific Steamships Limited, New Brunswick Cold Storage Company, Dominion Atlantic Railway, Esquimalt and Nanaimo Railway, Eastern Public Markets Limited, and Alberta Stockyards Limited, respondents, the General Truck Drivers and Helpers, Local Union No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener, and The Order of Railroad Telegraphers, intervener (L.G., May, p. 466).

3. The Commercial Telegraphers' Union, Canadian National System Division No. 43, applicant, and the Canadian National Telegraph Company, respondent (operators at Summerside, P.E.I.) (L.G., June, p. 602).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Clarke Steamship Company Limited, Montreal; Albert G. Baker Limited, Quebec; Quebec Terminals Limited, Quebec; Terminus Maritime Inc., Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officers: Rémi Duquette).

2. Canadian National Railways (Niagara, St. Catharines and Toronto Railway—Motormen, Conductors and Bus Operators) and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 846 (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. Robin Hood Four Mills Limited, Calgary, and Local 326, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., June, p. 604).

2. Pacific Elevators Limited, Alberta Wheat Pool, United Grain Growers Ltd., Vancouver, and Local 882, International Union of Operating Engineers (Concilia-

tion Officers: G. R. Currie) (L.G., June, p. 604).

Conciliation Boards Appointed

1. McAllister Towing Ltd. (Sincennes-McNaughton Division) and Seafarers' International Union of North America, Canadian District (L.G., May, p. 468).

2. National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America, Canadian District (L.G., May, p. 467).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in March to deal with a dispute between Consolidated Denison Mines Limited, Spragge, Ont. (production workers) and United Steelworkers of America (L.G., May, p. 468) was fully constituted in May with the appointment of Magistrate J. A. Hanrahan, Windsor, as Chairman. Magistrate Hanrahan was appointed by the Minister in the absence of a joint recommendation from the other two members, George S. P. Ferguson, Q.C., and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

LABOUR LAW

Changes in Workmen's Compensation Laws

Nine provincial Workmen's Compensation Acts amended at 1960 sessions of the Legislatures. Raising of benefits continued, several new features introduced

Nine of the provincial Workmen's Compensation Acts were amended at the 1960 sessions of the Legislatures, bringing about a continued upward revision of benefits and introducing new features into several of the Acts. The British Columbia amendment was a minor one, merely providing for investment of Workmen's Compensation Board funds.

Compensation in Nonfatal Cases

Maximum Annual Earnings

The maximum annual earnings on which compensation is based were increased in two provinces. In Quebec the increase was from \$4,000 to \$5,000, effective from January 1, 1960, and in Saskatchewan it was from \$5,000 to \$6,000, beginning July 1.

Increases in Disability Pensions

The Nova Scotia Legislature provided for increases in disability pensions in respect of past accidents (those occurring before April 1, 1959), and set a new minimum compensation award for a permanently and totally disabled workman with dependent children, in each case making the additional costs of the higher compensation a charge on the Consolidated Revenue Fund.

From May 1, 1960, all workmen in Nova Scotia in receipt of permanent partial disability pensions based on 66 $\frac{2}{3}$ or 70 per cent of average earnings because of accidents occurring before April 1, 1959 are to be paid compensation at the rate of 75 per cent of earnings. In 1959 a compensation rate of 75 per cent of earnings was adopted but payments at that rate were limited to compensation payable in respect of accidents occurring on or after April 1, 1959. Henceforth, all permanent partial disability pensions will be based on 75 per cent of earnings, regardless of when the accident occurred.

Minimum Compensation Award

The minimum compensation award for a workman with a permanent total disability is now either \$100 per month (the previous minimum) or, if he has more than one child under 16 years, the amount which a widow with the same number of children under 16 would receive. The new minimum is payable only if a workman has two or more children at the time the Board determines his permanent total disability, and it continues to be applicable only while the workman has at least two dependent children under 16. This section, as amended, applies from May 1, 1960 to all permanent total disability cases, regardless of when the accident happened.

In Prince Edward Island, the minimum payment for temporary total or permanent total disability was increased from \$15 to \$20 per week.

Compensation for Disability from Silicosis

A further change in Nova Scotia was that workmen disabled by silicosis or coal miners' pneumoconiosis were made eligible for compensation, from May 1, 1960, at the rate payable since April 1, 1959, that is, at the rate of 75 per cent of earnings, regardless of the date on which they became disabled, whether before or after April 1, 1959.

Benefits in Fatal Cases

Funeral Benefits

The maximum allowance for funeral expenses was increased from \$200 to \$300 in Prince Edward Island and from \$200 to \$400 in Quebec, and in Nova Scotia and Prince Edward Island an allowance not exceeding \$100 for transporting a workman's body for burial was authorized. All the Acts now provide for an allowance for the transportation of the workman's body.

Payments to Widow

Widows' pensions were raised in three provinces, Quebec, New Brunswick and

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Saskatchewan, and in each case the increase was made applicable to all widows receiving pensions on the date the amendment went into effect. In New Brunswick, the costs of the retroactive increases are to be paid from the Consolidated Revenue Fund.

The new pension rates are \$75 a month in Quebec, \$60 in New Brunswick and \$100 in Saskatchewan, in place of \$55, \$50 and \$75, respectively. In Saskatchewan, however, the increased pension is payable only until the widow or invalid husband reaches the age of 70 (and becomes eligible for an old age security pension), after which the former pension of \$75 a month will be paid.

The lump sum payment to a widow was increased from \$200 to \$300 in Quebec.

Two provinces made changes in a widow's remarriage allowance. In Prince Edward Island, a widow who remarries will now receive \$50 a month for 12 months (the equivalent of a year's payments) instead of \$20 a month for 12 months. In Saskatchewan, a widow is now entitled on remarriage to a sum equal to two years' monthly payments or a lump sum of \$2,000, whichever is the lesser. Previously, a sum equal to two years' payments (\$1,800) was paid.

Allowance to Dependent Mother

In Manitoba, the Board was authorized to make a monthly payment not exceeding \$75 to a wholly dependent mother of a deceased workman. All persons in this category who were in receipt of benefits on March 26 (when the Act went into force) were made eligible for the new allowance. Previously, a dependent mother was classed with dependants other than consort and children, for whom the Board is empowered to make an award which, in its judgment, is proportionate to the pecuniary loss sustained, subject, however, to a maximum of \$30 a month to any one dependant and \$60 a month to all such dependants.

Children's Allowances

In Quebec, the allowance for a dependent child was raised from \$20 to \$25 a month, and that for an orphan from \$30 to \$35. In Saskatchewan, the pension for an orphan was increased from \$45 to \$50 a month. In both provinces the increases were made applicable to all children receiving compensation, regardless of when the accident occurred.

In Nova Scotia, in accordance with a recommendation of the McKinnon Royal Commission, the limitation on the number of children in a family eligible for benefits was removed. The limit of \$172.50 on the amount of monthly pension payable to a

widow and children was struck out, as was the limit of \$150 on the amount of monthly pension payable to a family of orphans, which restricted the number of children for whom benefits might be paid to five. The same limit of \$172.50 a month on benefits to widows and children of fishermen and dredgers under Part III was also removed.

These amendments, effective from May 1, 1960, and applicable to existing pensioners as well as new ones, will enable the Board to pay benefits in respect of all children in a family under the age of 16, regardless of their number.

Dependants' Compensation, Past Accidents

In Ontario, all widows and dependent children receiving compensation under the Act will now be paid at the same scale of benefits. In 1953 the monthly allowance to a widow was raised from \$50 to \$75, the monthly allowance for a dependent child from \$12 to \$25, and that for an orphan child from \$20 to \$35. The increases were made applicable, however, only to accidents happening after April 2, 1953. The amendment this year made these rates of benefit also applicable in cases where the death of the workman occurred *before* April 2, 1953.

Minimum Payable to Widow and Children

In two provinces increases were provided in the amounts specified in the Acts as the minimum payable to a widow and children in case total monthly benefits exceed the maximum allowed and are subject to reduction.

In Quebec, total monthly benefits may not exceed 75 per cent of the deceased workman's earnings, subject to the following minimum amounts (former amounts in brackets):

- (1) where there is a widow and one child—\$100 (\$75)
- (2) where there is a widow and two children—\$125 (\$95)
- (3) where there is a widow and more than two children—\$150 (\$95).

In Saskatchewan, total monthly benefits to dependants in case of death are subject to reduction if they exceed the workman's average monthly earnings, subject to specified minimum amounts. These minimum amounts were increased in line with the higher pension now provided for a widow until she reaches the age of 70 and also with respect to the amount allowed for each child. The changes made were as follows (former minimum amounts in brackets):

- (1) where a widow is the sole dependant—\$100, if under 70—\$75, if over 70—(\$75)

(2) where dependants are a widow and one child—\$135, if under 70—\$110, if over 70—(\$100)

(3) where dependants are a widow and two children—\$170, if under 70, plus \$20 for each additional child—\$145, if over 70, plus \$20 for each additional child—(\$125, plus \$15 for each additional child).

In all cases benefits to a widow are also available to an invalid husband.

Rehabilitation

In Quebec, a substantial increase—from \$100,000 to \$300,000—was authorized in the amount that the Board may spend on rehabilitation services.

Radiation

In Nova Scotia, radiation was added to the schedule of industrial diseases, and a number of conditions were laid down under which benefits may be paid for death or disability caused by its effects.

If the Board finds that disability or death has been caused by the proximate effects of radiation overdosage, the workman or his dependants will be entitled to benefits as if the overdosage were a personal injury by accident.

If the Board finds that disability or death has been caused by the cumulative effects of radiation over an extended period, the effects of the radiation will be deemed an industrial disease and the workman or his dependants will be entitled to benefits.

The amending Act provides, further, that benefits may be paid where a workman was exposed to radiation more than 12 months previous to the date of his disablement or death. In the case of other industrial diseases listed in the schedule, the workman is required to have been engaged in the employment to which the disease is attributed within the 12 months preceding his disablement.

Where a workman has been exposed to radiation outside as well as within the province, the compensation paid is to be in the proportion that the exposure to radiation in Nova Scotia bears to the total exposure.

Finally, employers who use x-rays, isotopes, or any other form of radiation likely to prove a hazard to an employee exposed to it must make, retain and furnish to the Board a record of such exposure.

The schedule of industrial diseases under the Newfoundland Act was also amended to add carcinoma or malignant disease arising from radiation in any process, employment or occupation where radiation, x-rays or radioactive materials or substances are

involved. This amendment was given retroactive effect to April 1, 1951, when the Act first went into force.

Additions to Schedule

Subject to the approval of the Lieutenant-Governor in Council, the Newfoundland Board was empowered to add any disease and associated work process to the schedule by regulations. In accordance with this amendment, "industrial disease" was redefined to include any of the diseases mentioned in the schedule and any other diseases added to the schedule by regulations.

Committee of Medical Referees

A new section added to the Newfoundland Act authorizes the Board, with the approval of the Lieutenant-Governor in Council, to appoint a committee of medical referees to investigate, in relation to any claim for compensation, the nature of any disease named in the schedule and its relationship to any of the processes listed opposite the disease in the schedule.

The committee, which is to consist of three specialists in the disease concerned, has power to require any workman to undergo medical examination.

Where the workman is examined, the committee must certify to the Board the extent of his temporary or permanent disability by reason of the disease in respect of which he has claimed compensation.

Where a claim is made by the dependants of a deceased workman, the committee is required to certify its opinion as to the reasonableness of the inference that the workman died from the disease, and whether the disease is related to any of the processes opposite the name or description of the disease in the schedule.

In either case the decision of the committee or any two of its members is to be final and binding on the Board as to the medical evidence in the case. Costs of the investigation are to be paid from the Accident Fund.

Extended Coverage

Several changes were made in the Nova Scotia Act with respect to coverage.

From July 1, 1960, hospitals, nursing homes and veterinary hospitals were brought within the scope of the Act. Mr. Justice McKinnon recommended coverage of these employees but on an elective basis. Hospital coverage is now provided in all provinces except Prince Edward Island and Quebec.

Provision was also made for coverage of the members of a volunteer fire brigade or department on the application of the municipality concerned.

For the purposes of such coverage, the municipality making the application is deemed to be the employer, and the members of the brigade are deemed to be persons certified as such by a duly authorized municipal official. The municipal corporation is required to notify the Board each year of the number of members of the brigade and of their average earnings for the purposes of Part I. Such earnings, which may not be less than \$2,000 nor more than \$3,600 per year, are to be deemed the average earnings of all members of the brigade.

A third change in coverage relates to Part III. As recommended by the McKinnon Commission, the sealing industry is now classed as part of the fishing industry and covered by Part III. Part III is a special section of the Act, applying solely to fishing and dredging, which makes the employer liable for the payment of compensation and

requires him to carry insurance to cover his liability.

Notification Required

Another change in the Nova Scotia Act is that a workman who has an option of bringing an action against a third party for damages or of claiming compensation is now required to notify the Board in writing within six months of the date of the accident of the remedy he has elected to pursue.

Increased Payment under Silicosis Act

In New Brunswick, the Act passed in 1955 to provide compensation for workmen who contracted silicosis before June 1, 1948 was amended to increase the compensation payable to a disabled workman or widow from \$50 to \$60 a month, effective from June 1, 1960. This Act is administered by the Workmen's Compensation Board but funds are provided from the Consolidated Revenue Fund.

Legal Decision Affecting Labour

Manitoba Court of Queen's Bench holds that consent to prosecute under Labour Relations Act, unlike that under Lord's Day Act, restricted to aggrieved person

The Court of Queen's Bench in Manitoba dismissed an application for an order of prohibition against a prosecution under the Lord's Day Act on the ground that, while under the Labour Relations Act the consent to prosecute is restricted to the "aggrieved" person, under the Lord's Day Act the informant need not be named and the enforcement of the latter Act is the peculiar responsibility of the police.

On February 13, 1960, Mr. Justice Bastin of the Manitoba Court of Queen's Bench held that since the Lord's Day Act is criminal legislation, any citizen has the right to lay an information; but the enforcement of the Act should not be confined to some "aggrieved" person, and, like the provisions of the Criminal Code, is the peculiar responsibility of the normal law enforcement agencies.

On the other hand, the Manitoba Labour Relations Act is directed to a particular group and is restricted and selective in its scope and therefore it was held previously that under the Act the consent to prosecute was restricted to the "aggrieved" person and a consent to one party did not give authority to another party to prosecute.

Consent was sought to prosecute Stone Productions Limited for violating the Lord's Day Act by unlawfully providing on Sunday, November 22, 1959, in the City of

Winnipeg, a performance at which a fee was charged for admission.

Section 16 of the Act reads: "No action or prosecution for a violation of this Act shall be commenced without the leave of the Attorney-General, or his lawful deputy, for the province in which the offence is alleged to have been committed . . ."

The consent to prosecute was in the form of a letter addressed to R. T. Taft, Chief Constable, and was signed by the Attorney-General for Manitoba.

The information was laid by J. C. Webster, a member of the City of Winnipeg police force.

The company applied to the Court of Queen's Bench for an order of prohibition with regard to the prosecution proceedings before the Winnipeg police court. One of the grounds for the order urged by the company was that the informant did not have the leave of the Attorney-General to commence the prosecution as required by Section 16 of the Act.

The company's argument was based upon *Re Walterson and Laundry & Dry Cleaning Workers Union and New Method Launderers Limited* (L.G., May 1955, p. 565).

The *Walterson* case was an appeal to the Manitoba Court of Appeal from a prohibition order granted with reference to a prosecution under Section 47 (1) of the

Manitoba Labour Relations Act. The Court of Appeal upheld the order on the ground that the consent of the Labour Relations Board to a prosecution had been issued to a labour union which was not a legal entity and, therefore, could not prosecute. The information was laid by the business agent of the union, but the court held that as he did not have the certificate of consent, the prosecution was without lawful authority.

The wording of Section 47 (1) of the Manitoba Labour Relations Act was as follows: "No prosecution for an offence under this Act shall be instituted except with the consent in writing of the board."

The Court of Appeal held that "a consent to one party does not give authority to another party to prosecute."

In the case at bar, the company argued that the person to whom the consent was issued was the Chief Constable and a prosecution by any other person was without lawful authority.

In answering this contention, Mr. Justice Bastin considered the purpose, scope and wording of the two Acts. Dealing first with the Manitoba Labour Relations Act he quoted from the *Walterson* decision where, with reference to the full title of the Act, it was stated that its purpose was to promote conciliation and peace, not conflict and prosecutions, hence the requirement of special consent to prosecute; that to hold by implication that the Act gave trade unions the legal status to carry on prosecutions would be directly contrary to the basic purpose of the Act; that considering public policy and the purpose of the Act, third parties who have no direct interest in the subject matter of the litigation should not be permitted to promote litigation; therefore the consent required by Section 47 (1) of the Act should be to the aggrieved person and not to some third person.*

The Manitoba Labour Relations Act, Mr. Justice Bastin added, is directed to a particular group within the local community and is concerned with that group alone. It is very restricted and selective in its scope and for that reason, and in accordance with public policy, the court had previously held that Section 47 (1) was to be given an interpretation narrower than the words used would normally justify.

The Lord's Day Act, on the other hand, is a public act in the broadest sense, affecting the whole community, and was enacted

with the intention of serving the welfare of the entire community. The purpose and scope of this act do not suggest that the responsibility of enforcing it should be confined to some "aggrieved" person rather than to the normal law enforcement agencies. Consequently, the reasoning that led the court in the *Walterson* case to hold that third parties who have no direct interest in the subject matter should not be permitted to promote litigation, could not apply to the Lord's Day Act.

The Lord's Day Act, Mr. Justice Bastin continued, has been held to be criminal legislation, and while any citizen has the right to lay an information, the enforcement of the Act, like the provisions of the Criminal Code, is the particular responsibility of the police.

The consent to prosecute required by Section 16 of the Lord's Day Act has been considered in a number of cases but in none of these cases has it been held that the consent must name the informant. This consent to prosecute need not be in writing but must be with respect to a particular violation, since the consent to be given relates to a specific prosecution. In *Rex ex rel Skinner v. Icelandia Ltd.* (1947) O.R. 761, where the matter of leave to prosecute under the Lord's Day Act was dealt with, it was stated that the complainant had to show in some manner that he procured the necessary consent to commence proceedings. It was also stated that the granting or withholding of the leave by the Attorney-General is a *quasi-judicial* function and Section 16 of the Act was inserted as an important protection for persons who might be charged indiscriminately under the Act.

In the case under review, Mr. Justice Bastin pointed out that Taft was the executive head of a large police force. The consent of the Attorney-General, whether embodied in a letter or some other form, should properly be delivered to the person responsible for law enforcement in the City of Winnipeg and he in turn naturally and properly acted through his subordinates. All the magistrate needed to determine to establish his jurisdiction was that the Attorney-General had consented to the prosecution of a particular violation of the Act charged and in the case at bar he was justified in so deciding on the strength of the letter signed by the Attorney-General.

The application for an order of prohibition was dismissed. *Stone Productions Limited v. Garton* (1960) 31 W.W.R., Part 8, p. 380.

*The Manitoba Labour Relations Act has since been amended. See An Act to Amend The Labour Relations Act, 1959 2nd Sess. c. 32, s. 4.

Recent Regulations, Federal and Provincial

Manitoba sets new general minimum wage rates, issues new fair wage schedule for construction workers. New Brunswick, Ontario raise female minimum wage rates

In Manitoba a new regulation was issued that sets a minimum wage of 66 cents an hour in urban areas and 61 cents in rural areas for men and women 18 years and over. The new fair wage schedule for construction workers increased rates by an average of 10 cents an hour.

In New Brunswick the two female minimum wage orders were revised, establishing a minimum wage of 55 cents an hour for women in hotels and restaurants and of 60 cents for female employees in other workplaces. The overtime rates, which were one and one-half times the minimum rates, were increased correspondingly.

Amendments to the Ontario minimum wage order for women raised the minimum wage of experienced employees by \$8 a week to \$30 a week in Zone 1, \$28 in Zone 2 and \$26 in Zone 3. Learners rates were increased by \$7 and \$8 a week.

CSA codes dealing with installation of gas and oil burning equipment and the NFPA building exits code and flammable liquids code were adopted under the Newfoundland Fire Prevention Act.

Other regulations deal with annual holidays in Saskatchewan, minimum wages of certain forestry workers in Quebec, additions to schedules under the Workmen's Compensation Acts of Alberta and Quebec, and oil and gas wells in the Territories and other federal public lands.

FEDERAL

Territorial Lands Act, Public Lands Grants Act

Canada Oil and Gas Regulations have been issued under the Territorial Lands Act and the Public Lands Grants Act in connection with oil and gas wells in the Northwest Territories, Yukon Territory and other public lands under the jurisdiction of the Government of Canada.

These regulations were approved by P.C. 1960-474 and gazetted May 11. They replace the Territorial Oil and Gas Regulations (L.G. 1957, p. 720) authorized under the Territorial Lands Act by P.C. 1957-521.

The provisions requiring derricks and other machinery in and around oil or gas wells to be so constructed and operated as to afford reasonable safety from accidents to employees and the specific safety rules prescribed are incorporated in the new regulations without change.

PROVINCIAL

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has added the industry of the manufacture of drilling mud aggregate from minerals to the Schedule of industries covered by the collective liability section of the Workmen's Compensation Act. The notice of the extension of coverage was gazetted May 14.

Manitoba Employment Standards Act

A new regulation respecting minimum wages and conditions of employment made after study and public hearings by the Manitoba Minimum Wage Board was approved by Man. Reg. 30/60 and gazetted May 21. It establishes a minimum wage of 66 cents an hour in urban areas and of 61 cents in rural areas for both men and women.

The previous order (Man. Reg. 3/57) set a lower rate for women, the minimum being 58 cents in the larger centres and 54 cents in the rural areas. The previous rate for men was 60 cents an hour, regardless of location.

Coverage

The coverage of the order is the same as formerly, applying to all employees except independent contractors; persons employed in agriculture, fishing, fur farming, dairy farming or in the growing of horticultural or market garden products for sale; domestic servants in private homes; volunteer workers in a religious, philanthropic, political or patriotic institution; beneficiaries under a charitable, rehabilitation or therapeutic plan employed by a religious, philanthropic, or municipal body; students in training for or qualified members of the professions of accountancy, architecture, dentistry, engineering, law, medicine, nursing or pharmacy. Persons acting in a managerial capacity are also exempt provided they are paid not less than the prescribed minimum wage for standard and overtime hours.

Wage Rates

The new 66-cent rate applies to all employees 18 years and over in Greater Winnipeg, the cities of Brandon and Portage la Prairie, the towns of Flin Flon and Selkirk, and in summer resorts from May to September. The minimum adult rate

elsewhere in the province is 61 cents an hour. For employees under 18 the minimum remains 48 cents an hour.

As previously, an employee who provides a bicycle for use in his employer's business must receive an additional 10 cents a day or 50 cents a week, whichever is the lesser amount.

The minimum overtime rate continues to be one and one-half the minimum hourly rate and, as before, where an employee's regular rate is higher than the applicable minimum rate an employer may not apply the excess amount against hours for which the minimum overtime rate must be paid.

Learners and Handicapped Persons

In line with previous practice, the regulations permit the employment of learners and handicapped persons at subminimum rates under special permit from the Minister of Labour, subject to certain conditions.

As before, the regulations provide that if the Minister is satisfied that it is reasonable for an employer to employ inexperienced workers for a training period at less than the prescribed minimum he may issue a learner's permit, setting out the length of the training period and the minimum hourly wages payable during that period. In no case may the learner's rate be less than three-quarters of the applicable minimum rate nor may the learning period exceed six months. The Minister, however, may approve an extended learning period upon the joint application of an employer whose workers are paid on a piecework basis and the bargaining agent of the employees. The regulations again stipulate that, in the case of an employee with experience in substantially similar work, the learning period must be reduced accordingly.

Also, the Minister is again given authority to limit the number of women employed as learners in any establishment to 25 per cent of the total number of female employees, excluding supervisors, or to prohibit the employment of any women as learners.

With or without a medical certificate, the Minister may, if he considers it fair and reasonable to employ a handicapped person at a lower rate, issue a handicapped employee's permit setting out the name and description of the handicapped employee and the hourly rate at which he must be paid. The Minister may also limit the period during which a handicapped employee may be paid less than the minimum wage.

Employers, as before, are required to maintain a separate payroll for learners and handicapped persons recording, where applicable, any relevant previous experience of learners.

Deductions from Wages

As formerly, deductions for board and lodging are prohibited except by agreement between the employer and the employee. Employers whose business is furnishing meals to customers may not deduct from an employee's wages more than half of the charge that would be made to a customer for the same meals. Other employers may charge up to 35 cents for each meal or \$7 for a week's board, whichever is the lesser amount. The maximum charge for lodging remains \$3 a week.

Also, the regulations continue to provide that if the Minister finds that the meals are inadequate, the lodgings unsuitable or the employer is charging too much, he may fix or limit the charges that may be made for board or lodging or he may prohibit deductions from wages.

The regulations again provide that where workers are required by the employer or the Minister to wear or use any special type of clothing, uniform or equipment, it must be furnished and maintained by the employer without cost to the employees. Deductions are permitted, however, in the case of employees whose wage rate, if calculated on an hourly basis, would be higher than the applicable minimum overtime rate, that is, would be more than 99 cents an hour for adults in urban areas and 91½ cents in the rural areas. However, no charge may be made for furnishing, laundering or maintaining uniforms, clothing or equipment which would reduce the employee's wages below the minimum hourly rate. Also, if the Minister considers that an employee is being charged too much for any of these services, he may fix or limit the deduction or even prohibit the employer from making any charge or collection.

Hours and Overtime

Standard hours of work are, as before, 48 a week for men and eight hours a day and 44 hours a week for women. Subject to the exceptions described below, employers are required to pay overtime rates for time worked beyond these limits.

If, in any establishment, men and women are engaged in the same or substantially the same work, the Manitoba Labour Board may, upon application, grant the employer permission to pay women overtime on the same basis as men.

Also in shops where it is customary for employees to work up to 11 hours on one or more days in the week, women need not be paid overtime except for time worked in excess of the agreed daily limit or in excess of the 44-hour weekly limit.

The same limitation is placed on overtime work as formerly. Children under 15 are forbidden to work overtime and the overtime hours of women may not exceed three in a day, 12 in a week or 24 in a month. There is no restriction on overtime for men.

The provision for the three-hour call-in requirement now specifically states that employees reporting for work on the call of the employer must receive at least three hours at the minimum rate. In addition to exempting children under 15 and employees in theatres, hotels and restaurants in rural areas, the new provision excludes students 15 to 17 years.

Meal periods may not be less than one hour unless the employer and a majority of the employees agree on a shorter period, in which case the period must be at least 30 minutes.

General Holidays

Employees are again protected against a reduction in minimum weekly pay for time not worked on a general holiday which falls on a regular work day, provided they work regular hours on the working days immediately before and after the holiday and on all other days in the week. However, an employee who is absent because of illness or with the employer's consent on either the day before or the day after the holiday will not lose this benefit provided the other requirements are met.

This provision supplements the provision in the Employment Standards Act that requires employees who work on a general holiday to be paid one and one-half the regular rate or, in certain types of employment, to be given compensatory time off with pay, unless more favourable conditions are established by collective agreement, in which case the provisions of the agreement will apply. The seven holidays are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

Homework

The provisions with respect to homework are unchanged. An employer wishing to hire an employee to do take-home work must first send a written notice of his intentions to the Minister.

A record showing the names and addresses of every homemaker, together with particulars as to the type and amount

of work done by each employee, the amount paid, the wage rate and deductions from wages, must be kept and made available to the Minister upon request.

In addition, the Minister is given discretionary power to impose such conditions and limitations as he deems necessary to protect the minimum wage standards laid down in these regulations.

Special Employment Conditions for Women

In line with former practice the regulations again set out some special provisions for women, supplementing the special hours provisions referred to above. Every female employee must be allowed a rest period of at least 10 minutes during each work period of three hours or more without loss of pay. Under the new regulations, however, a female employee may be required to work five hours instead of four hours without a meal period.

As regards night work the regulations again stipulate that if the work period of a female employee ends between midnight and 6 a.m., adequate transportation to her residence must be provided at her employer's expense.

Another provision states that women, as well as children and young persons 15 to 17 years, may not be required to lift a weight that would impose excessive physical strain nor may they carry burdens weighing more than 25 pounds farther than 10 feet.

Minimum Age for Employment

The employment of children under 15 years is again prohibited except with the written permission of the Minister.

Pay Periods, Earnings Statements and Records

The rules regarding payment of wages are the same as before except for a new provision requiring an employer to pay any wages due an employee whose services have been terminated within three working days of the date of termination.

The provisions dealing with earnings statements and records are unchanged.

It is no longer mandatory for employers to furnish a copy of these regulations to all employees, except those covered by a collective agreement filed with the Manitoba Labour Board. Instead the new regulations provide that, upon request of an officer of the department, a summary provided by the Minister must be distributed to each employee or posted in the establishment or both.

Health and Sanitation

Following previous practice the regulations again lay down rules regarding health and sanitation in factories and office buildings. Included are provisions setting standards with respect to air and floor space, ventilation, sanitary and washing facilities, control of dust and harmful vapours, and rest rooms for female employees.

The provision requiring employers to provide a room or other space for dining and rest purposes whenever employees remain on the premises to eat any meal now states that such a room must also be provided whenever the Minister thinks it advisable because of the location of the establishment. It also stipulates that the room must be of adequate size and separate from any actual working area.

Manitoba Fair Wage Act

The annual fair wage schedule for Manitoba construction workers was gazetted on April 30, increasing wage rates by an average of 10 cents an hour. The new schedule went into force on May 1 to remain in effect until April 30, 1961.

As previously, the schedule is in two parts. Part I applies to private construction work costing more than \$100 in Greater Winnipeg or in any city or town with a population of 2,000 or more or in any other part of the province designated by the Lieutenant-Governor in Council, and to public construction projects authorized by the Minister of Public Works. Part II, as before, applies to public highway, road, bridge or drainage construction projects outside the city of Winnipeg.

Part I contains two sets of minimum wage rates covering 27 categories of workers, including licensed tradesmen, skilled building labourers, machine operators, truck drivers and watchmen. The higher or Zone "A" rates apply to public or private construction work in Winnipeg and a 30-mile radius. The Zone "B" rates which, except in a few cases, are lower than Zone "A" rates, apply to public work elsewhere in the province and to private work in places with a population of 2,000 or more (Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas).

A new provision respecting coverage states that, on the recommendation of the Fair Wage Board, the Minister of Labour has approved the omission from the schedule of rates and hours of work of persons employed on main pipe line and distribution pipe line construction where a collective agreement is currently in effect. Such persons were excluded because an order

exempting pipe line and distribution pipe line construction from the operation of the Fair Wage Act is now under consideration.

Another new provision regarding coverage emphasizes that the inclusion of a specific new type of work under an item does not exclude other allied types of work now being performed by employees in the classification.

A third provision makes it clear that the Fair Wage Board and the Minister are not dealing with matters of jurisdiction, stating that the appearance of a job description or title in a particular classification does not recognize or have the effect of allocating jurisdiction to any particular trade union.

Some changes were also made in the classification of workers. The category "asbestos workers" now includes helpers as well as journeymen and first, second and third class improvers; rates range from \$1.65 to \$2.40 an hour in Zone "A" and from \$1.45 to \$2.05 an hour in Zone "B".

Stonemasons are now included in the same category as bricklayers and their minimum wage has been increased by 10 cents to \$2.70 an hour in Zone "A" and \$2.35 in Zone "B".

The new rate for bridge, structural and ornamental ironworkers is \$2.60 an hour in both zones and is now payable to persons who do welding on these types of work.

The definition of carpenters and millwrights was broadened to include acoustic tile applicators and the wage rate was increased by 10 cents to \$2.50 an hour in Zone "A" and \$2.15 in Zone "B". A special rate is no longer set for carpenters in Brandon. Similarly, the category "plasterers" was widened to cover persons who do stucco work, and a minimum rate of \$2.70 established for employees in Zone "A" and of \$2.35 in Zone "B".

A new category, dry wall applicators (plaster board only), was added, the rates for this class of workers being \$2 in Zone "A" and \$1.90 in Zone "B".

The definition of building labourers was clarified and two new subdivisions were added: (1) labourers with more than two years' experience assisting sheet metal journeymen, and (2) operators of pneumatic tools. The minimum for such workmen is \$1.85 an hour in Zone "A" and \$1.70 in Zone "B". The rates for general building labourers were increased by 10 cents to \$1.65 an hour in Zone "A" and \$1.45 in one "B".

Another new category, operating engineers and machine operators, was added. It has three subdivisions: (1) mechanics, gasoline

or diesel operators of cranes, shovels, drag-lines, backhoes and rubber-tired earth movers, 201 h.p. and over, (2) operators of crawler-type tractor 51 h.p. and up, rubber-tired earth movers up to 200 h.p. and trenching machines, (3) operators of compressors, material hoists, concrete mixers, crawler-type tractors up to 50 h.p., batching plants, backhoes up to $\frac{3}{4}$ cubic yards capacity, crushers and screening plants. Minimum hourly rates for such workmen are \$1.95, \$1.90 and \$1.85 in Zone "A" and \$1.80, \$1.70 and \$1.65 in Zone "B".

Rates for Zone "A" now range from \$1.05 an hour for watchmen and flagmen to \$2.80 for journeymen plumbers. A few rates are the same as last year. The minimum for lathers remains \$2.35 an hour and that of stonecutters \$2 an hour. The rate for millwrights in Zone "A" is unchanged (\$2.70 an hour) but the minimum in Zone "B" was raised to \$2.35 an hour.

As before, the majority of Zone "A" rates are based on a 40-hour week with a longer work week for a few categories. A 48-hour work week is prescribed for operating engineers, machine operators, roofers and timber and cribmen. Truck drivers may be required to work up to 45 hours at the straight-time rate, and cement finishers, oxychloride workers, building labourers and benders and placers up to 42½ hours.

As previously indicated, lower rates are again set for Zone "B" except in a few cases, ranging from \$1.05 an hour for watchmen and flagmen to \$2.60 an hour for ironworkers.

Also in line with former practice, the schedule prescribes a longer work week for Zone "B", all rates being based on a 48-hour week except in the case of ironworkers, whose regular work week is 40 hours.

The rates for workers employed in road and bridge construction (Part II) were increased by 10 cents an hour, except in the case of watchmen and timber men, whose wages were increased by 5 and 15 cents an hour to \$1 and \$1.55 an hour, respectively.

Employees covered by Part II are again permitted to work up to 120 hours in a two-week period at straight time rates, the only exception being carpenters, whose minimum wage rate of \$2.15 an hour is based on a 48-hour week.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board recently revised its two female minimum wage orders, establishing a minimum wage of 55 cents an hour for women in hotels and restaurants and of 60 cents for

female employees in factories, shops, offices and other workplaces. Both rates are based on a work week of 48 hours or less. The new orders were gazetted May 11 to take effect July 1 and replace orders that came into force September 1, 1957.

Hotels and Restaurants

The new minimum for hotels and restaurants is 10 cents higher than formerly and applies to all places of public accommodation where meals or lodging may be obtained, including tourist cabins, tourist homes and inns.

In addition to the 55-cent minimum previously referred to, the new order for hotels and restaurants sets a minimum overtime rate of 83 cents an hour, payable for all hours worked in excess of 48 in a week. Previously, the minimum overtime rate was 68 cents an hour.

There was no change in the maximum rates that an employer may charge a female employee for board or lodging. The maximum weekly charge remains \$8 for board and lodging, \$6 for board only and \$2 for lodging only. The maximum charge for a single meal is 30 cents.

General Order for Women

The new general order applies to all women workers except the following: persons employed in hospitals, nursing homes, religious, charitable or educational institutions; officers, officials or persons employed in a confidential capacity; domestic servants, agricultural workers, women employed by or under the Crown, apprentices registered under the Apprenticeship Act and persons governed by the hotel and restaurant order described above.

As well as increasing the general minimum from 50 to 60 cents an hour, the new order has raised the overtime rate from 75 cents to 90 cents an hour. As before, the overtime rate is payable for time worked in excess of 48 in the week.

Newfoundland Fire Prevention Act, 1954

Newfoundland has adopted as regulations under the Fire Prevention Act, 1954, the following codes, gazetted May 17: "The Installation Code for Gas Burning Appliances and Equipment, CSA Code B1949-1958"; "The Installation Code for Oil Burning Equipment, CSA Specification B139-1957"; and "The Building Exits Code, NFPA No. 101-1959".

The Inflammable Liquids Regulations, 1960 were also gazetted May 17, adopting the "The Flammable Liquids Code, NFPA No. 30", except that a substitute provision has been set out relating to flammable

liquids other than crude petroleum. It provides that, where necessary, individual tanks or groups of tanks must be diked or the yard provided with a curb with a capacity not less than that of the largest tank in order to prevent the spread of the liquid.

Ontario Minimum Wage Act

The Ontario Industry and Labour Board recently amended its minimum wage order for women, increasing minimum rates for experienced employees by \$8 a week to \$30 a week in Zone 1, \$28 in Zone 2 and \$26 in Zone 3, effective July 1. Learners rates were increased by \$7 and \$8 a week.

The new rates apply to all women workers in the province except domestic servants, farm workers, apprentices under the Apprenticeship Act, employees in telephone exchanges with fewer than 300 subscribers, employees qualified in specified professions and students and articulated apprentices in these professions.

There has been no change in zone boundaries. Zone 1, as before, comprises the cities of Toronto, Hamilton, Windsor and Ottawa and their environs and the city of London. Zone 2 comprises every local municipality and every school section under the Public Schools Act within unorganized townships or unsurveyed territory having a population of 3,000 or more and not included in Zone 1. Municipalities and school sections with a population of less than 3,000 form Zone 3.

Wage Rates

As previously indicated, the weekly minimum for experienced employees in Zone 1 was raised from \$22 to \$30; in Zone 2 from \$20 to \$28; and in Zone 3 from \$18 to \$26.

Lower rates are again set for inexperienced workers, that is, employees who have worked for less than six months in the class of employment for which they were hired, subject to the same limitations as formerly. During the first three months of employment, the weekly minimum payable to inexperienced employees is now \$26 in Zone 1, \$24 in Zone 2 and \$22 in Zone 3, an increase of \$7 over the previous minimum. The minimum for the second three months has been raised by \$8 to \$28 in Zone 1, \$26 in Zone 2, and \$24 in Zone 3.

However, an office worker who holds a secondary school graduation diploma of the commercial course or who has completed a course of instruction in business and office practice provided by a registered trade school must be paid the minimum weekly wages for an experienced employee from the commencement of employment. The

same is true of a hairdresser who holds a certificate of apprenticeship and of employees engaged as cleaners, elevator operators, or workers in theatres, amusement places, hotels, clubs, restaurants or in any place where meals are served to the public.

Except in the case of certain pieceworkers referred to below, an employer may not class more than 20 per cent of the total number of his female employees as inexperienced. Where fewer than five women are employed, only one may be classed as inexperienced.

The special provisions for pieceworkers continue to apply. During the first three months of her employment, an inexperienced pieceworker must not be paid less than she would receive if she were working on a time work basis. Notwithstanding this provision, however, an employer in a seasonal industry for the processing of fruits and vegetables who pays piecework rates may be deemed to have complied with the minimum wage requirements if at least 60 per cent of the female employees earn at least the minimum weekly wages for an experienced employee in the zone. In other industries where piecework rates are paid, at least 80 per cent of the female employees must be earning at least the equivalent of the rate for experienced workers.

An employee whose employment is for periods less than the normal daily or weekly period established by custom of her employer will continue to be classified as part-time and, as before, may not be considered as inexperienced for minimum wage purposes. A part-time worker who works less than four hours a day must be paid a minimum of four hours pay to be determined either by the proportion of the minimum weekly wages in relation to the normal weekly work period or by not less than one-twelfth of the minimum weekly wages, whichever is the greater amount.

Hours and Overtime

Minimum wage rates, as before, are based on a work week of 48 hours, or on the normal number of hours worked per week, if less than 48. Full-time employees who work less than the normal working day or week or who work longer than normal hours must be paid on a proportionate basis, determined by the minimum weekly wages for the zone in relation to the normal weekly work period. If an employee is required to remain on the premises, she must be paid for time so spent, even if she is not actually given work to do.

Deductions

There was also an increase in the amounts that may be deducted for board or lodging where an employee is hired on the basis of receiving meals or room, or both, as part of her weekly wages. The maximum amounts at which these may be valued in Zones 1 and 2 are now \$4 a week for room rent; \$8 a week for meals; 40 cents for single meals, and \$12 for room rent and meals. In Zone 3, the amounts are now \$3 a week for room rent; \$7 a week for meals; 35 cents for single meals and \$10 a week for board and lodging. As before, an employer may not charge for more than one meal in each three hours worked nor may he make any deductions for meals or lodging unless the employee has actually received the meals and occupied the room.

No deduction from the minimum weekly wages may be made for the purchase, use, laundering or cleaning of uniforms, aprons, caps or similar articles of apparel.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has amended its forestry order (No. 39, 1960) to set special minimum rates for pieceworkers in pulpwood operations who are engaged in cutting wood, constructing small hauling roads or in piling wood. For wood measured by the cord, such pieceworkers may be paid a minimum wage of \$4.10 a cord for aspen and poplar and of \$5.30 for all other wood. The minimum for other pieceworkers remains \$9 a day.

The amendment was approved by O.C. 637 of April 26 and gazetted May 7 to take effect May 1.

Quebec Workmen's Compensation Act

The Quebec Workmen's Compensation Commission recently added brucellosis to the list of compensable industrial diseases. The new regulation was approved by O.C. 583 of April 21 and gazetted May 7.

Saskatchewan Annual Holidays Act, 1960

The first regulations under the Saskatchewan Annual Holidays Act, 1960, were approved by O.C. 795/60 and were gazetted May 20. Except for minor changes, the new regulations are the same as those under the previous Act, which were repealed by O.C. 743/60 gazetted May 6.

The new regulations state that in order to bring the annual holiday entitlement day of a new employee in line with those of other employees in the establishment, an employer may, by agreement with an employee who has less than one year's service, grant that employee a holiday of one working day for each month employed. The holiday must be given in one continuous period and the employee must be paid his average wage (one twenty-sixth of his total wage) for that period of employment.

Another provision permits an employer, upon the employee's written request, to withhold payment of the holiday pay payable upon termination of employment if services are terminated because of work shortage and it seems likely that the employee will be rehired within 182 days. This is because Section 4 of the Act permits persons with broken services to accumulate years of employment for holiday purposes provided no break in service is longer than 182 days. If the employee is not rehired within the prescribed period the employer is required to pay the holiday pay immediately. The employee may also request the payment of his holiday pay at any time during the 182-day period, in which case the employer must pay the amount owing within seven days of receipt of such request.

Under the previous regulations an employer could withhold payment of holiday pay if he expected to re-engage the employee within 90 days.

Ontario Government Committee Will Study Portable Pensions

After the introduction by a CCF member in the Ontario Legislature of a private bill to provide for portable pensions, which did not get beyond first reading, Premier Frost announced that a committee on portable pensions had been set up by the Government with the task of making a comprehensive study of such pensions plans.

Shortly before, in the Alberta House, a private member introduced a motion asking the Government to study the feasibility of enacting legislation that would provide, for workers under provincial jurisdiction, for vesting and transferability of pensions. The debate on the motion was, however, adjourned without a vote.

New York State Minimum Wage Law

New law establishes, effective October 1, statutory minimum wage of \$1 an hour and provides for setting of higher minimum rates through wage board procedure

The state of New York has enacted a new Minimum Wage Law establishing a statutory minimum wage of \$1 an hour effective October 1 and providing for the establishment of higher minimum rates through wage board procedure. Existing wage orders will remain in effect but any rates lower than the statutory minimum will be raised to \$1.

In his memorandum approving the new law, Governor Rockefeller said the bill combined the simplicity of a statutory minimum wage with the desirable flexibility of the industry-by-industry wage board procedure. He further stated:

This measure represents a most significant achievement for the State of New York. It establishes for the first time a State-wide wage floor of one dollar an hour. It also permits adjustments of minimum wages in sensitive response to general wage levels and living costs while, at the same time, preserving the flexibility required by the problems of each industry and occupation.

The previous minimum wage law, which was enacted in 1937, did not set a general minimum but provided for a tripartite wage board, appointed on industry-to-industry basis, to establish minimum wages for each industry or occupation.

Under this procedure, 10 minimum wage orders were issued covering approximately 1,300,000 workers in the following intrastate industries: retail trade, hotels, restaurants, amusement and recreation establishments, cleaning and dyeing, laundries, beauty parlours, confectionary, counsellors in children's camps and building service. Some of the rates set in these orders are less than \$1 an hour.

However, a great many workers, although not excluded by statute, are not at present covered by the state minimum wage orders nor are they subject to the federal Fair Labor Standards Act, which provides for a minimum wage of \$1 an hour for industries in interstate commerce. Among those not presently covered are employees in such industries as hospitals, nursing homes and related institutions, nonprofit and educational services, and a miscellaneous group of personal service trades (funeral service, shoeshine parlors, barber shops). A number of these workers are low-wage employees.

The new law was designed to give protection to such employees and to raise any existing rates which fall short of the require-

ments considered necessary for a minimum subsistence. The preamble of the Act states:

There are persons employed in the state of New York at wages insufficient to provide adequate maintenance for themselves and their families. Such employment impairs the health, efficiency and well-being of the persons so employed, constitutes unfair competition against other employers and their employees, threatens the stability of industry, reduces the purchasing power of employees, and requires, in many instances, that their wages be supplemented by the payment of public money for relief or other public and private assistance. Employment of persons at these insufficient rates of pay threatens the health and well-being of the people of this state and injures the overall economy.

Accordingly it is the declared policy of the state of New York that such conditions be eliminated as rapidly as practicable without substantially curtailing opportunities for employment or earning power.

Main Provisions

The state labour department estimates that the new law extends minimum wage coverage to 700,000 workers not presently covered by either a state minimum wage order or by the federal minimum wage law. Some employees working for intrastate organizations still remain outside the scope of the law, however, including taxicab drivers, outside salesmen, students, volunteers, apprentices and learners working in nonprofit institutions, as well as domestic servants, farm workers and other employees usually exempted from minimum wage legislation.

As previously indicated, the 10 existing minimum wage orders will remain in effect except that any rate in the orders of less than \$1 an hour will be raised to \$1 effective October 1. Non-hourly rates (unit rates, piece rates, weekly rates) will be modified by the Industrial Commissioner as he deems necessary to carry out the purpose of the law.

For occupations not covered by existing orders the Industrial Commissioner will issue an order providing for a \$1 minimum, effective October 1. Allowances from the minimum may be permitted by the Commissioner for gratuities, meals, lodging, apparel and other items supplied by the employer.

Provision is also made for the establishment of lower rates for learners, apprentices, handicapped workers and students employed in resort hotels that are not open for more than six months in any year

where necessary to prevent curtailment of opportunities for employment of these workers. Regulations may be issued providing for employment of such employees at subminimum rates under special certificates from the Commissioner. Those dealing with learners and apprentices may impose limitations as to time, number, proportion and length of service.

Regulations and allowances are to be determined after public hearings by the Commissioner or wage board.

A nonprofit religious, charitable or educational institution will be exempted from the statutory minimum and from any applicable minimum wage order if it certifies under oath to the Commissioner that it pays and will continue to pay to all of its employees at least \$1 an hour, exclusive of allowances for meals, lodging, or apparel furnished by the employer.

Procedure

At the discretion of the Commissioner, or upon the petition of 50 or more interested residents of the state, an investigation will be made to determine whether the wages being paid in a particular occupation are sufficient to provide adequate maintenance and to protect the health of the employees concerned. If, on the basis of information in his possession, the Commissioner is of the opinion that a substantial number of persons in any occupation are receiving wages insufficient to provide adequate maintenance and health, he must appoint a wage board to inquire into and make recommendations regarding minimum wages and regulations for employees in that occupation.

Wage boards, as before, are to be drawn up on a tripartite basis: not more than three employer representatives and an equal number of employee representatives and public members, with one of the public members as chairman. The chairman may delegate to a tripartite panel of members any or all of the powers of the board except those relating to the report, which must be approved by a majority of the whole board before being submitted to the Commissioner.

A more expeditious wage board procedure has been established. The wage board will have to submit its recommendations to the Commissioner within a maximum period of 90 days, instead of 180 days as at present, and the Commissioner will have to act on the recommendations within 45 days. An order will become effective within 30 days of issuance, instead of the present 60 days.

Procedures have also been speeded up by providing that it is no longer mandatory for the Commissioner to hold public hearings before issuing an order.

As before, an appeal may be taken to the Board of Standards and Appeals, which must decide, after oral argument, whether an order or regulation is contrary to law. Employers who appeal from a wage order will be required to post security—either by bond or bank deposit—if they wish to stay proceedings against them pending determination of the appeal. This is to protect workers against negation of wage orders through default or dissolution of employers. The security requirement, however, may be waived by the Board of Standards and Appeals if the employer is of strong financial responsibility.

Decisions of the Board of Standards and Appeals must be rendered within 60 days and are final unless an appeal is taken to the appropriate court within 60 days.

On his own initiative or on the petition of 50 or more residents affected by the order, the Commissioner may reconvene the wage board after six months or appoint a new board to recommend whether the minimum wage or regulations should be modified. In such cases, the same procedure must be followed as when an order is first promulgated.

Standards

Certain standards are laid down to guide wage boards in making their recommendations. In no case may the recommended wage be in excess of an amount sufficient to provide adequate maintenance and to protect the health of employees. Neither may the rate be less than \$1 an hour except in the exceptional cases expressly provided for (apprentices, learners, handicapped workers, students). A non-hourly rate may be set, however, where an hourly rate is impracticable, provided the statutory minimum is safeguarded. The board is also given authority to fix wages in accordance with the nature of the work performed and to set regional differentials where necessary.

In addition to its suggestions for minimum wages, a wage board may recommend such regulations as it deems necessary to carry out the purposes of the law and to safeguard the minimum wage. These may include provisions defining the exclusions from the Act, regulations governing piece rates, incentives and commissions in relation to time rates; overtime or part-time rates; waiting time and call-in pay rates; split shifts, excessive spread of hours and weekly guarantees; allowances for gratuities and for meals, lodging, apparel or other services and facilities.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit at end of April down 13 per cent from number at previous month-end, up 17 per cent from year-earlier total. Seasonal benefit and fishing claimants down from month earlier but up from same month of 1959*

Claimants† for unemployment insurance benefit on April 29 numbered 714,900, of whom 228,600 were claimants for seasonal benefit. This total was 13 per cent lower than the total of 823,000 (248,500 seasonal benefit) on March 31, but 17 per cent higher than the total of 610,800 (228,400 seasonal benefit) on April 30, 1959.

Seasonal benefit claimants on April 29 comprised 32 per cent of the total, compared with 30 per cent on March 31 and 37 per cent at the end of April last year. Fishing seasonal benefit claimants numbered 13,100 on April 29, compared with 23,900 on March 31 and 11,400 on April 30, 1959. The marked decline in the number of these claimants during April reflects the combined effect of the resumption of fishing and the exhaustion of benefit rights.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. Consequently the count of claimants at any given time inevitably includes some whose claims are in process.

Initial and renewal claims for benefit during April numbered 214,600, which was 24 per cent fewer than the 283,500 claims submitted in March but 3.7 per cent more than the total of 206,900 in April 1959. The decline during April this year is considerably greater than it was in the same month last year, when it was only 10 per cent.

The average weekly number of beneficiaries was estimated at 732,900 for April, 733,000 for March, and 640,200 for April 1959.

The average weekly benefit payment was \$22.18 in April, \$22.20 in March and \$21.29 in April 1959.

*See Tables E-1 to E-5 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. Consequently the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Insurance Registrations

The annual renewal of insurance books takes place during May. Consequently, the usual statistics on the number of insurance books and contribution cards issued to employees are not available for the month of April. They will, however, be ready for the month of May. As the figures are cumulative, those issued as at May 31 will include all new entrants to the insured population from April 1.

Employers registered at April 30 numbered 327,590, an increase of 954 during the month.

Enforcement Statistics

During April, 6,514 investigations were conducted by enforcement officers across Canada. Of these, 3,904 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 131 were miscellaneous investigations. The remaining 2,479 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 153 cases, 24 against employers and 129 against claimants.‡ Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,851.‡

Unemployment Insurance Fund

Revenue received in April totalled \$22,194,917.24† compared with \$32,588,270.44

‡These do not necessarily relate to the investigations conducted during this period.

in March and \$14,581,844.02 in April 1959. Benefits paid in April totalled \$61,767,-880.26† compared with \$74,837,064.30 in March and \$59,930,502.62 in April 1959.

The balance in the fund on April 30 was \$324,986,215.82†; on March 31 it was \$365,892,232.95 and on April 30 last year, \$454,462,498.91.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1729, April 11, 1960

Summary of the Main Facts: The claimant, single, 29 years of age, filed an initial application for benefit on December 1, 1959. He had been employed as a route driver from January 1, 1959 to November 28, 1959, when he was dismissed because "I lost my driver's licence and there were no other openings other than drivers at the present time". The employer confirmed the claimant's statement.

The offence for which the claimant's driving licence was suspended was one of impaired driving and took place outside his working hours and while he was driving his own car.

The insurance officer disqualified the claimant from receipt of benefit from November 29 to January 9, 1960, inclusive, on the ground that he had lost his employment by reason of his own misconduct (section 60 (1) of the Act). The insurance officer based his decision on Umpire's decision CUB-1065.

The claimant appealed to a board of referees, before which he appeared at the hearing of his case in Toronto on January 26.

The majority of the board in a brief decision dismissed the appeal and maintained the disqualification. The dissenting member of the board expressed the following views:

... His conviction was unrelated to his job and his employer stated that he would have retained him if another job had been available. There was no industrial misconduct and the claimant's appeal should be upheld. I would advise the claimant to appeal the majority decision to the Umpire.

The claimant appealed to the Umpire.

Considerations and Conclusions: The claimant's employment as a route driver was dependent on his possession of his motor vehicle operator's licence. Consequently, the retention of such a licence had a direct relationship to his particular kind of occupation and it was his solemn duty, as an employee, to take the utmost precaution at all times, even when he was driving his own automobile during non-working hours, to safeguard that licence as a most

treasured possession. This, the record shows, he failed to do; and such failure, in my opinion, is "misconduct" within the meaning of that expression in section 60 (1) of the Act, and I so decide.

In view of the foregoing, the claimant is subject to disqualification. However, as it appears to have been his first offence of that kind and as the employer's reason for dismissing him was solely because of the suspension of his licence, I consider that the period of disqualification should be reduced to one week, and I so direct.

But for this modification the claimant's appeal is dismissed.

Decision CUB-1738, May 6, 1960

Summary of the Main Facts: The claimant, a young married woman, filed a renewal application for benefit on November 28, 1958, and was registered for employment as a secretary. She had worked as such for a law firm in Vancouver at a salary of \$225.00 a month from July 28, 1958 to November 14, 1958, when she voluntarily left because of pregnancy. Her confinement was expected to be in March 1959.

The insurance officer disqualified the claimant from receipt of benefit, effective November 23, 1958, on the ground that there is a presumption that a claimant who voluntarily separates from her employment because of pregnancy is not available for work, and that such presumption had not been rebutted by the claimant (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on December 30, 1958, on the following grounds:

1. The appellant is entitled to unemployment insurance benefits pursuant to sections 54 and 60 of the Unemployment Insurance Act, R.S.C. 1952, as amended, and states that she is capable of and available for work as required by section 54 (2) (a) of the said Act, and that she has so represented herself and registered with the National Employment Service.

2. The said Act and Regulations made thereunder do not state or presume that a pregnant woman is to be presumed to be incapable of performing reasonable employment, and no such presumption should be made by this Board.

†All figures for April are subject to revision.

3. The Canada Evidence Act, R.S.C. 1952, as amended, contains no presumption that a pregnant woman is not available for work and thus disqualified from receiving benefits under the Unemployment Insurance Act.

4. The Insurance Officer acted in an unreasonable and arbitrary manner and against the evidence and the weight of the evidence in refusing the appellant's claim for benefit in a letter to the appellant dated December 4, 1958, since the appellant states in good faith that she has been and is willing to accept work of a reasonable nature up to and including a date approximately six weeks before her confinement. The appellant intends to resume employment at a date no later than six weeks following her confinement.

5. The reasons given by the Insurance Officer for the disqualification of the appellant's claim for unemployment insurance which appear on a typewritten sheet of paper annexed to the aforesaid letter dated December 4, 1958, are irrelevant and contradictory in that although the section cited on the face of the letter as covering the situation is section 54 (2) (a) of the Unemployment Insurance Act, yet the Insurance Officer in his reasons aforesaid has attempted to justify his decision on grounds covered by section 60 (1) of the said Act, which contradiction constitutes an error on the face of the decision of the Insurance Officer.

6. The appellant therefore contends that she is entitled to her claim for benefit and that she has been so entitled since November 23, 1958.

The claimant filed an affidavit dated December 31, 1958, which reads in part:

... That part of the duties connected with my position entailed coming into contact with clients who came into the office, and it was therefore of the utmost importance that my appearance be businesslike and in keeping with the formal nature of a law office.

That I subsequently learned that I was to become a mother and could anticipate a substantial alteration in my appearance.

That my duties also required me to perform work of an exacting nature, such as taking rapid dictation with clients present in the room, which resulted in considerable nervous strain due to my condition.

That because of my enceinte position, it was in my best interests to terminate the employment I was engaged in and to obtain a position which was less exacting and which would enable me to work beyond the public eye.

That on the 14th day of November, 1958, I resigned my position. On or about the 20th day of November, 1958, I received my Insurance Book in the mail from my employers and on or about the 21st day of November, 1958, I registered at the National Employment Service Office as being capable of, and available for work of a more suitable type than that which I had previously done.

That I have reported every Thursday at 8.45 a.m. since then, or upon such other date as so instructed by the National Employment Service Office officials, as being capable of and available for work of a reasonable nature, and that I intend to keep reporting as being capable of and available for work until six weeks before my anticipated confinement on or about the 15th day of March, 1959.

That I am in good health now and have been ever since I left my previous employment.

That I am anxious to accept employment of a reasonable nature.

Appearing in the records is the following medical certificate dated January 12, 1959:

This is to advise that (the claimant) has been my patient since August 20th, 1958, and that I am fully conversant with her condition.

In my opinion, it was reasonable for her to terminate her employment as a legal secretary because of the exacting nature of this type of work and the nervous strain consequently involved. However, it is also my opinion that she is quite capable of performing other duties of a less exacting nature.

In passing the appeal documents, etc., to the board of referees, the insurance officer referred the board to the Umpire's decisions CUBs 930 and 1111.

The claimant and her lawyer attended the hearing of her case by a board of referees in Vancouver, B.C., on January 28, 1959. The board unanimously dismissed the appeal and maintained the disqualification imposed by the insurance officer. The decision reads:

... The claimant's counsel developed his argument entirely on the basis of the written submission which had already been made and is part of the record. Substantially his contention is one with which this Board is quite familiar in that the claimant considers herself available for what she describes as "suitable employment" and in support of that attitude has continued to register at the employment office periodically. The claimant was under the impression that this matter of reporting fulfilled her obligations under the Unemployment Insurance Act, but in saying also that she has been watching the newspapers she does not state that she has made any application for employment as the result of such study of newspaper advertisements.

The Board has here an entirely familiar situation, the issue turning entirely upon the meaning of the term "available". The Board suggested to the claimant that what the claimant means by the use of this term is merely that she is willing to take a position if offered to her, but this does not fulfil the meaning of the term "available" so far as the Act and the Umpire's interpretations of the Act are concerned. The counsel for the claimant contended that the Umpire's decisions quoted were not applicable since the situations differed in detail. However, it is an underlying principle, which is reiterated repeatedly by the Umpire in numerous decisions dealing with such situations as this, which must govern the insurance officer in his interpretation of his responsibilities and by which this Board also must be governed. That principle is particularly applicable to a situation where a claimant resigns on account of pregnancy and as in this case, states that the nervous strain involved in the normal performance of her duties was such that she felt she could no longer carry on. In view of such a statement and while not questioning the claimant's willingness to take a position, it seems reasonable to this Board that for the claimant to accept a position within the framework of her established experience would expose her to more or less the same conditions as those from which she has resigned. For the reasons she has stated the opinion of the Board therefore is that the claimant by her own actions has clearly established her non-availability and in the light of the Umpire's decisions which have

been quoted and the principle involved in those decisions, the Board is of the opinion that the insurance officer has correctly applied the provisions of section 54 (2) (a) of the Act under which he has ruled that the claimant is not available for work and has therefore imposed an indefinite disqualification effective 23 November 1958.

The Board sustains the insurance officer's ruling and is unable to allow the appeal.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire on the following grounds:

The Board sustains the insurance officer's ruling and is unable to allow the appeal.

The Appellant cannot accept the Board's definition of availability for employment as it is applied to the Appellant in this case. The Unemployment Insurance Act, being a remedial Statute, should be given a beneficial construction and not a strict construction. It is unfair, and indeed ridiculous, to say that the Appellant is not available for employment within the meaning of section 54 of the Unemployment Insurance Act, when she has in fact registered with the National Employment Agency, a body created by the Government of Canada and purporting to be a National Clearing House for available employment possibilities, every week since being forced to resign her previous position. The Appellant has shown the utmost good faith and candour in stating that she is available for work of any reasonable nature—a term wide enough surely to put her within the terms and conditions of the Act, and is surely entitled to the benefits created by Statute in such cases. The Appellant has discharged the onus lying on her to show that she was "available for employment" by such weekly registrations, and it is unfair that she should be subjected to cross-examination as to every other step she has taken, reasonable or otherwise, to secure employment of a reasonable nature. The Appellant contends that she is entitled to a re-hearing by the Umpire of this important question, which involves, more than a mere principle, an immediate and wide spread matter of personal and Statutory right. The Appellant further contends that the line of authority which has been built up on this question and which was followed by the Board of Referees in this particular case, is wrong both in fact and in Law.

In addition, the claimant submitted a lengthy and elaborate statement of observations to the Umpire, wherein she took strong exception to the view expressed by the Umpire in his many decisions, viz., that there is a presumption that a claimant who voluntarily leaves her employment because of pregnancy is not available for work. She contended, in effect, that neither in section 54 (2) (a) nor in any other section of the Act was that stand supported.

The claimant also requested an oral hearing before the Umpire, which was held in Vancouver on March 30, 1960. The Unemployment Insurance Commission was represented by F. G. Power, an officer of its Legal Branch.

The claimant stated at the hearing that she was resting her case on her written

submissions and also on the applicable sections of the Act. She stated also, among other things, that when she registered for work she had explained to the placement officer that she rated herself "as being quite capable of doing suitable work within my knowledge, which would include typing, mailing, sorting, filing, dictaphone work, etc." She considered the comment made by the board of referees in its decision, to the effect that any type of work within the scope of her ability would cause nervous strain, as being "completely erroneous". When asked by the Umpire if she had looked for a position, she stated: "Not strenuously, as I understood that the employment office would look for me... I read the ads and registered every week. I sincerely wanted a job as I needed the money."

Mr. Power stated that, in his opinion, the claimant had failed to discharge the onus placed on her by section 54 (2) (a) of the Act to prove that she was available for work, in that she had voluntarily left her employment because of pregnancy and without asking her employer for a change of duties. To this, the claimant answered that there were no opportunities for other work in the office.

Considerations and Conclusions: The only question before me is whether or not the claimant has proved that she was available for work as from November 23, 1958.

In decision CUB-1720 I stated:

Section 54 (2) (a) of the Act places on each individual claimant the burden of proving that he was capable of and available for work on every day for which he is claiming benefit, and as there are no statutory provisions specifically dealing with pregnant claimants, the question of their availability must be determined under the aforementioned section, in the light of the particular circumstances of each such case.

As a general rule, to be available for work means being able, willing and ready to accept at once any suitable employment of which there is normally a supply in the labour market.

When no restrictions appear to be connected with a claimant's declared willingness to accept at once suitable employment or connected with his employability within the normal labour market, the brief statement which he is called upon to make in each weekly report to the local office, viz. "I was... available for work on each day..." is accepted on its face value and regarded as sufficient proof of that which is required to be proved under section 54 (2) (a) of the Act. Such a brief state-

ment, however, cannot be so accepted and so regarded when restrictions on his availability for work appear or are found to exist.

One such restriction is when, as in the present case, a claimant has reported that she is pregnant, in which event the presence or absence of proof of availability must, as a general rule, be judged by the words, acts or omissions of the claimant and by the possibility of her obtaining work in view of the restrictive conditions which ordinarily exist in cases of that kind, particularly when a claimant has decided to leave her employment solely or chiefly because of pregnancy.

A lenient view can usually be taken in those cases where pregnancy is found to have had nothing to do with a claimant's unemployment or where it is the employer who has taken the initiative in causing the unemployment. For obvious reasons, however, such a view cannot be adopted in cases where it is the claimant who takes the initiative to leave her employment because of pregnancy, and where it is found that employment under the new conditions under which she is allegedly willing to work is more difficult to obtain than the employment which she previously vacated. When those new conditions make it almost impossible to find the desired employment of the claimant either through her efforts or those of the local office of the Commission, then availability for work no longer exists for the purposes of the Act.

In the instant case, the restrictions which the record shows existed in respect of the claimant's availability were those which resulted from her desire for work of a less exacting nature than that which she had performed in her previous position as a secretary in the particular law firm which she had just left and also because she could likely accept or find work of such

a lighter nature only for a short duration in view of her approaching confinement.

As I pointed out in previous decisions, it is impossible for me, in the absence of a refusal of suitable employment or without other reliable indications that a claimant's declared willingness to work is not genuine, to assess the probability of a claimant's accepting or obtaining work of the desired kind if, as in the instant case, the record contains no information about the existence of that particular kind of work in the area where she wishes to work. The adjudicating authorities cannot, in law, arbitrarily presume that a claimant will automatically refuse suitable employment nor assume that the conditions of the labour market are unfavourable to a claimant. Furthermore, in the absence of a definite provision in the law, non-availability cannot be inferred solely from a claimant's omission to make a personal search for work or from the reluctance of certain employers to hire pregnant women.

The advanced stage of pregnancy of the claimant could only restrict her availability, but in the absence of proof to the contrary it would appear safe to say that the labour market in a city the size of Vancouver could provide work on a temporary basis, of the kind the claimant desired, i.e., typing, mailing, sorting, filing, dictaphone work, etc., particularly in view of her outstanding qualifications.

As we are dealing here with a borderline case, for the above reasons and because the record shows that the claimant's good faith is unquestionable, I decide to resolve any doubts I have in her favour and to allow the claimant's appeal in respect of the period mentioned in her affidavit of December 31, 1958 as being that for which she would be available for work, viz., from November 23, 1958, until six weeks before the date of her confinement.

Union Asks Unemployment Insurance Coverage for Hospital Workers

A request that 90,000 non-professional hospital employees who are now excluded should be brought under the Unemployment Insurance Act was made in a brief presented last month to a federal Cabinet committee by the National Union of Public Employees (CLC).

The brief argued that whatever excuse there might have been in the past for granting immunity to hospitals "from the moral and legal obligations which must be met by other employers," this excuse had been removed "by the introduction of hospital insurance which now covers the overwhelming majority of Canadians and which guarantees the income of the hospitals."

Hon. Michael Starr, Minister of Labour, said that the question of bringing these employees under unemployment insurance was receiving constant consideration.

The brief was presented by NUPE President William Buss of Toronto, and R. P. Rintoul, Ottawa, National Director. The Union represents close to 45,000 workers.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 238 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 192 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 3,070.00
Defence Production (April Report)	83	599,848.00
Defence Production (May Report)	88	294,227.00
Post Office	15	226,377.87
RCMP	13	70,748.36

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of \$6,023.70 was collected from 9 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 144 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Highland Village Marsh N S: McCully & Soy Ltd, construction of dyke and/or drainage works, Project NS 97. *Alma N B:* Gerard A Fougere, construction of implement shed & potato storage bldg, Potato Breeding Sub-Station. *Memramcock Marsh N B:* Eric Stiles, construction of dyke and/or drainage works, Project NB 58. *Bearverlodge Alta:* D & B Construction Ltd, construction of controlled temperature & humidity rooms, Apiary Bldg, Experimental Farm. *Saanichton B C:* Lord & Burnham Co Ltd, supply & erection of greenhouses & header house extension, Experimental Farm.

Central Mortgage and Housing Corporation

Dartmouth N S: Quemar Co Ltd, site improvement & planting for school extensions (DND 5/55 & 6/57), HMCS *Shearwater*. *Eastern Passage N S:* McFadden Hardware, exterior painting of 171 housing units. *Montreal Que:* Leon M Adler Inc, construction of 122 housing units, phase 3 (FP 1/56), Jeanne Mance Project; Metallic Industries Ltd,* repairs to roofs & smokestack, Benny Farm; W Collins Reg'd,* exterior painting of 200 garages, Benny Farm; Delphis Cote Ltd,* reroofing of garages, Benny Farm; Girard Construction, interior painting of 45 apartments, Villeray Terrace & 150 apartments, Benny Farm. *Sorel & Tracy Que:* Jean Hayart, exterior painting of 60 houses. *Bracebridge Ont:* Modern Home Supply,* exterior painting. *Brantford Ont:* Abbotsford Homes Ltd, construction of 50 housing units (FP 3/58). *North Bay Ont:* Sterling Construction Co Ltd, construction of 4 classrooms & gymnasium extension to school (DND 5/59). *Greater Winnipeg Man:* Oswald Decorating Co, exterior painting (1960 program). *Edmonton Alta:* Continental Landscapers Ltd, site improvement & planting for 200 housing units (DND 10/58). *Comox B C:* Conniston Construction Co Ltd, site improvement & planting for 100 houses (DND 6/58).

Defence Construction (1951) Limited

Goose Bay Labrador: J W Lindsay Construction Co Ltd, construction of four classroom extension to school, RCAF Station. *Summerside P E I:* Curran & Briggs Ltd, rehabilitation of runways, RCAF Station. *Bedford Basin N S:* Walker & Hall Ltd, replacement of wharf, RCN Degaussing Range. *Cornwallis N S:* R A Douglas Ltd, construction of earth fill dam & appurtenances, Cady Lake, HMCS *Cornwallis*. *Greenwood N S:* North Shore Construction Co Ltd, extension of water sewerage services to new PMQ area, RCAF Station. *Halifax N S:* Tasco Sheet Metal & Roofing Co Ltd, re-roofing of Administration Bldg No. S17, HMCS *Stadacona*; EP Electric Products Co Ltd, construction of transformer substation, HMC Dockyard. *Bagotville Que:* Cardinal Painting & Decorating

Co Ltd, application of fire retardant coating within hangars, RCAF Station. *Camp Petawawa Ont*: Universal Painters & Decorators Reg'd, interior painting & floor finishing, Medical Equipment Depot; Universal Electric (Div of Univex Electrical Construction & Engineering Ltd), *installation of magnetic starter switches at 40 vehicle garage bldgs. *Uplands Ont*: Avro Aircraft Ltd, *supply & installation of control racks, console & accessory equipment, etc, high speed wind tunnel, NAE. *Comox B C*: Blanchet Bros, application of fire retardant coating, hangar No. 1 & leantos, RCAF Station.

Building and Maintenance

Torbay Nfld: Fry's Engineering Co Ltd, replacement of steam boilers, RCAF Station. *Greenwood N S*: Rodney Contractors Ltd, construction of lean-to reinforcing, bldg No. 15 (ice rink), RCAF Station. *Camp Gagetown N B*: Standish Bros Reg'd, brush control, various areas. *Camp Borden Ont*: Walker Painting & Decorating Co Ltd, exterior painting of 254 PMQs. *Centralia Ont*: Lavis Contracting Co Ltd, construction of asphalt pavement overlay on PMQ roads, RCAF Station. *Hagersville Ont*: Richards Wilcox Canadian Co Ltd, supply & installation of vehicle doors, hangars Nos. 5, 6 & 7. *Ottawa Valley Test Line Sites Ont*: Eugene Young, dismantling, crating, loading, etc, of all towers, masts & associated hardware located at Fitzroy Harbour, Haley & Alice to Gloucester. *Gimli Man*: Buhle Painting & Decorating Co Ltd, exterior painting of PMQs & schools, RCAF Station. *Rivers Man*: H G Hay Decorating Co, exterior painting of PMQs. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, resurfacing concrete roads, Currie Barracks. *Vancouver B C*: J T Devlin & Co Ltd, exterior painting of bldgs, RCAF Station.

Department of Defence Production

Goose Bay Labrador: Henry J Kaiser Co (Canada) Ltd, construction of reinforced concrete slab floors, RCAF Station. *Greenwood N S*: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Sydney N S*: Canada Catering Co Ltd, catering. *Lakeburn N B*: Rayner Construction Ltd, removal of spalled & broken concrete, etc, RCAF Detachment. *Moncton N B*: Stewart Butler Ltd, application of fire retardant paint to walls & ceiling of Issue Section Bldg 31, No. 5 Supply Depot, RCAF Station. *Saint John N B*: Frank E Wetmore, alterations & additions in Dome & Administration Bldg, HMCS *Brunswick*. *Bagotville Que*: Gustave Morin, exterior painting of bulk fuel storage tanks, RCAF Station. *Montreal Que*: Francis Hankin & Co Ltd, overhaul of filtration equipment to swimming pool in barrack area, 6769 Notre Dame St East. *Parent Que*: Paquin Construction Co Ltd, replacement of 25 poles of power distribution line, RCAF Station; Paquin Construction Co Ltd, paving of various areas, RCAF Station. *Clinton Ont*: F E Dayus Co Ltd, replacing shingles & SIS rolled roofing on bldgs, RCAF Station. *Falconbridge Ont*: Denis Biro, interior painting of PMQs, RCAF Station. *Kingston Ont*: J Downey & Son, repairs to plaster & painting of bldg No. 12, Headquarters, Eastern Ontario Area; Leslie Stratfore Cut Stone & Construction Co Ltd, repairs to flooring, bldg C-6, Vimy Barracks. *Ottawa Ont*: Ontario Building Cleaning Co Ltd, replacing bricks, repointing & exterior painting, drill hall, Cartier Square. *Winnipeg Man*: Ideal Decorating Co, interior painting of PMQs, RCAF Station; Progress Painting & Decorating Co Ltd, painting of main hangar overhead doors, RCAF Station. *Camp Wainwright Alta*: Dales Bros Ltd, crushing, hauling & tail-spreading of gravel on road. *Penhold Alta*: Bill Hopps & Co Ltd, exterior painting of PMQs, RCAF Station. *Holberg B C*: Webb & Trace Excavators Ltd, removal of rock by drilling & blasting, RCAF Station.

Department of Justice

Springhill N S: Canadian Comstock Co Ltd, erection of steam generating plant & installation of outside service lines, New Institution. *St Vincent de Paul Que*: Omega Construction Co Ltd, construction of laundry bldg No. 13, Leclerc (New Quebec) Institution.

National Harbours Board

Montreal Que: J A Albert Jean & Co Ltee, construction of rest room, Shed 42; The Highway Paving Co Ltd, paving of wharf areas at Sections 39-40. *Quebec Que*: Bergerville Estates Ltd, construction of shed 19. *Vancouver B C*: General Construction Co Ltd, paving of low-level roadway to Centennial Pier.

National Research Council

Ottawa Ont: M J Lafortune Construction Ltd, construction of combustion research annex, Montreal Road Laboratories.

Department of Public Works

Herring Neck Nfld: Twillingate Engineering & Construction Co Ltd, reconstruction of wharf. *Hare Bay Nfld*: Lionel Glover, wharf repairs. *Long Pond (Manuels) Nfld*: Gulf Maritime Construction Ltd, replacement of west breakwater. *St John's Nfld*: Benson Builders Ltd, alterations & additions to Sir Humphrey Gilbert Bldg, for Dept of Northern Affairs & National Resources. *Terra Nova National Park Nfld*: McNamara Construction of Newfoundland Ltd, bituminous base course & guide fence, Mile 10 to Mile 25, Trans-Canada Highway. *Georgetown P E I*: L G & M H Smith Ltd, repairs to Queen's Wharf. *Rustico Harbour P E I*: L E Wellner Jr, breakwater repairs. *Savage Harbour P E I*: Rusty Construction Co Ltd, wharf repairs. *Wood Islands P E I*: Morrison & McRae Ltd, concrete paving of wharf area. *Blue Rocks (Sandy Cove) N S*: Cyril J Feeney, repairs to breakwater. *Broad Cove Marsh N S*: M C Campbell & D J Grant, breakwater repairs. *Cape Breton Highlands National Park N S*: Chisholm Construction Co Ltd, grading, culverts & base course, Mile 29.5 to Mile 33.5, Cabot Trail; Grant Mills Ltd, construction of Grande Anse River Bridge, Mile 24.75. *Ecum Secum N S*: Charles L Wisen, wharf reconstruction. *Flat Mud Island N S*: Continental Construction Co Ltd, breakwater replacement. *New Glasgow N S*: MacDougall Construction Co Ltd, construction of federal bldg. *Pictou N S*: R A Douglas Ltd, demolition of marine structures. *Sandy Cove N S*: Campbell & Grant Construction Co Ltd, breakwater repairs. *Windsor N S*: Central Construction Co, erection & completion of federal bldg. *Bathurst N B*: Tracy Construction Inc, construction of wharf. *Moncton N B*: Moncton Plumbing & Supply Co Ltd, alterations to shooting range ventilation, RCMP Garage. *Saint John N B*: Standard Window Cleaning Co, cleaning windows, federal bldgs; Atlas Construction Co Ltd, construction of shops bldg for Dept of Transport. *Seal Cove N B*: Fundy Contractors Ltd, harbour improvements. *Stonehaven N B*: Comeau & Savoie Construction Ltd, repairs to breakwater. *Cap Aux Meules Que*: Les Entreprises Gaspé Inc, construction of shed. *Champlain Que*: Marautier Construction Inc, construction of retaining wall. *Kamouraska Que*: Leon LaPlante, repairs to downstream wharf. *Montreal Que*: Automatic Venetian Blind Laundry Ltd,* laundering of venetian blinds in federal bldgs for fiscal year 1960-61. *Petite Riviere Est Que*: Emile Cloutier, reconstruction of jetty. *Port St Francois Que*: Rolland Lemire, construction of protection wall. *St Felix de Cap Rouge Que*: Ste Foy Construction Ltee, construction of protection wall. *Schefferville Que*: Richard & B A Ryan Ltd, construction of federal bldg. *Stanstead Que*: Jean-Marie Cote, repairs & alterations, federal bldg. *Caledonia Ont*: Lester Shoalts Ltd, construction of post office bldg. *Chatham Ont*: Detroit River Construction Ltd, repairs to retaining wall. *Hamilton Ont*: City Window Cleaning Co, window cleaning, federal bldgs. *Lavigne Ont*: Paul M Lechlitrer, construction of tourist wharf. *Ottawa Ont*: J A Jones Construction Co (Canada) Ltd, construction of applied physics laboratories for National Research Council, Montreal Road; Maintenance & Construction Co, asphalt resurfacing of entire penthouse floor, Food & Drug Laboratory, Department of National Health & Welfare, Tunney's Park; Acme Services & Maintenance Co, interior cleaning, Colonel By Towers Bldg; A G Reed, installation of buzzer system throughout Sir Charles Tupper Bldg, Riverside Drive; J H Lock & Sons Ltd, installation of concrete sample freeze-thaw unit, Public Works Testing Laboratory; Louis G Fortin Construction, alterations to No 5 Temporary Bldg; Fournier Van & Storage Ltd, moving furniture & equipment from various bldgs to Sir Charles Tupper Bldg, Riverside Drive. *Owen Sound Ont*: McArthur Construction Co, replacement of waling (Stage 2). *Penetanguishene Ont*: Keene Construction Co Ltd, construction of floats. *Port Arthur-Fort William Ont*: Raymond International Co Ltd, harbour terminal construction (Stage 3), Lakehead Harbour Terminal. *Remi Lake Ont*: Paul M Lechlitrer, wharf repairs. *Sioux Lookout Ont*: Eric Ruben Norman, construction of nurses' residence & doctors' residence, Sioux Lookout Hospital for Dept of National Health & Welfare, Indian Health Services Branch. *Toronto Ont*: P C Toft Co Ltd, alterations to Postal Station "C", Queen St W; Mathews Conveyer Co, installation of additional conveyors & chutes for distributors, Terminal "A" & City Delivery Bldgs. *Banff National Park Alta*: Blaine Construction Ltd, bituminous stabilized base course, Mile 49 to Mile 68, Banff-Jasper Highway. *Blackfoot Indian Agency Alta*: Goodrich & Treiber, construction of three bedroom staff unit for Dept of Citizenship & Immigration, Gleichen (Old Sun). *Jasper National Park Alta*: Square M Construction Ltd, & Coleman Collieries Ltd, grading, culverts, base course & prime, Mile 96.6 to Mile 104.5, Banff-Jasper Highway. *Peigan Indian Agency Alta*: Getkate Masonry Construction Ltd, construction of three bedroom staff unit for Dept of Citizenship & Immigration. *Bella Coola B C*: J H Todd & Sons Ltd, harbour improvements. *Campbell River B C*: S R Kirkland Construction Co Ltd, repairs to wharf. *Mission City B C*: The Fraser River Pile Driving Co Ltd, wharf replacement. *Pemberton B C*: Greenall Bros Ltd,

completion of bldg to provide Nurses' Residence & Health Centre, Indian Health Centre. *Port Alberni B C*: Pacific Piledriving Co Ltd, improvements to fishing harbour. *Port Hardy B C*: C J Oliver (V I) Ltd, construction of RCMP detachment quarters. *Queen Charlotte City B C*: Dyck Construction Co Ltd, construction of RCMP detachment quarters. *Rae N W T*: Square M Construction Ltd & Coleman Collieries Ltd, grading, culverts & crushed rock surfacing, access road. *Watson Lake Y T*: Pembina River Construction Ltd, grading, culverts & bridges, Mile 0 to Mile 30, North Development Road.

Contracts Containing the General Fair Wages Clause

Bailey's Brook N S: R A Douglas Ltd, dredging. *Carleton Village N S*: Shelburne Contracting Ltd, dredging. *East Lower Point N S*: Mosher & Rawding Ltd, dredging. *St Jean I O Que*: Les Entreprises du Cap Diamant Ltee, dredging. *Valois Que*: L J Weber Construction, alterations to mail lobby, federal bldg. *Coldwater River Ont*: Simcoe Dock & Dredging Ltd, dredging. *Maple Ont*: Selby O'Brien, alterations to post office. *Oshawa Ont*: Ontario Marine & Dredging Ltd, dredging. *Ottawa Ont*: A Bruce Benson, alterations to basement, No 4 Temporary Bldg; J R Statham Construction Ltd, alterations to lighting system, No 1 Temporary Bldg; Presley Painting & Decorating, interior painting, Bldg "F", Mines & Technical Surveys; H G Francis & Sons, supply & installation of exhaust fans, 40 Lydia St; Band & Cole Ltd, general alterations, 40 Lydia St; L Beaudoin Construction Co, alterations to various bldgs, Booth St, Mines & Technical Surveys; J G Bisson Construction & Engineering, installation of partitions, 300 LeBreton St; Shore & Horwitz Construction, installation of partitions, Kent-Albert Bldg; A Lanctot Construction Co, exterior painting, "A" Bldg, Cartier Square; A Lanctot Construction Co, general alterations, "B" Bldg, Cartier Square; Onix Construction Co, installation of partitions, Daly Bldg; Gendron Plumbing & Heating Co Ltd, installation of water storage tank, Daly Bldg; T Landry Ltd, moving furniture & equipment from Woods Canadian Bldg to No 8 Temporary Bldg. *Parry Sound Ont*: The J P Porter Co Ltd, dredging. *Sarnia Ont*: Dean Construction Co Ltd, dredging. *Toronto Ont*: Harbour Development Ltd, dredging. *Brandon Man*: R E Turner, renovations to federal bldg. *Winnipeg Man*: Wyatt Construction Co Ltd, installation of partitions, Mitchell Copp Bldg. *Regina Sask*: Hilsden & Co Ltd, alterations to Motherwell Bldg. *Douglas B C*: Ward & Son Ltd, general alterations to Customs & Immigration Bldg. *Porpoise Bay B C*: Sagra Shipping & Towing Ltd, dredging. *Vancouver B C*: B C Marine Engineers & Shipbuilders Ltd, overhaul of dredge PWD No 322 & auxiliary craft.

St. Lawrence Seaway Authority

Lachine Que: Dominion Bridge Co Ltd, repairs to bridge No 3, Des Seigneurs St, Lachine Canal. *near Brockville Ont*: Fort Construction & Equipment Ltd, supply & operation of dredging plant, Mile 136 to 142, Central District, St Lawrence Seaway.

Department of Transport

Cape Bonavista Nfld: W Burton & Son Ltd, construction of single dwelling & demolition of existing dwelling. *Surgeon Head Cove Nfld*: Twillingate Engineering & Construction Co, construction of double dwelling & demolition of existing dwelling (Bay of Exploits). *Charlottetown P E I*: Bedard Girard Ltd, installation of airport lighting facilities. *Halifax N S*: Allied Aviation Service Co of Newfoundland Ltd, cleaning of new Air Terminal Bldg. *Pictou N S*: Ferguson Industries Ltd,* overhaul of LCT (MK 8) vessel. *Cartierville Que*: The Highway Paving Co Ltd, additional development of airport. *Montreal (St Eustache) Que*: H J O'Connell Ltd, relocation of present VOR. *Port Menier Que*: Fernand Belanger & Eusebe Belanger, construction of one double staff dwelling, one two car garage & related work. *Quebec Que*: Union des Carrieres & Pavages Ltee, additional development at airport. *St Jean Que*: H J O'Connell Ltd, construction of VOR bldg. *Angus Island Ont*: John Anderson, construction of single dwelling & installation of pump, waterline & electrical service cable. *Oshawa Ont*: B & B Cable Service Co Ltd, installation of airport lighting facilities. *Winnipeg Man*: Bridge & Tank Western Ltd, construction of structural steel & steel roof deck for new Air Terminal Bldg, International Airport. *Edmonton Alta*: Bird Construction Co Ltd, installation of equipment for terminal services bldgs & its services complete for International Airport; Tallman Construction Co Ltd & Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, additional development, International Airport; Tallman Construction Co Ltd & Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of AASR site & ILS for Runway O1 including various bldgs & related work; Burns & Dutton Concrete & Construction Co Ltd, construction of foundations & structural reinforced concrete ground floor, Air

(Continued on page 741)

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1960

Canada's consumer price index (1949=100) rose 0.2 per cent from 127.4 to 127.6 between May and June this year. The index stood at 125.9 at the beginning of June last year*.

In the current period, an increase of 0.5 per cent in the food index combined with fractional gains in the shelter, clothing and other commodities and services groups accounted for all of the upward movement in the total index. The household operation index declined fractionally.

The food index moved from 120.2 to 120.8 as higher prices were recorded for most fresh fruits and vegetables, particularly apples, cabbage, tomatoes and potatoes, and for most meats. Price declines were generally limited to eggs and butter.

The shelter index increased 0.2 per cent from 143.5 to 143.8 as both the rent and home-ownership components were higher.

A rise of 0.1 per cent in the clothing index, from 110.8 to 110.9, reflected some price increases from sales levels of previous months and higher prices for other items, including men's work trousers and oxfords.

Lower prices for coal and fuel oil combined with sale prices for furniture to offset higher prices for textiles and household utensils, and the household operation index declined 0.1 per cent from 123.1 to 123.0.

A rise of 0.1 per cent in the "other" commodities and services index, from 137.6 to 137.7, resulted from higher prices for gasoline, train fares, pharmaceuticals and some personal care items.

Group indexes one year earlier (June 1959) were: food 119.1, shelter 141.5, clothing 109.2, household operation 122.5 and other commodities and services 135.4.

City Consumer Price Indexes, May 1960

Consumer price indexes (1949=100) decreased in seven of the ten regional cities between April and May.* Declines ranged from 0.1 per cent in both Edmonton-Calgary and Vancouver to 0.4 per cent in Saint John. In Toronto and Winnipeg, indexes rose a fractional 0.1 per cent and the St. John's index increased 0.3 per cent.

Food indexes were lower in eight cities, higher in two. Shelter indexes were up in

five cities, down in four cities and unchanged in the remaining regional city. Clothing indexes showed mixed results: five increased, two decreased and three were unchanged. Household operation indexes increased in six of the ten regional cities, decreased in two and were unchanged in the other two cities. Other commodities and service group indexes rose in five cities, declined in four cities and remained unchanged in the remaining regional city.

Regional consumer price index point changes between April and May were as follows: Saint John -0.5 to 128.6; Montreal -0.4 to 127.2; Ottawa -0.3 to 127.7; Halifax -0.2 to 126.8; Saskatoon-Regina -0.2 to 123.4; Edmonton-Calgary -0.1 to 123.3; Vancouver -0.1 to 128.1; St. John's +0.3 to 115.9†; Toronto +0.1 to 129.8; Winnipeg +0.1 to 124.8.

Wholesale Price Index, May 1960

Canada's general wholesale price index (1935-39=100) for May stood at 231.3, unchanged from the preceding month and slightly above last year's May figure of 231.2.

Increases over April in four of the eight major groups were offset by decreases in two others; the remaining two groups showed no change.

The textile products group index recorded the largest upward movement, rising 0.8 per cent to 231.4 from 229.6 in April. The increase was mainly attributable to higher prices for miscellaneous fibre products, raw cotton, and cotton fabrics.

Higher tin and silver prices were mainly responsible for an 0.4-per-cent increase in the non-ferrous metals group index to 179.7 from 179.0. The wood products group also advanced 0.4 per cent to 307.6 from 306.2. The iron products group edged upward by 0.2 per cent to 256.6 from 256.2.

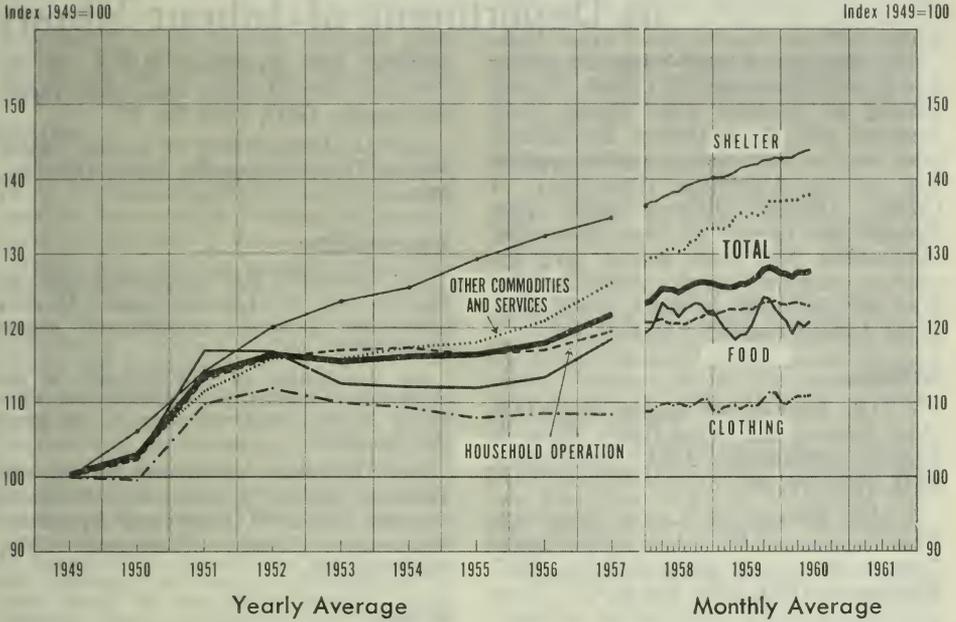
The animal products group declined 0.9 per cent to 241.1 from 243.4 and the vegetable products group index eased 0.2 per cent to 205.1 from 205.6.

The non-metallic minerals and chemical products group indexes were unchanged at 185.5 and 188.4, respectively.

*See Tables F-1 and F-2 at back of book.

† On base June 1951=100.

CONSUMER PRICE INDEX



U.S. Consumer Price Index, May 1960

The United States consumer price index (1947-49=100) rose again between mid-April and mid-May to another peak. It increased from 126.2 to 126.3, largely as a result of rising food prices and the continued steady increase in prices for services. In May 1959 it was 124.0.

The U.S. index has risen in 11 of the last 14 months.

U.K. Index of Retail Prices, April 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) was 110.3 at mid-April, 0.6 points higher than at mid-March and 0.8 points higher than at mid-April 1959.

The U.K. index was 0.1 points lower than in January 1959. In the 15 months since that date, it has risen in only six, including the latest rise.

Sales dollar profits in Canada's manufacturing industry in 1959 averaged 5.1 cents, compared with 4.6 cents in 1958 when profits were at the lowest point reached during the 12-year period in which the Canadian Manufacturers' Association has been making surveys on the matter.

Wages and salaries (all wages and salaries including management salaries, directors' fees, payments to employees for holidays and in connection with profit sharing or production incentive plans, unless such payments are distributed only upon retirement of employee or some similar basis) accounted for 21.9 per cent of the sales dollar profits, or \$2,091,598,000.

Employee benefits (payments to pension plans, group life, sickness or hospitalization insurance, workmen's compensation, unemployment insurance, medical services, cafeterias, welfare funds, 25-year clubs, etc.) accounted for 1.7 per cent of the sales dollar profits.

Federal and provincial taxes in 1959 amounted to 4.2 cents in each dollar of sales.

The survey covered 1,043 companies distributed throughout Canada's 10 provinces. Their net sales during 1959 amounted to \$9,420,802,000 and they employed 462,935 persons during the 12 months covered by the study.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*. List No. 141.

Accidents

1. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in Logging Operations, 1955*. Washington, GPO, 1960. Pp. 46.

2. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in the Concrete Brick and Block Industry, 1957*. Washington, GPO, 1959. Pp. 34.

Annual Reports

3. AMERICAN LABOR EDUCATION SERVICE, INC., NEW YORK. *Annual Report, 1959*. New York [1960?] Pp. 13.

4. AMERICAN LABOR EDUCATION SERVICE, INC., NEW YORK. BOARD OF WHITE COLLAR WORKSHOPS. *Annual Report, White Collar Workshops, 1959*. New York [1959] Pp. 8.

5. BRITISH COLUMBIA, DEPARTMENT OF LABOUR. *Annual Report for the Year Ended December 31, 1959*. Victoria, 1960. Pp. 104.

6. CANADA. BUREAU OF STATISTICS. *Estimates of Families in Canada, 1959*. Ottawa, Queen's Printer, 1960. Pp. 7.

7. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. STATISTICS SECTION. *Immigration Statistics, 1959*. Ottawa, 1960. Pp. 26.

8. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1959*. London, HMSO, 1959. Pp. 79.

9. MANITOBA. DEPARTMENT OF LABOUR. *Report for the Calendar Year ending December 31, 1959*. Winnipeg, Queen's Printer, 1960. Pp. 100.

10. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1959*. Halifax, Queen's Printer, 1960. Pp. 28.

11. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1960 Joint Economic Report; Report of the Joint Economic Committee, Congress of the United States on the*

January 1960 Economic Report of the President with Minority and Other Views. Washington, GPO, 1960. Pp. 98.

12. U.S. DEPARTMENT OF LABOR. *Annual Report, 1959*. Washington, GPO, 1960. Pp. 275.

Apprenticeship

13. LIEPMANN, KATE. *Apprenticeship; an Enquiry into its Adequacy under Modern Conditions*. London, Routledge & Kegan Paul, 1960.

An investigation of apprenticeship in the engineering, printing and building industries in the Bristol (England) area in the years 1954 to 1956.

14. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Selected Apprenticeship Schedules covering Industrial Plant and Equipment Maintenance Trades*. Washington, GPO, 1960. Pp. 181.

Business

15. BARBER, CLARENCE LYLE. *Inventories and the Business Cycle, with Special Reference to Canada*. Toronto, University of Toronto Press, 1958. Pp. 132.

"Part 1 contains a theoretical analysis of the relation of inventories and inventory fluctuations to the business cycle . . . Part II is a study of inventory fluctuations in Canada over the period from 1918 to 1950 . . ."

16. TOWER, RALPH BURNETT. *A Handbook of Small Business Finance*. 4th ed. Rev. by Staff Members of the Small Business Administration. Washington, Small Business Administration, 1960. Pp. 80.

Contents: Financial Statements. Financial Management. Ratios and Turnover Rates. Banking Relationships. Term Loans, Accounts Receivable, and Inventory Financing. Some Current Sources of Financial Assistance for Small Manufacturers. The Small Business Administration's Lending Program. The Small Business Administration's Investment Program. The Cash Budget.

Economic Conditions

17. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Manual on Economic Development Projects*. New York, United Nations, 1958. Pp. 242.

Prepared by the U.N. Economic Commission for Latin America and the Technical Assistance Administration.

18. UNITED NATIONS. OFFICE OF PUBLIC INFORMATION. *Cooperation for Economic Progress: Europe, ECE; Asia and the Far*

East, ECAGE; Latin America, ECLA; Africa, ECA. New York, United Nations, 1960. Pp. 58.

"A cumulative account of the activities and achievements of the regional economic commissions from the time of their inception through the end of 1958 and, in some instances, into early 1959."

Education

19. EUROPEAN PRODUCTIVITY AGENCY. TRADE UNION INFORMATION AND RESEARCH SERVICE. *Trade-Union Training in Europe*. Paris, OEEC, 1959. 2 Volumes.

These two volumes examine educational and training activities carried out by unions in Austria, Belgium, Denmark, France, Germany, Great Britain, Greece, Ireland, Italy, Luxembourg, Norway, The Netherlands, Sweden and Switzerland.

20. INVITATIONAL CONFERENCE ON EDUCATIONAL RESEARCH, SASKATOON, 1959. [Proceedings] *Invitational Conference on Educational Research, Saskatoon, September 15 and 16, 1959*. [Toronto] Canadian Education Association [1960?] Pp. 196.

Proceedings published with the co-operation of Imperial Oil Limited. The participants in this conference are engaged professionally in some aspect of educational research. They discussed recent developments and needs in this type of activity. This book consists of a summary of the proceedings; papers on various aspects of educational research in Canada; and regional reports for the Atlantic Provinces and for each of the other provinces.

21. U.S. OFFICE OF EDUCATION. *Teaching as a Career*, by John B. Whitelaw, Shirley Radcliffe [and] Florence Friedlander. Washington, GPO, 1959. Pp. 34.

22. U.S. OFFICE OF EDUCATION. *Teaching opportunities, 1959 ed.* Washington, GPO, 1959. Pp. 39.

23. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Supervision to improve Instruction in Distributive Education*. Washington, GPO, 1959. Pp. 19.

"... Concerned with supervision of an educational program designed to meet the vocational needs of a person engaged in distribution and marketing."

Electronic Data Processing

24. McCracken, DANIEL D. *Programming Business Computers*, by Daniel D. McCracken, Harold Weiss and Tsai-hwa Lee. New York, Wiley, 1959. Pp. 510.

Deals with the application of electronic computers to business data processing problems.

25. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *Office Automation and White Collar Employment*, by Georgina H. Smith. New Brunswick, N.J., 1959. Pp. 26.

The author points out some changes in staffing and in office routines brought about

by the introduction of electronic data processing systems. With the introduction of these systems there will be less demand for unskilled office workers but more demand for trained technicians to run the machines. If office clerks were trained in the simpler aspects of programming and computer operation this would prevent replacement of staff by the machines and would provide a supply of technicians.

Employment Management

26. AMERICAN MANAGEMENT ASSOCIATION. *Labor Turnover: Calculation and Cost*, by Frederick J. Gaudet. New York, c1960. Pp. 111.

An analysis of what has been written on the calculation of labour turnover and its cost. Chapter titles are: Methods of measuring Labor Turnover. Calculating the Cost of Labor Turnover. Beyond the Statistics: Related Factors in Labor Turnover. Attacking the Labor Turnover Problem.

27. BEER, STAFFORD. *Operational Research and Personnel Management. Part I by Stafford Beer; Part II by R. W. Revans*. London, Institute of Personnel Management, c1959. Pp. 25.

"Operational research involves the application of the methods of science to operations—whether military . . . industrial, economic, or of any other kind. It has to consider systems of men and machines, materials and money; it is concerned with the regulation of these systems, with their decision processes, with their operation for maximum profit or minimum wastage or optimum use of resources." The first part discusses how an operational research department works in one firm. The second paper deals with the application of operational research to the problem that some hospitals in Manchester had in retaining nurses. Investigation showed, in this case, "that the hospital that can keep its staff longer can also deal with its patients more quickly."

28. BROOKSHIRE, MARJORIE SHEPHERD. *Absenteeism*. Los Angeles, Institute of Industrial Relations, University of California, c1960. Pp. 75.

Describes the problem of absenteeism and discusses the methods used to deal with it.

29. CROOME, HONOR MINTURN (SCOTT). *Human Problems of Innovation. Based on a Study of Some Scottish Firms by Tom Burns and G. M. Stalker*. London, HMSO, 1960. Pp. 35.

A short account of problems in the management of some Scottish firms developing new electronics products.

Fringe Benefits

30. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Fringe Benefits*. Washington, c1960. Pp. 13.

Based on data submitted by 115 executives. Discusses the cost of providing fringe benefits, fringe benefits versus pay increases, and new and prospective fringe benefits, etc.

31. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Provisions for Income Security in Canadian Manufacturing Industries*. Ottawa, Queen's Printer, 1959. Pp. 27.

The four types of income security plans discussed in this pamphlet are: 1. Reporting pay—"a guarantee of a minimum amount of pay to a worker who reports to work at the usual hour and is informed that there is no work available for him on that day"; 2. Layoff benefits—those paid to a laid-off worker, such as a supplemental unemployment benefit plan; 3. Accident and sickness disability indemnity insurance; and, 4. Guaranteed employment or wages.

Labour Laws and Legislation

32. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices and Weekly Rest-Day*. December, 1959. Ottawa, Queen's Printer, 1960. Pp. 26.

33. PORTUS, JOHN HEREFORD. *The Development of Australian Trade Union Law*. Carlton, Melbourne University Press, 1959. Pp. 267.

Traces the development of the English background of Australian law, and the development of Australian law and its interpretation. Discusses, among other things, the development of compulsory arbitration, voluntary and compulsory unionism, the registration of trade unions, government control over trade union affairs and penal strike legislation.

34. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws, a Comparison of Major Provisions with Recommended Standards*. Washington, GPO, 1960. Pp. [34].

35. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Report submitted to the Congress in Accordance with the Requirements of Section 4 (d) of the Fair Labor Standards Act, 1959*. Washington, GPO, 1960. Pp. 76.

Consists of three parts. Part 1 is a summary of the Divisions' activities in administering the Act during the fiscal year 1959. Part 2 summarizes 1959 data on employment, wage structures and occupational differentials. Part 3 contains two studies of the effects of minimum wage rates established through industry committee proceedings for industries in Puerto Rico.

Labour Organization

36. B.C. FEDERATION OF LABOUR (CLC). *Proceedings, Fourth Convention, October 5, 6, 7, 8, and 9, 1959, Vancouver, B.C.* Vancouver, 1959. 1 Volume (various pagings).

37. BARBASH, JACK, Ed. *Unions and Unions and Union Leadership: their Human Meaning*. 1st ed. New York, Harper, 1959. Pp. 348.

Discusses such topics as collective bargaining, labour racketeering, industrial disputes, the Negro worker in unions, and government intervention in the labour movement.

38. PUBLIC SERVICES INTERNATIONAL. *The P.S.I. in Italy*. London [1959?] Pp. 23.

Contents: The Trade Union Position in Italy, by Claudio Cruciani. The Problem of Unity of the Italian Trade Union Movement, by Enzo dalla Chiesa. Trade Unionism in the Public Services, by Alberto Ghezzi. Appeal of the PSI to Salaried Employees and Workers in the Public Services of Italy, by Paul Tofahrn, General Secretary of the P.S.I.

39. SEAFARERS' INTERNATIONAL UNION OF NORTH AMERICA. CANADIAN DISTRICT. VANCOUVER. INVESTIGATION COMMITTEE. *Report*. Vancouver, 1960. Pp. 8.

The Vancouver Branch of the Canadian District of the Seafarers' International Union of North America set up an Investigation Committee to look into and report to the membership on "acts of violence which, it is charged, are being perpetrated on the Vancouver waterfront."

40. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Guide for reporting your Union Finances. How to complete Labor Organization Financial Report LM-2; Instructions for Unions required to use LY-2 in complying with Sect. 201 (b) of the Labor-Management Reporting and Disclosure Act*. Washington, GPO, 1960. Pp. 27.

"The Labor-Management Reporting and Disclosure Act of 1959 requires every [American] labor organization to file annually with the Secretary of Labor a financial report containing information in such detail as may be necessary accurately to disclose each labour organization's financial condition and operations for its preceding fiscal year." This booklet contains a sample form filled out and an explanation of the meaning of each question asked in the Report.

41. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Clauses: Company Pay for the Time spent on Union Business*. Washington, GPO, 1959. Pp. 46.

"...Deals with provisions in collective bargaining agreements designed to protect... union representatives, when so engaged [as shop stewards or committeemen, etc.], from loss of wage income, or to limit the amount of compensable time available for these activities."

42. U.S. CONGRESS. SENATE. SELECT COMMITTEE ON IMPROPER ACTIVITIES IN THE LABOR MANAGEMENT FIELD. *Final Report . . . pursuant to S. Res. 44 and 249, 86th Congress*. Washington, GPO, 1960. 4 Volumes.

Covers the activities of the Committee during 1958 and 1959. Some of the topics discussed are secondary boycotts; political campaign contributions by labour and management; James R. Hoffa and the International Brotherhood of Teamsters; the criminal syndicate in the U.S.; the Kohler Strike at Kohler, Wis., involving the Kohler Company and the UAW; and certain aspects of the coin-operated amusement and vending machine industry.

Labour Supply

43. BERDIE, RALPH FREIMUTH. *Manpower and the Schools*. Melbourne, Australian Council for Educational Research, 1956. Pp. 102.

A survey based on replies to a questionnaire on educational and occupational plans which was submitted to Australian school children.

44. U.S. CONGRESS. SENATE. SPECIAL COMMITTEE ON UNEMPLOYMENT PROBLEMS. *Studies in Unemployment*. Prepared for the Special Committee on Unemployment Problems. United States Senate pursuant to S. Res. 196, 86th Congress. Washington, GPO, 1960. Pp. 432.

A study of unemployment conditions and of unemployment as it relates to young people, older workers, women workers, Negroes, automation, labour mobility, etc.

Labouring Classes

45. AFRICAN REGIONAL TRADE UNION CONFERENCE. 1ST, ACCRA, GHANA, 1957. *Report of the First African Regional Trade Union Conference held at Accra, Ghana, 14-19, January, 1957*. Brussels, International Confederation of Free Trade Unions, 1958. Pp. 188.

Conference sponsored by the ICFTU. Delegates and observers from 17 African countries and from other international trade unions and agencies attended this conference. They discussed trade union development in Africa, the economic and social tasks of the trade union movement, and methods for continued co-operation and co-ordination among free African trade unions.

46. CHAMBERLAIN, NEIL W., ed. *A Decade of Industrial Relations Research, 1946-1956*. Editors: Neil W. Chamberlain, Frank C. Pierson [and] Theresa Wolfson. [1st ed.] New York, Harper [1958] Pp. 205.

Contents: Union Government and Union Leadership, by Joel Seidman and Daisy L. Tagliacozzo. Collective Bargaining, by Joseph Shister. Wage Determination in Theory and Practice, by Melvin Reder. The Economic Effects of Unionism, by George H. Hildebrand. Employee Benefit Plans, by Robert Tilove. The Labor Movement Abroad, by Adolf Sturmthal.

47. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Labor Policy in a Democracy*, by Murray Edelman. Urbana, 1959. Pp. 96-100.

The author says, "In the states we recognize as democratic, labor is permitted to try to organize changes in economic practice and in public policy."

48. INTERNATIONAL WORKINGMEN'S ASSOCIATION. 5th CONGRESS, THE HAGUE, 1872. *The First International: Minutes of the Hague Congress of 1872, with Related Documents*. Edited and translated by Hans Gerth. Madison, University of Wisconsin Press, 1958. Pp. 315.

The International Workingmen's Association was founded in 1864 in London and disbanded in 1876. Among its prominent members were Karl Marx and Frederick Engels. At this Hague Congress Karl Marx succeeded in his attempt to move the headquarters of the General Council of the Association.

49. YOUNG CHRISTIAN WORKERS. CANADA. JEUNESSE OUVRIERE CHRETIENNE. *La jeunesse travailleuse du Canada français; manifeste de la JOC canadienne*. Montreal, 1959. Pp. 68.

Occupations

50. INTER AMERICAN STATISTICAL INSTITUTE. *Occupational Classification for the 1960 Census of America (COTA-1960)* Washington, 1959. Pp. 61.

51. PANT, PITAMBAR. *Occupational Pattern in Manufacturing Industries, India 1956*, by Pitambar Pant and M. Vasudevan. Delhi, Planning Commission, Government of India, 1959. Pp. 448.

Old Age Pensions

52. TILOVE, ROBERT. *Pension Funds and Economic Freedom. [A Report to the Fund for the Republic*. New York, Fund for the Republic, 1959] Pp. 91.

Considers the effect of private pension plans on labour mobility and the possibility of a "concentration of economic power as a result of the acquisition of common stock by self-insured pensions funds."

53. U.S. CIVIL SERVICE COMMISSION. *Your Retirement System; Questions and Answers concerning the Federal Civil Service Retirement Law*. April 1959. Washington, GPO, 1959. Pp. 38.

Older Workers

54. CLARK, SAMUEL DELBERT. *The Employability of the Older Worker, a Review of Research Findings*. Ottawa, Economics and Research Branch, Department of Labour, 1959. Pp. [30].

A summary of research findings in Canada, Great Britain, and the U.S. with comments on these findings.

55. U.S. BUREAU OF LABOR STATISTICS. *Comparative Job Performance by Age: Office Workers*. Washington, GPO, 1960. Pp. 36.

This study comprised six age groups. The survey of about 6,000 workers showed that large proportions of workers in the older age groups exceeded the average performance of the younger age groups; the older workers had a steadier work output, with less variation from week to week, than the younger age groups. The findings of the survey did demonstrate, however, the need for individual evaluation of workers.

Political Parties

56. IRVING, JOHN ALLAN. *The Social Credit Movement in Alberta*. Toronto, University of Toronto Press, 1959. Pp. 369.

"...An analysis of the rise of the Social Credit movement in Alberta during the formative years between 1932 and 1935."

57. LABOUR PARTY (GT. BRIT.). *Report of the 58th Annual Conference held in Blackpool, November 28 and November 29, 1959*. London, 1959. Pp. 215.

58. LYMAN, RICHARD WALL. *The First Labour Government, 1924*. London, Chapman & Hall, 1957. Pp. 302.

The first Labour government took office on January 22, 1924 and resigned on November 4, 1924 after its defeat in the election of October, 1924. The author examines the achievements of the first Labour government and the reasons for its defeat.

Productivity

59. AMERICAN MANAGEMENT ASSOCIATION. *Meeting the Productivity Challenge; the Nature of the Challenge and Some Practical Approaches*. New York, c1960. Pp. 102.

"In this report, informed observers of and participants in the contemporary industrial relations scene discuss the meaning of productivity, how it should be measured, the causes and consequences of featherbedding and other 'anti-productivity' factors, and the effects on our national productivity of current labor relations practices and union policies. Other contributors describe some practical approaches for meeting the productivity challenge through effective political action, organization planning, employee motivation, and college/industry co-operation."

60. BEAUMONT, RICHARD AUSTIN. *Productivity and Policy Decisions*. New York, Industrial Relations Counselors, 1959. Pp. 59.

Studies the relationship between productivity and wages.

61. INTERNATIONAL LABOUR OFFICE. *Raising Productivity, Conclusions of Three International Meetings of Experts*. Geneva, 1959. Pp. 55.

The three meetings whose conclusions are reported were one held in 1951 dealing with systems of payments by result; a second, in 1952, dealing with the raising of productivity in manufacturing industries; and the third, in 1959, which discussed the experience gained from the organization and conduct of national productivity programs in underdeveloped countries.

Social Security

62. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *The Federal Budget and "the General Welfare". We can afford to serve our Human Needs*. Washington, 1959. Pp. 76.

This pamphlet proposes greater Federal grants for education, health purposes, old age pensions, unemployment benefits, and public assistance in the U.S.

63. HOUGHAM, GEORGE M. *Economic Security for the Aged in the United States and Canada; a Summary of the Report by Dr. Robert M. Clark prepared for the Government of Canada and tabled in the House of Commons, March 5, 1959*. Ottawa, Canadian Welfare Council, 1959. Pp. 82.

64. UNITED NATIONS. SECRETARY-GENERAL, 1953- (HAMMARSKJOLD). *The Development of National Social Service Programmes; Report by the Group of Experts appointed by the Secretary-General of the United Nations*. New York, United Nations, Dept. of Economic and Social Affairs, 1959 [i.e. 1960] Pp. 70.

Contains the Report by the Group of Experts on Social Services; the observations of the Secretary-General on the report; and a Resolution on this topic of the U.N. Economic and Social Council.

65. U.S. BUREAU OF PUBLIC ASSISTANCE. *Characteristics of State Public Assistance Plans under the Social Security Act: Old-Age Assistance, Aid to the Blind, Aid to Dependent Children, Aid to Permanently and Totally Disabled*. Washington, GPO, 1959 [i.e. 1960] 1 Volume (unpaged).

Wages and Hours

66. BULLOCK, PAUL. *Standards of Wage Determination*. Los Angeles, Institute of Industrial Relations, University of California [c1960] Pp. 99.

Describes and analyzes the standards applied by employers, unions, and arbitrators in fixing wages. Contents: Comparisons. Cost of Living. Ability to pay. Productivity. Family Budgets. Purchasing Power. Technical and Miscellaneous Factors.

67. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Wage Policies in an Inflationary Period*. Washington, 1960. Pp. 13.

Contents: Use of Wage "Patterns". Maintaining Supervisors' Pay Advantage. White-Collar Pay. Offsetting General Increases by raising Performance Standards. Wage Escalation. Deferred Increases. General Increases: Pros & Cons. Unit v. Average Labor Cost. Breaking the Wage-Cost Spiral. The Wage-Boost Price-Increase Relationship.

68. CANADA. BUREAU OF STATISTICS. *Labour Income, 1926-58*. Ottawa, Queen's Printer, 1960. Pp. 45.

"...Presents... a complete record of annual estimates of labour income from 1926, along with monthly figures from 1947." The definition of labour income given here is "the total of wage, salary, and supplementary labour payments made to, or on behalf of, residents of Canada, excluding military pay and allowances."

69. CANADA. DEPARTMENT OF LABOUR, ECONOMICS AND RESEARCH BRANCH. *Salary Rates, Days and Hours of Work, and Pension Plans in Selected Hospitals, August 1958*. Ottawa, 1959. Pp. 62.

70. GOTTLIEB, E. M. *Overtime Compensation for Exempt Employees*. New York, American Management Association, c1960. Pp. 39.

Based on an AMA survey conducted to determine in what circumstances, and to what extent, industry voluntarily grants overtime compensation to exempt employees, such as supervisors, managers, or salaried professional employees.

71. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local-Transit Operating Employees, July 1, 1959 and Trend 1929-59*. Washington, GPO, 1960. Pp. 10.

Information is based on union scales in effect on July 1, 1959, and covers about 65,000 local-transit operating employees in 52 cities with populations of 100,000 or over.

Miscellaneous

72. INSTITUTE ON THE ROLES OF PSYCHOLOGY AND PSYCHOLOGISTS IN REHABILITATION, PRINCETON, N.J., 1958. *Psychology and Rehabilitation; the Proceedings*. Edited by Beatrice A. Wright. Washington, American Psychological Association, 1959. Pp. 146.

73. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Use of Service Charges in Local Government; a Monograph on the Prevalence and Value of Nontax Revenue*, by Gerald J. Boyle. New York, 1960. Pp. 56.

"A service charge is a payment made by an individual to the government in return for a specific service." Service charges could include such things as the use of municipal hospitals, garbage collection, street cleaning and snow removal, use of public buildings by private groups, etc. This pamphlet describes the types of service charges, how they are used, their relationship to revenue, debt, and expenditure, and their effect in bringing in revenue.

74. SHACKLE, GEORGE LENNOX SHARMAN, Ed. *A New Prospect of Economics; an Introductory Textbook by Members of the Staff of the Dept. of Economics in the University of Liverpool*. Chairman of the Group: Francis E. Hyde. Liverpool, Liverpool University Press, 1958. Pp. 498.

Designed as a textbook for first and second year university students. Contents: Scope, Method and Tools. Theory of Value and Dis-

tribution. Theory of Economic Growth. Theory and Organization of Money. Theory of Employment. Map of the Economic Flows. Market Practices. International Trade. The Government as Economic Agent. Sources of Facts. Summing-up and Further Perspective.

75. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1960*. Toronto, 1960. Pp. 78.

Partial Contents: The Uranium Industry, by Miss R. R. McIlroy. Canadian Labour and Political Action, by D. M. Fisher. The Problems and Prospects of the Canadian Sales Finance Industry, by Douglas G. Hartle. Accuracy and Approximation in Accounting, by S. G. Hennessey. An Introduction to Input-Output Analysis, by H. A. John Green. Some Fundamentals of Data Processing, by J. E. Sands.

76. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Government Policies and the Cost of Building*. Geneva, 1959. 1 Volume (various pagings).

"...A comparative analysis of measures taken by governments to reduce or limit increases in the cost of house-building..."

77. U.S. BUREAU OF EMPLOYMENT SECURITY. *Newspapers and Commercial Printing*. Washington, 1959. Pp. 15.

A survey of employment in large newspaper and commercial printing plants between July 1958 and July 1959.

78. U.S. BUREAU OF LABOR STANDARDS. *Safety in Industry; Control of the Physical Environment*. Washington, GPO, 1960. Pp. 13.

Provides useful information to insure a safe and healthy place to work.

79. U.S. DEPARTMENT OF LABOR. *The United States Department of Labor, 1960*. Washington, GPO, 1959. Pp. 40.

Briefly outlines the functions of the various bureaus and divisions of the U.S. Department of Labor.

80. VICKERS, (SIR) GEOFFREY. *The Undirected Society; Essays on the Human Implications of Industrialization in Canada*. Toronto, University of Toronto Press, c1959. Pp. 162.

Consists of addresses or pre-circulated papers to the Round Table on Man and Industry, sponsored by the School of Social Work of the University of Toronto, and held at the University between 1956 and 1958.

Labour Conditions in Government Contracts

(Continued from page 733)

Terminal Bldg, International Airport; R V Coombs Construction Ltd, construction of UHF/VHF transmitter receiver bldg, International Airport *Lethbridge Alta*: McCormick Electric Ltd, installation of airport lighting facilities. *Peace River Alta*: Poole Engineering (1958) Ltd, additional development of airport. *Digby Island B C*: Saltspring Contracting Ltd, construction of overhead power line & power distribution, Prince Rupert Airport. *Sidney B C*: Hume & Rumble Ltd, installation of medium intensity lighting on runways 02-20 & 13-31, Victoria International Airport. *Williams Lake B C*: F B Stewart & Co Ltd, construction of airport lighting facilities; C J Oliver Ltd, construction of air terminal bldg & related work. *Dawson Y T*: Proctor Construction Co Ltd, additional development at airport. *Yellowknife N W T*: McCormick Electric Ltd, construction of low intensity approach lighting system on approach No 26, Airport.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-4—Labour Force.....	742
Table B-1—Labour Income.....	744
Tables C-1 to C-6—Employment, Hours and Earnings.....	745
Tables D-1 to D-5—Employment Service Statistics.....	751
Tables E-1 to E-4—Unemployment Insurance.....	757
Tables F-1 and F-2—Prices.....	760
Tables G-1 to G-4—Strikes and Lockouts.....	761
Tables H-1 and H-2—Industrial Accidents.....	764

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 23, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,259	109	433	1,750	2,338	1,070	559
Agricultural.....	651	*	52	126	173	269	29
Non-Agricultural.....	5,608	107	381	1,624	2,165	801	530
Males.....	4,682	89	336	1,325	1,694	811	427
Agricultural.....	617	*	51	122	161	254	27
Non-Agricultural.....	4,065	87	285	1,203	1,533	557	400
Females.....	1,577	20	97	425	644	259	132
Agricultural.....	34	*	*	*	12	15	*
Non-Agricultural.....	1,543	20	96	421	632	244	130
All Ages.....	6,259	109	433	1,750	2,338	1,070	559
14—19 years.....	569	11	44	199	189	92	34
20—24 years.....	785	20	58	253	261	132	61
25—44 years.....	2,891	51	177	806	1,102	483	272
45—64 years.....	1,791	25	134	446	693	320	173
65 years and over.....	223	*	20	46	93	43	19
<i>Persons with Jobs</i>							
All status groups.....	5,742	76	383	1,536	2,212	1,018	517
Males.....	4,218	56	288	1,131	1,586	765	392
Females.....	1,524	20	95	405	626	253	125
Agricultural.....	641	*	51	122	171	267	28
Non-Agricultural.....	5,101	74	332	1,414	2,041	751	489
Paid Workers.....	4,673	63	295	1,271	1,902	700	442
Males.....	3,267	45	208	901	1,316	471	326
Females.....	1,406	18	87	370	586	229	116
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	517	33(1)	50	214	126	52	42
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,476	165	475	1,572	1,790	940	534
Males.....	1,166	55	110	315	344	213	129
Females.....	4,310	110	365	1,257	1,446	727	405

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 23, 1960		Week Ended March 19, 1960		Week Ended April 18, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	547	523	595	573	478	455
Without Jobs.....	517	494	566	545	445	425
Under 1 month.....	90	—	90	—	70	—
1—3 months.....	174	—	244	—	135	—
4—6 months.....	191	—	181	—	156	—
7—12 months.....	43	—	32	—	59	—
13—18 months.....	*	—	*	—	12	—
19—and over.....	12	—	13	—	13	—
Worked.....	30	29	29	28	33	30
1—14 hours.....	*	*	*	*	11	10
15—34 hours.....	21	21	20	19	22	20

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1959 First Quarter.....	330	3,707	9,318	1,809	1,791	16,955	7,861
1960 First Quarter.....	383	3,882	8,809	1,840	1,685	16,599	8,098

(1) Total includes 3,883 whose destination is not specified.

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1959 First Quarter.....	1,157	622	123	316	1,695	595	42	1,404	2,051	51	8,056
1960 First Quarter.....	1,318	642	175	353	1,453	816	119	1,585	1,586	40	8,087

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	
1955—Total...	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total...	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total...	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total...	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total...	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—April....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.2
May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4	191.7	1,482.3
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.4*	296.5*	74.7*	634.7*	1,243.3*	204.4	1,461.1
March*..	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April†..	44.7	422.9	145.0	.....	.....	.....	.....	.....	.....	1,486.9

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at April, 1960 employers in the principal non-agricultural industries reported a total employment of 2,664,997. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹				Index Numbers (1949 = 100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$				\$	
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March*.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April†.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959
Provinces				\$	\$	\$
Newfoundland.....	105.2	108.9	106.4	66.92	67.82	64.65
Prince Edward Island.....	114.6	109.0	104.4	52.98	55.17	54.88
Nova Scotia.....	92.9	93.8	87.9	63.00	63.14	59.75
New Brunswick.....	96.0	101.0	96.3	63.44	63.05	61.14
Quebec.....	112.2	113.0	110.9	72.83	72.54	69.50
Ontario.....	116.9	117.1	116.9	78.00	77.94	75.39
Manitoba.....	104.9	105.4	105.9	70.71	71.14	68.92
Saskatchewan.....	115.6	116.2	119.5	71.37	71.04	69.04
Alberta (including Northwest Territories).....	145.8	146.4	145.9	77.37	77.76	75.27
British Columbia (including Yukon).....	112.8	111.2	112.2	82.12	82.64	78.70
Canada	114.2	114.6	113.7	75.40	75.35	72.60
Urban Areas						
St. John's.....	113.9	117.2	118.9	55.35	54.81	53.22
Sydney.....	91.4	91.3	68.8	76.81	75.71	73.36
Halifax.....	118.6	119.9	118.8	62.51	61.82	59.32
Moncton.....	91.5	91.8	91.6	59.48	59.16	57.90
Saint John.....	108.5	111.1	110.2	62.11	61.22	56.51
Chicoutimi—Jonquiere.....	109.9	110.6	100.5	88.91	87.70	86.99
Quebec.....	106.3	105.9	106.7	63.74	63.05	60.30
Sherbrooke.....	98.0	97.7	99.1	62.99	62.34	57.81
Shawinigan Falls.....	102.5	104.2	94.3	80.91	81.98	77.81
Three Rivers.....	109.0	109.6	108.2	68.29	68.60	65.86
Drummondville.....	74.8	75.4	76.8	60.95	61.77	60.48
Montreal.....	120.1	119.6	119.2	74.12	74.04	70.48
Ottawa—Hull.....	118.7	119.0	118.8	69.47	69.49	66.56
Kingston.....	108.0	107.7	107.6	72.77	72.57	69.65
Peterborough.....	96.5	96.5	99.3	83.38	84.07	80.84
Oshawa.....	184.7	187.2	179.1	86.49	86.59	83.52
Toronto.....	127.8	127.6	127.7	78.26	77.81	75.69
Hamilton.....	112.1	111.4	107.3	83.90	83.38	80.45
St. Catharines.....	109.5	111.9	109.4	85.45	85.04	82.51
Niagara Falls.....	93.1	93.0	93.7	79.31	79.69	78.62
Brantford.....	83.2	84.5	92.1	71.68	70.66	69.72
Guelph.....	122.3	121.8	123.2	69.66	69.70	67.57
Galt.....	115.1	114.6	109.4	68.74	67.77	65.79
Kitchener.....	120.1	120.0	115.9	70.90	70.38	68.52
Sudbury.....	141.8	141.3	133.4	89.12	89.40	91.41
Timmins.....	92.6	92.5	91.4	69.49	68.39	66.59
London.....	121.6	121.1	120.7	71.07	70.72	68.45
Sarnia.....	119.8	120.5	102.2	97.30	95.67	93.29
Windsor.....	78.2	78.9	79.1	86.25	85.06	82.35
Sault Ste. Marie.....	147.1	145.3	133.7	93.97	95.21	90.49
Ft. William—Pt. Arthur.....	96.9	95.6	104.6	74.37	75.34	72.31
Winnipeg.....	106.4	106.7	106.8	67.81	68.00	65.99
Regina.....	123.0	122.3	127.0	68.26	69.11	66.08
Saskatoon.....	126.2	127.7	125.2	67.26	65.84	65.15
Edmonton.....	174.9	175.4	174.8	72.20	71.65	70.72
Calgary.....	162.5	162.0	159.7	72.16	72.51	69.98
Vancouver.....	113.7	113.2	114.3	80.61	80.94	77.71
Victoria.....	110.6	108.0	114.7	74.84	74.59	70.55

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Note: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959
Mining	121.8	122.1	118.4	94.32	94.20	91.65
Metal mining.....	138.5	138.9	138.4	95.82	95.36	93.43
Gold.....	72.6	72.7	72.0	76.44	76.07	73.95
Other metal.....	199.8	200.6	200.4	102.38	101.87	99.96
Fuels.....	97.2	99.3	87.6	95.34	96.16	92.18
Coal.....	49.6	49.7	37.9	73.29	71.94	63.06
Oil and natural gas.....	302.1	312.7	283.2	110.94	112.74	107.50
Non-metal.....	118.1	112.8	119.1	83.95	82.73	81.14
Manufacturing	108.9	108.9	108.4	78.06	77.68	75.22
Durable goods.....	115.0	114.6	113.3	83.78	83.38	80.73
Non-durable goods.....	103.7	104.0	104.2	72.70	72.38	70.11
Food and beverages.....	103.3	103.2	102.8	70.46	70.38	68.87
Meat products.....	130.0	131.0	129.5	78.75	77.17	79.53
Canned and preserved fruits and vegetables.....	70.8	70.7	69.8	67.18	68.00	63.78
Grain mill products.....	100.8	100.5	102.2	74.34	74.91	70.82
Bread and other bakery products.....	108.5	107.7	107.9	65.79	65.65	65.70
Distilled and malt liquors.....	97.4	97.5	99.3	91.89	91.95	88.24
Tobacco and tobacco products.....	89.2	106.9	111.9	71.76	68.30	64.23
Rubber products.....	105.0	105.0	103.5	79.71	80.34	78.80
Leather products.....	84.7	85.8	89.0	52.43	53.08	50.32
Boots and shoes (except rubber).....	92.2	93.4	96.3	50.05	50.81	47.41
Textile products (except clothing).....	78.0	77.0	79.2	62.26	62.19	59.94
Cotton yarn and broad woven goods.....	70.4	66.0	76.8	59.05	59.19	56.21
Woollen goods.....	62.0	61.8	56.4	58.18	57.78	57.20
Synthetic textiles and silk.....	84.6	84.9	81.4	68.60	68.49	65.87
Clothing (textile and fur).....	91.0	92.2	94.4	49.18	49.06	47.31
Men's clothing.....	90.5	92.0	95.0	48.24	47.60	46.93
Women's clothing.....	98.8	100.0	103.4	50.61	51.48	49.28
Knit goods.....	73.2	74.8	79.4	49.51	48.05	45.65
Wood products.....	102.1	101.5	101.8	67.31	67.72	63.96
Saw and planing mills.....	103.4	103.1	102.9	69.79	70.36	66.10
Furniture.....	109.6	109.0	109.6	64.39	64.08	61.47
Other wood products.....	81.8	80.0	81.7	59.92	61.06	57.61
Paper products.....	119.8	119.8	118.6	89.89	90.19	86.68
Pulp and paper mills.....	120.0	120.7	118.8	96.68	96.95	93.05
Other paper products.....	119.6	117.6	118.1	72.99	72.99	70.53
Printing, publishing and allied industries.....	123.4	122.3	119.9	85.43	84.33	81.64
Iron and steel products.....	108.9	109.1	106.3	88.21	88.02	85.03
Agriculture implements.....	78.8	82.5	79.3	87.92	88.19	87.88
Fabricated and structural steel.....	148.8	150.7	158.3	88.78	87.43	85.70
Hardware and tools.....	101.8	103.0	96.3	79.56	78.39	76.81
Heating and cooking appliances.....	100.2	99.9	101.1	76.20	75.13	72.13
Iron castings.....	94.8	97.1	98.0	83.56	84.74	80.42
Machinery industrial.....	119.0	117.9	111.8	85.13	84.37	81.21
Primary iron and steel.....	126.0	125.4	112.7	100.31	100.97	98.72
Sheet metal products.....	104.1	102.5	105.5	86.62	85.72	83.03
Wire and wire products.....	119.3	120.1	116.9	89.92	90.37	86.49
Transportation equipment.....	113.6	112.8	114.7	88.15	86.33	84.73
Aircraft and parts.....	240.0	239.3	259.7	93.50	91.90	89.59
Motor vehicles.....	117.7	118.2	112.4	95.53	92.80	91.56
Motor vehicles parts and accessories.....	110.6	114.9	113.7	87.28	85.20	83.15
Railroad and rolling stock equipment.....	63.6	61.4	66.2	78.93	79.29	78.62
Shipbuilding and repairing.....	140.3	134.6	135.4	82.32	78.78	78.35
Non-ferrous metal products.....	129.2	127.8	122.3	88.20	88.84	87.05
Aluminum products.....	140.1	135.9	129.3	83.93	84.21	82.85
Brass and copper products.....	105.8	104.6	111.2	83.04	84.12	79.26
Smelting and refining.....	150.8	149.7	135.6	96.20	96.71	97.17
Electrical apparatus and supplies.....	135.9	135.9	132.1	84.14	83.61	80.27
Heavy electrical machinery.....	109.2	109.9	110.0	90.59	90.04	87.40
Telecommunication equipment.....	214.9	212.9	204.2	81.62	81.02	77.63
Non-metallic mineral products.....	134.3	133.6	133.7	79.88	80.01	78.54
Clay products.....	91.5	89.6	99.6	75.08	75.47	71.52
Glass and glass products.....	148.7	146.4	140.7	76.89	77.30	77.57
Products of petroleum and coal.....	132.7	133.0	138.5	114.84	111.84	112.50
Petroleum refining.....	134.6	135.1	141.0	115.80	112.64	113.42
Chemical products.....	131.1	130.6	125.2	89.77	89.49	85.85
Medicinal and pharmaceutical preparations.....	119.5	120.0	119.3	79.55	78.84	75.69
Acids, alkalis and salts.....	147.8	148.3	140.8	100.88	101.33	99.33
Miscellaneous manufacturing industries.....	128.5	127.6	123.8	69.55	68.74	66.15
Construction	101.7	101.9	107.1	80.55	80.13	73.11
Building and general engineering.....	101.6	102.8	107.9	88.04	86.56	78.34
Highways, bridges and streets.....	102.0	100.4	106.0	68.36	69.37	64.53
Electric and motor transportation.....	130.1	129.7	125.3	79.59	79.69	76.62
Service	137.9	137.6	132.6	52.68	52.62	50.01
Hotels and restaurants.....	124.3	124.2	121.1	40.97	41.43	39.78
Laundries and dry cleaning plants.....	111.6	110.2	112.7	45.91	45.62	44.41
Industrial composite	114.2	114.6	113.7	75.40	75.35	72.60

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	March 1960	February 1960	March 1959	March 1960	February 1960	March 1959
				\$	\$	\$
Newfoundland.....	39.1	40.6	40.5	1.67	1.61	1.62
Nova Scotia.....	40.9	41.4	41.0	1.60	1.59	1.61
New Brunswick.....	41.8	41.4	40.3	1.58	1.56	1.51
Quebec.....	41.6	41.5	40.8	1.59	1.58	1.53
Ontario.....	40.3	40.0	40.4	1.87	1.87	1.81
Manitoba.....	39.7	40.0	40.1	1.66	1.66	1.63
Saskatchewan.....	39.1	38.6	39.9	1.90	1.89	1.87
Alberta ⁽¹⁾	39.4	39.5	40.1	1.87	1.86	1.83
British Columbia ⁽²⁾	37.8	38.4	38.0	2.15	2.14	2.06

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earnings)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.2	42.1	41.7	2.09	2.09	2.05	88.04	87.90	85.61
Metal mining.....	42.3	42.0	42.3	2.16	2.16	2.11	91.30	90.75	89.47
Gold.....	43.3	43.0	43.1	1.65	1.65	1.60	71.33	70.81	69.02
Other metal.....	41.9	41.7	42.1	2.36	2.35	2.30	98.63	98.05	96.85
Fuels.....	41.9	42.6	38.9	1.97	1.98	1.96	82.45	84.27	76.28
Coal.....	40.9	39.9	35.4	1.75	1.75	1.70	71.65	69.81	60.06
Oil and natural gas.....	43.3	46.4	43.1	2.27	2.25	2.20	98.41	104.54	94.91
Non-metal.....	42.4	41.6	42.3	1.90	1.89	1.84	80.45	78.57	76.00
Manufacturing	40.5	40.4	40.3	1.78	1.77	1.72	71.95	71.49	69.40
Durable goods.....	40.7	40.5	40.5	1.93	1.93	1.86	78.58	78.05	75.65
Non-durable goods.....	40.3	40.3	40.1	1.62	1.62	1.58	65.41	65.08	63.25
Food and beverages.....	40.2	40.3	40.7	1.60	1.59	1.56	64.14	64.12	63.54
Meat products.....	40.2	39.2	41.7	1.84	1.84	1.82	74.37	72.37	76.10
Canned and preserved fruits and vegetables.....	39.1	39.6	38.4	1.47	1.47	1.41	57.37	58.32	54.12
Grain mill products.....	40.7	40.9	40.9	1.69	1.68	1.62	70.05	68.87	66.11
Bread and other bakery products.....	41.9	41.8	43.1	2.00	1.97	1.88	59.63	59.37	50.85
Distilled liquors.....	38.5	39.4	39.3	2.00	1.92	1.82	77.20	77.57	74.06
Malt liquors.....	38.5	39.0	39.6	2.22	2.23	2.12	85.44	84.11	84.11
Tobacco and tobacco products.....	38.7	40.5	37.2	1.70	1.59	1.56	65.82	64.28	58.09
Rubber products.....	40.5	40.9	41.3	1.83	1.82	1.78	74.00	74.66	73.62
Leather products.....	39.7	40.5	39.6	1.20	1.19	1.16	47.62	48.34	46.14
Boots and shoes (except rubber).....	39.6	40.7	39.2	1.15	1.15	1.12	45.68	46.79	45.73
Other leather products.....	40.0	40.1	40.8	1.30	1.30	1.22	52.11	51.94	51.81
Textile products (except clothing).....	42.1	42.0	41.7	1.33	1.33	1.29	55.12	55.75	53.70
Cotton yarn and broad woven goods.....	40.7	40.4	40.7	1.35	1.34	1.27	54.95	54.38	51.76
Woolen goods.....	42.8	42.4	43.2	1.24	1.24	1.20	53.13	52.58	52.03
Synthetic textiles and silk.....	43.7	43.7	42.3	1.41	1.40	1.38	61.60	61.31	58.50
Clothing (textile and fur).....	38.6	38.6	38.1	1.14	1.14	1.11	44.01	43.98	42.34
Men's clothing.....	38.5	37.9	38.2	1.15	1.15	1.13	44.26	43.55	43.16
Women's clothing.....	36.8	37.6	37.3	1.22	1.22	1.17	44.86	46.07	43.54
Knit goods.....	40.8	40.6	39.4	1.06	1.06	1.04	43.34	42.97	41.11
*Wood products.....	40.9	41.2	40.4	1.57	1.56	1.50	64.06	64.37	60.78
Saw and planing mills.....	40.2	40.7	39.7	1.68	1.67	1.61	67.52	68.08	63.88
Furniture.....	41.9	41.8	41.7	1.42	1.42	1.36	59.52	59.23	56.91
Other wood products.....	42.2	42.4	41.6	1.32	1.32	1.26	55.62	55.80	52.70
Paper products.....	41.0	41.1	40.6	1.04	1.04	1.02	48.45	48.42	46.45
Pulp and paper mills.....	41.2	41.4	40.6	2.19	2.18	2.13	90.07	90.46	86.51
Other paper products.....	40.3	40.4	40.4	1.63	1.63	1.56	65.82	65.75	63.24
Printing, publishing and allied industries.....	39.6	39.0	39.6	2.17	2.14	2.07	85.86	83.56	81.90
*Iron and steel products.....	40.7	40.7	40.5	2.06	2.06	1.99	83.93	83.78	80.74
Agricultural implements.....	39.9	40.0	41.5	2.07	2.08	2.02	82.37	82.97	84.05
Fabricated and structural steel.....	40.3	40.0	40.6	2.03	2.01	1.92	82.09	80.57	77.98
Hardware and tools.....	41.9	41.3	41.3	1.77	1.76	1.71	74.06	70.89	70.89
Heating and cooking appliances.....	40.3	40.0	39.4	1.77	1.75	1.70	71.13	69.98	67.06
Iron castings.....	40.5	41.1	40.3	1.97	1.98	1.90	79.79	79.13	76.58
Machinery, industrial.....	41.7	41.5	41.5	1.91	1.90	1.85	79.66	79.03	74.89
Primary iron and steel.....	40.2	40.4	40.2	2.40	2.41	2.36	96.67	97.13	95.16
Sheet metal products.....	40.5	41.1	40.5	2.01	2.00	1.93	81.59	80.54	78.13
*Transportation equipment.....	40.7	39.7	40.5	2.04	2.03	1.96	82.80	80.87	79.42
Aircraft and parts.....	42.7	41.7	41.3	2.02	2.00	1.96	86.19	83.50	84.82
Motor vehicles.....	40.1	38.2	39.9	2.23	2.04	2.13	89.56	85.64	84.75
Motor vehicle parts and accessories.....	40.7	39.8	40.6	2.02	2.02	1.94	82.32	80.30	78.56
Railroad and rolling stock equipment.....	39.3	39.4	40.4	1.94	1.95	1.90	76.48	76.91	76.73
Shipbuilding and repairing.....	40.7	39.6	40.4	1.96	1.94	1.90	79.74	76.87	75.73
*Non-ferrous metal products.....	40.5	40.7	40.2	2.05	2.05	2.04	82.86	83.32	81.88
Aluminum products.....	41.4	41.4	40.8	1.79	1.80	1.73	74.31	74.61	70.60
Brass and copper products.....	40.1	40.6	40.2	1.93	1.93	1.86	77.47	78.30	74.80
Smelting and refining.....	40.3	40.6	40.1	2.26	2.25	2.20	90.81	91.45	92.29
*Electrical apparatus and supplies.....	40.4	40.3	40.0	1.84	1.82	1.76	74.27	73.49	70.42
Heavy electrical machinery and equipment.....	40.1	39.9	39.9	2.03	2.03	1.97	81.50	80.85	78.72
Telecommunication equipment.....	40.3	40.1	39.6	1.64	1.64	1.59	66.26	65.88	63.02
Refrigerators, vacuum cleaners and appliances.....	40.1	39.0	40.2	1.88	1.86	1.77	75.52	72.54	71.27
Wire and cable.....	41.2	41.3	40.6	2.02	2.00	1.91	82.96	82.57	77.61
Miscellaneous electrical products.....	40.8	41.0	40.0	1.75	1.73	1.66	71.54	71.12	68.24
*Non-metallic mineral products.....	41.9	41.6	42.6	1.78	1.79	1.74	74.51	74.11	72.27
Clay products.....	41.6	41.3	41.0	1.67	1.66	1.61	69.68	68.77	65.98
Glass and glass products.....	41.5	41.3	43.3	1.75	1.77	1.73	72.59	72.94	74.98
Products of petroleum and coal.....	40.9	40.6	41.6	2.49	2.43	2.46	101.82	98.58	102.53
Chemical products.....	40.7	40.4	40.8	1.94	1.94	1.86	78.96	78.41	75.67
Medicinal and pharmaceutical preparations.....	40.2	39.2	40.2	1.49	1.48	1.43	59.83	58.15	57.46
Acids, alkalis and salts.....	40.6	40.7	41.6	2.24	2.25	2.20	90.86	91.65	91.57
Miscellaneous manufacturing industries.....	41.6	41.1	40.5	1.46	1.45	1.41	60.54	59.58	57.31
Construction	39.8	40.0	37.7	1.96	1.95	1.83	75.11	77.83	69.01
Building and general engineering.....	40.0	39.7	37.4	2.12	2.10	1.97	84.69	83.40	73.75
Highways, bridges and streets.....	39.5	40.5	38.4	1.66	1.65	1.56	65.58	66.86	60.09
Electric and motor transportation.....	43.4	43.6	44.2	1.81	1.81	1.73	78.72	79.16	76.43
Service	38.9	39.1	39.3	1.03	1.03	1.00	39.89	40.37	39.13
Hotels and restaurants.....	38.8	39.2	39.0	1.00	1.01	0.98	39.01	39.73	38.24
Laundries and dry cleaning plants.....	39.9	39.5	40.9	0.98	0.97	0.96	39.16	38.53	39.42

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1959 April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March ⁽¹⁾	40.5	1.78	71.95	172.4	126.9	135.9

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
June 1, 1957.....	28,041	19,163	47,204	226,022	89,973	306,995
June 1, 1958.....	15,172	14,677	29,849	444,584	156,584	601,168
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960 ⁽¹⁾	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960 ⁽¹⁾	21,772	17,210	38,982	389,576	152,848	542,424

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 29, 1960 (1)

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				March 31, 1960	April 30, 1959
Agriculture, Fishing, Trapping.....	1,045	206	1,251	+ 384	- 29
Forestry.....	2,097	16	2,113	+ 1,914	+ 614
Mining, Quarrying and Oil Wells.....	1,237	55	1,292	+ 746	+ 100
Metal Mining.....	641	27	668	+ 267	- 126
Fuels.....	452	16	468	+ 355	+ 184
Non-Metal Mining.....	25	1	26	+ 12	- 22
Quarrying, Clay and Sand Pits.....	17	.....	17	+ 2	+ 3
Prospecting.....	102	11	113	+ 80	+ 61
Manufacturing.....	3,427	1,858	5,285	+ 951	- 848
Foods and Beverages.....	378	365	743	+ 410	- 34
Tobacco and Tobacco Products.....	6	.....	12	+ 2	- 10
Rubber Products.....	21	12	33	0	- 42
Leather Products.....	50	70	120	- 5	- 90
Textile Products (except clothing).....	99	112	211	+ 51	+ 1
Clothing (textile and fur).....	90	573	663	+ 15	- 285
Wood Products.....	401	52	453	+ 67	- 102
Paper Products.....	147	44	191	+ 52	- 60
Printing, Publishing and Allied Industries.....	126	63	189	- 12	- 53
Iron and Steel Products.....	576	127	703	+ 53	- 59
Transportation Equipment.....	433	43	476	+ 25	- 191
Non-Ferrous Metal Products.....	307	55	362	+ 164	+ 132
Electrical Apparatus and Supplies.....	277	116	393	+ 20	- 10
Non-Metallic Mineral Products.....	54	26	110	- 29	- 115
Products of Petroleum and Coal.....	40	8	48	+ 24	- 13
Chemical Products.....	287	116	403	+ 115	+ 119
Miscellaneous Manufacturing Industries.....	105	70	175	- 1	- 36
Construction.....	1,558	81	1,639	+ 700	- 139
General Contractors.....	1,116	47	1,163	+ 543	- 83
Special Trade Contractors.....	442	34	476	+ 157	- 56
Transportation, Storage and Communication.....	1,584	290	1,874	+ 303	+ 461
Transportation.....	1,345	114	1,459	+ 205	+ 354
Storage.....	17	7	24	- 1	- 59
Communication.....	222	169	391	+ 99	+ 166
Public Utility Operation.....	113	39	152	+ 80	+ 6
Trade.....	2,455	2,290	4,745	+ 1,210	- 57
Wholesale.....	969	509	1,478	+ 443	+ 120
Retail.....	1,486	1,781	3,267	+ 767	- 177
Finance, Insurance and Real Estate.....	512	884	1,396	+ 145	- 126
Service.....	3,824	9,625	13,449	+ 4,430	+ 176
Community or Public Service.....	631	2,295	2,926	+ 794	+ 296
Government Service.....	1,764	530	2,294	+ 1,176	+ 209
Recreation Service.....	211	89	300	+ 188	+ 71
Business Service.....	488	405	893	+ 185	- 20
Personal Service.....	730	6,306	7,036	+ 2,087	- 380
GRAND TOTAL.....	17,852	15,344	33,196	+10,863	+ 158

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT APRIL 28, 1960⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	2,676	1,855	4,531	9,066	2,461	11,527
Clerical Workers.....	953	3,417	4,370	20,716	55,118	75,834
Sales Workers.....	1,145	961	2,106	8,799	21,338	30,137
Personal and Domestic Service Workers.....	1,161	6,641	7,802	44,199	30,677	74,876
Seamen.....	5	.....	5	3,265	16	3,281
Agriculture, Fishing, Forestry (Ex. log.).....	1,266	93	1,359	5,822	718	6,540
Skilled and Semiskilled Workers.....	5,722	989	6,711	292,241	29,108	321,349
Food and kindred products (incl. tobacco).....	69	13	82	2,206	1,046	3,252
Textiles, clothing, etc.....	70	623	693	4,470	17,397	21,867
Lumber and lumber products.....	1,701	.....	1,701	50,042	220	50,262
Pulp, paper (incl. printing).....	56	13	69	1,479	676	2,155
Leather and leather products.....	37	38	75	2,063	1,834	3,897
Stone, clay and glass products.....	11	.....	11	953	72	1,025
Metalworking.....	525	29	554	22,057	1,364	23,421
Electrical.....	127	21	148	4,811	1,616	6,427
Transportation equipment.....	.....	1	1	1,082	54	1,136
Mining.....	297	.....	297	3,434	.....	3,434
Construction.....	704	.....	704	84,967	18	84,985
Transportation (except seamen).....	490	16	506	55,788	190	55,978
Communications and public utility.....	67	.....	67	1,618	4	1,622
Trade and service.....	190	200	390	6,962	2,715	9,677
Other skilled and semiskilled.....	1,182	27	1,209	33,719	1,471	35,190
Foremen.....	129	8	137	6,252	416	6,668
Apprentices.....	67	.....	67	10,338	15	10,353
Unskilled Workers.....	2,985	531	3,516	197,450	35,438	232,888
Food and tobacco.....	113	252	365	7,962	10,444	18,406
Lumber and lumber products.....	211	6	217	27,517	548	28,065
Metalworking.....	226	9	235	7,837	1,021	8,858
Construction.....	1,278	.....	1,278	105,200	4	105,204
Other unskilled workers.....	1,157	264	1,421	48,934	23,421	72,355
GRAND TOTAL.....	15,913	14,487	30,400	581,558	174,874	756,432

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959
Newfoundland	277	298	636	26,946	30,324	24,531
Corner Brook.....	37	48	18	5,820	6,416	5,826
Grand Falls.....	18	6	.....	3,182	3,159	2,821
St. John's.....	222	244	618	17,944	20,749	15,884
Prince Edward Island	435	124	217	5,180	6,309	4,676
Charlottetown.....	120	105	109	3,206	4,005	2,789
Summerside.....	315	19	108	1,974	2,304	1,887
Nova Scotia	826	603	866	33,324	38,796	31,080
Amherst.....	30	21	13	1,476	1,640	1,257
Bridgewater.....	42	22	38	2,118	2,844	1,872
Halifax.....	402	342	514	7,108	7,261	6,041
Inverness.....	.....	.....	.....	1,408	1,595	1,243
Kentville.....	184	106	76	3,706	4,537	3,352
Liverpool.....	17	9	9	890	1,067	773
New Glasgow.....	64	35	50	4,247	5,160	4,075
Springhill.....	.....	2	.....	1,391	1,536	1,610
Sydney.....	37	13	59	5,562	6,556	6,104
Truro.....	20	18	46	2,296	2,567	2,027
Yarmouth.....	30	35	61	3,122	4,033	2,726
New Brunswick	1,483	793	729	37,869	40,678	36,286
Bathurst.....	13	12	3	5,322	6,450	5,340
Campbellton.....	30	8	45	3,514	3,611	3,207
Edmundston.....	287	33	2	3,167	3,543	3,001
Fredericton.....	169	90	122	3,187	3,265	2,835
Minto.....	47	46	19	1,019	901	983
Moncton.....	332	371	307	8,620	10,288	8,168
Newcastle.....	189	2	7	3,868	4,188	3,541
Saint John.....	164	195	174	3,763	2,859	3,717
St. Stephen.....	13	20	16	1,844	1,735	2,091
Sussex.....	25	9	20	930	1,037	835
Woodstock.....	214	7	14	2,635	2,801	2,478
Quebec	6,419	4,713	7,475	256,181	281,983	227,452
Alma.....	41	8	21	3,202	3,614	3,298
Asbestos.....	6	3	8	992	1,149	934
Baie Comeau.....	78	2	.....	1,272	1,378	.....
Beauharnois.....	24	16	20	1,543	1,754	1,281
Buckingham.....	104	31	26	1,809	2,176	1,990
Causapscal.....	419	1	386	3,937	4,230	3,803
Chandler.....	3	28	.....	2,513	3,037	2,355
Chicoutimi.....	73	69	96	2,966	3,206	3,249
Cowansville.....	72	43	.....	609	707	.....
Dolbeau.....	7	2	.....	3,338	3,258	3,120
Drummondville.....	28	20	40	2,909	3,264	2,448
Farnham.....	193	119	27	913	918	1,228
Forestville.....	3	.....	801	2,030	2,113	3,418
Gaspé.....	48	6	5	2,517	2,826	2,440
Granby.....	16	38	43	2,029	2,410	2,631
Hull.....	84	26	102	5,424	6,320	3,928
Joliette.....	59	47	81	5,762	6,497	4,596
Jonquière.....	61	55	100	3,154	3,355	3,519
Lachute.....	15	12	35	1,174	1,178	1,068
La Malbaie.....	68	10	31	2,910	3,491	2,951
La Tuque.....	20	6	199	1,376	1,564	1,342
Lévis.....	33	27	208	5,672	6,192	5,091
Louiseville.....	23	24	26	1,925	2,092	1,712
Magog.....	11	6	2	692	985	795
Maniwaki.....	153	1	1	1,951	2,085	1,664
Matane.....	19	10	16	4,861	5,712	4,521
Mégantic.....	3	1	16	2,081	2,288	1,826
Mont-Laurier.....	14	13	8	1,862	2,081	1,659
Montmagny.....	10	3	18	3,016	3,181	2,860
Montreal.....	2,436	2,146	3,029	78,327	86,375	66,233
New Richmond.....	28	6	11	2,739	3,168	2,456
Port Alfred.....	10	475	4	1,435	2,265	1,462
Quebec.....	738	396	726	17,203	19,098	15,772
Rimouski.....	96	87	95	5,981	6,678	5,256
Rivière du Loup.....	27	30	18	8,060	8,565	7,031
Roberval.....	83	11	86	2,771	2,631	2,354
Rouyn.....	34	22	14	5,953	5,198	5,516
St. Agathe.....	33	22	15	2,001	2,040	1,714
St. Anne de Bellevue.....	63	58	67	1,427	1,605	1,054
St. Thérèse.....	34	22	35	3,019	3,458	2,015
St. Hyacinthe.....	115	48	106	3,239	3,995	2,117
St. Jean.....	55	33	89	3,241	3,476	2,334
St. Jérôme.....	40	45	73	2,799	2,843	1,855
Sept-Iles.....	273	203	85	2,991	3,065	2,163
Shawinigan.....	43	30	14	6,337	6,830	6,879
Sherbrooke.....	212	157	169	6,537	7,333	5,965
Sorel.....	67	46	73	3,063	3,533	3,000
Thetford Mines.....	34	41	69	2,594	3,078	2,787
Trois-Rivières.....	187	113	256	6,524	7,594	5,841

TABLE D-4—UNFILED VACANCIES AND REGISTRATIONS AT APRIL 28, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfiled Vacancies(2)			Registrations		
	(1) April 23, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959	(1) April 23, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959
Quebec—Cont'd.						
Val d'Or.....	19	11	22	3,895	3,470	3,431
Valleyfield.....	23	13	31	3,017	3,179	2,873
Victoriaville.....	38	45	15	3,182	3,593	2,348
Ville St. Georges.....	43	26	50	5,407	5,852	5,269
Ontario	10,202	8,510	10,980	229,781	251,916	196,934
Arnprior.....	27	60	65	523	621	385
Barrie.....	43	26	17	1,772	1,980	1,447
Belleville.....	138	53	49	2,543	2,906	2,182
Bracebridge.....	104	69	210	1,858	2,082	1,677
Brampton.....	29	18	56	2,053	2,390	2,816
Brantford.....	125	133	73	3,359	3,661	2,069
Brockville.....	34	28	34	805	975	677
Carleton Place.....	4	3	12	470	644	433
Chatham.....	61	54	73	2,933	3,253	2,319
Cobourg.....	40	32	22	946	1,326	747
Collingwood.....	11	4	11	987	1,316	951
Cornwall.....	239	149	185	4,422	4,976	4,034
Elliot Lake.....	53	41	269	495	416	675
Fort Erie.....	29	48	11	627	878	607
Fort Frances.....	101	46	55	957	1,067	812
Fort William.....	191	77	102	3,342	4,254	2,931
Galt.....	81	98	127	1,494	1,628	1,343
Gananoque.....	61	37	20	429	512	312
Goderich.....	12	25	55	701	976	445
Guelph.....	54	60	61	2,309	2,612	1,848
Hamilton.....	871	805	799	15,722	15,962	13,287
Hawkesbury.....	25	15	16	1,103	1,389	1,281
Kapuskasing.....	9	32	27	2,203	1,728	2,041
Kenora.....	74	152	71	1,214	1,481	1,107
Kingston.....	137	122	145	2,545	2,920	2,209
Kirkland Lake.....	75	66	33	2,115	2,050	2,017
Kitchener.....	130	145	179	3,213	3,673	2,226
Leamington.....	22	41	37	1,416	2,126	1,027
Lindsay.....	24	14	11	841	944	888
Listowel.....	27	22	43	574	720	439
London.....	595	492	620	6,206	6,770	4,530
Long Branch.....	174	223	251	4,973	5,356	4,129
Midland.....	16	16	36	1,103	1,677	1,051
Napanee.....	6	7	9	856	1,019	655
Newmarket.....	44	47	74	2,106	2,257	1,485
Niagara Falls.....	83	59	62	2,643	3,187	2,648
North Bay.....	70	45	31	2,823	2,957	2,598
Oakville.....	86	83	104	1,073	1,189	829
Orillia.....	28	36	32	1,263	1,429	1,144
Oshawa.....	99	113	104	4,819	5,082	3,768
Ottawa.....	811	757	1,255	8,109	9,194	6,064
Owen Sound.....	55	54	22	2,133	2,704	1,795
Parry Sound.....	2	2	2	749	908	719
Pembroke.....	111	87	187	2,689	3,102	2,168
Perth.....	38	21	25	855	896	751
Peterborough.....	126	42	86	4,387	4,995	3,637
Pictou.....	4	1	10	556	708	434
Port Arthur.....	437	311	331	5,927	6,444	5,527
Port Colborne.....	13	10	9	1,189	1,266	1,137
Prescott.....	45	36	13	1,197	1,404	1,043
Renfrew.....	13	10	9	700	842	879
St. Catharines.....	182	138	161	4,845	5,576	4,464
St. Thomas.....	51	36	45	1,474	1,555	944
Sarnia.....	111	97	46	2,819	3,602	2,585
Sault Ste. Marie.....	192	139	243	3,069	3,159	3,117
Simcoe.....	102	38	56	1,810	2,257	1,018
Sioux Lookout.....	17	5	5	416	349	395
Smiths Falls.....	68	18	32	545	670	532
Stratford.....	43	38	55	1,237	1,408	990
Sturgeon Falls.....	19	15	6	1,536	1,640	1,406
Sudbury.....	283	140	237	5,890	6,046	5,866
Tillsonburg.....	24	16	.....	909	1,088	.....
Timmins.....	153	28	74	3,649	3,483	3,563
Toronto.....	2,652	2,295	3,196	59,997	65,010	49,487
Trenton.....	55	52	44	1,155	1,272	887
Walkerton.....	77	37	45	958	1,181	765
Wallaceburg.....	5	7	3	1,015	1,238	643
Welland.....	75	79	28	2,170	2,521	2,219
Weston.....	140	143	234	4,794	5,545	5,225
Windsor.....	206	214	202	9,693	10,658	9,264
Woodstock ³	60	48	.....	1,468	1,806	.....
Manitoba	2,684	1,878	2,989	30,543	32,937	25,042
Brandon.....	352	214	324	2,812	3,329	2,187
Dauphin.....	54	28	25	2,321	2,334	1,688
Flin Flon.....	36	39	43	321	280	331
Portage la Prairie.....	85	81	106	1,431	1,774	1,106
The Pas.....	193	107	108	506	497	556
Winnipeg.....	1,961	1,409	2,383	23,242	24,773	19,174

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959
Saskatchewan	1,330	1,095	1,382	23,313	28,043	18,223
Estevan.....	69	43	80	647	809	412
Lloydminster.....	72	28	.....	651	742	.....
Moose Jaw.....	221	204	213	1,714	2,399	1,200
North Battleford.....	53	32	66	1,498	1,904	1,549
Prince Albert.....	115	76	97	3,044	3,465	2,613
Regina.....	301	242	299	5,425	6,208	4,275
Saskatoon.....	307	255	351	5,290	6,227	3,985
Swift Current.....	85	93	129	853	1,391	781
Weyburn.....	30	33	30	582	807	404
Yorkton.....	137	89	117	3,609	4,091	3,004
Alberta	4,194	2,317	5,097	41,190	42,899	32,227
Blairmore.....	2	7	5	696	796	756
Calgary.....	1,093	719	1,687	11,279	12,651	7,816
Drumheller.....	24	23	25	823	927	.....
Edmonton.....	2,612	1,121	2,740	20,577	20,538	17,244
Edson.....	35	17	22	916	914	883
*Grande Prairie.....	41	.....	.....	1,379	.....	.....
Lethbridge.....	128	159	304	2,560	3,589	2,200
Medicine Hat.....	119	152	209	1,042	1,486	933
Red Deer.....	140	119	105	1,918	1,998	1,568
British Columbia	2,490	1,901	2,792	72,105	78,055	64,188
Chilliwack.....	78	50	64	1,620	1,966	1,295
Courtenay.....	18	29	19	990	1,032	852
Cranbrook.....	44	11	15	1,635	1,759	1,239
Dawson Creek.....	15	10	23	1,423	1,749	2,249
Duncan.....	38	26	24	754	1,000	659
Kamloops.....	5	15	38	1,615	1,819	2,021
Kelowna.....	19	22	27	1,529	1,959	1,337
Kitimat.....	105	48	7	252	267	295
Mission City.....	27	29	26	1,303	1,581	949
Nanaimo.....	27	33	29	1,061	1,417	1,040
Nelson.....	28	35	19	1,151	1,430	1,147
New Westminster.....	242	224	263	9,198	10,322	7,946
Penticton.....	10	18	36	1,497	1,968	1,493
Port Alberni.....	23	10	25	731	834	881
Prince George.....	44	40	83	3,739	2,696	4,093
Prince Rupert.....	11	19	15	1,730	1,777	1,781
Princeton.....	20	10	8	452	587	488
Quesnel.....	36	30	.....	2,029	1,604	.....
Trail.....	124	33	47	1,196	1,398	1,257
Vancouver.....	1,098	907	1,519	30,559	32,420	26,144
Vernon.....	61	32	50	2,483	2,856	2,036
Victoria.....	156	162	270	4,622	4,969	4,276
Whitehorse.....	261	108	185	536	645	710
Canada	30,460	22,232	33,163	756,432	831,990	660,639
Males.....	15,913	10,402	16,883	581,558	652,107	498,897
Females.....	14,487	11,830	16,280	174,874	182,883	161,742

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for April 30, 1959 due to changes in the local office area.

* Commenced reporting March 28, 1960.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (4 months).....	252,185	168,438	83,747	17,712	64,199	89,445	56,637	24,192
1960 (4 months).....	238,101	157,635	80,466	21,406	63,597	81,405	48,032	23,661

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	37.4	142,122	3,137,737
Prince Edward Island.....	7.3	27,830	568,631
Nova Scotia.....	40.8	155,222	3,148,682
New Brunswick.....	43.3	164,418	3,479,173
Quebec.....	250.2	950,601	21,467,455
Ontario.....	209.6	796,577	17,656,624
Manitoba.....	29.0	110,202	2,404,644
Saskatchewan.....	21.7	82,319	1,828,677
Alberta.....	33.0	125,440	2,849,164
British Columbia.....	60.6	230,333	5,227,094
Total, Canada, April 1960.....	732.9	2,785,064	61,767,881
Total, Canada, March, 1960.....	733.0	3,371,925	74,844,833
Total, Canada, April, 1959.....	640.2	2,817,049	59,964,585

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, APRIL 29, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percentage Postal	April 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	714,894	110,752	59,376	103,381	89,703	101,347	92,738	157,597	40.7	610,770
Male.....	555,885	86,242	46,973	83,344	70,885	79,411	77,549	111,481	45.3	465,108
Female.....	159,009	24,510	12,403	20,037	18,818	21,936	15,189	46,116	24.8	145,662
Newfoundland.....	28,991	2,181	1,568	2,743	3,507	5,382	7,371	6,239	80.6	25,295
Male.....	27,345	2,021	1,468	2,595	3,327	5,085	7,181	5,668	82.4	23,620
Female.....	1,646	160	100	148	180	297	190	571	51.3	1,675
Prince Edward Island.....	4,975	247	166	309	440	851	1,322	1,640	75.2	4,347
Male.....	4,222	201	144	260	375	719	1,202	1,321	78.5	3,614
Female.....	753	46	22	49	65	132	120	319	57.0	733
Nova Scotia.....	39,743	8,574	2,092	4,348	3,938	6,485	5,976	8,330	51.8	33,849
Male.....	34,556	8,009	1,829	3,796	3,287	5,658	5,440	6,537	53.6	28,459
Female.....	5,187	565	263	552	651	827	536	1,793	39.9	5,390
New Brunswick.....	37,428	4,686	2,680	5,307	5,044	5,857	6,686	8,168	68.7	35,163
Male.....	32,003	4,122	2,444	4,789	4,503	4,944	5,038	6,163	71.7	29,714
Female.....	5,425	564	236	518	541	913	648	2,005	50.9	5,449
Quebec.....	244,031	32,079	20,018	38,611	33,824	33,956	33,054	52,489	44.3	213,157
Male.....	196,218	24,061	16,064	32,702	28,757	28,271	28,338	38,025	49.0	169,805
Female.....	47,813	8,018	3,954	5,909	5,067	5,685	4,716	14,464	24.9	43,352
Ontario.....	208,962	35,740	18,164	30,277	24,042	28,039	23,167	49,533	25.5	175,799
Male.....	147,155	25,631	13,056	22,140	16,874	19,810	17,669	31,975	27.4	119,617
Female.....	61,807	10,109	5,108	8,137	7,168	8,229	5,498	17,558	20.9	56,182
Manitoba.....	29,612	4,504	2,149	4,354	4,393	4,961	3,701	5,550	35.2	22,263
Male.....	22,064	3,372	1,532	3,244	3,148	3,663	2,960	4,145	41.9	15,962
Female.....	7,548	1,132	617	1,110	1,245	1,298	741	1,405	15.5	6,301
Saskatchewan.....	20,167	2,986	1,379	2,623	2,712	3,511	3,047	3,909	57.7	15,854
Male.....	16,042	2,412	1,121	2,112	2,130	2,756	2,560	2,951	63.1	12,137
Female.....	4,125	574	258	511	582	755	487	958	36.7	3,717
Alberta.....	37,816	8,416	4,211	5,933	5,323	5,081	3,396	5,456	39.2	29,445
Male.....	30,238	7,205	3,698	4,872	4,023	3,805	2,790	3,845	42.6	23,352
Female.....	7,578	1,211	513	1,061	1,300	1,276	606	1,611	25.4	6,093
British Columbia.....	63,169	11,339	6,949	8,876	6,480	7,224	6,018	16,283	30.6	55,598
Male.....	46,042	9,208	5,617	6,834	4,461	4,700	4,371	10,851	33.6	38,828
Female.....	17,127	2,131	1,332	2,042	2,019	2,524	1,647	5,432	22.6	16,770

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, APRIL, 1960

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,823	4,905	918	6,527	5,846	681	2,122
Prince Edward Island.....	1,034	853	181	1,227	1,142	85	161
Nova Scotia.....	13,820	8,927	4,893	12,830	11,721	1,109	4,066
New Brunswick.....	10,585	7,868	2,717	10,631	9,462	1,169	2,864
Quebec.....	66,981	48,164	18,817	75,922	67,473	8,449	17,053
Ontario.....	67,822	45,599	22,223	72,297	62,889	9,408	16,060
Manitoba.....	8,260	6,053	2,207	8,615	7,545	1,070	1,708
Saskatchewan.....	5,694	4,579	1,115	5,993	5,203	790	1,545
Alberta.....	12,560	9,116	3,444	14,306	12,266	2,040	3,555
British Columbia.....	22,044	13,822	8,222	24,546	21,010	3,536	5,135
Total, Canada, April 1960.....	214,623	149,886	64,737	232,894	204,557	28,337	54,269
Total, Canada, March 1960.....	283,545	202,589	80,956	274,772	242,254	32,518	72,540
Total, Canada, April 1959.....	206,947	144,232	62,715	229,999	199,733	30,266	37,411

* In addition, revised claims received numbered 36,665.

† In addition, 37,587 revised claims were disposed of. Of these, 3,452 were special requests not granted and 1,433 were appeals by claimants. There were 6,622 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED)*

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—March.....	4,306,300	3,483,300	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900
June.....	3,974,000	3,753,500	220,500
May.....	4,072,900	3,630,000	442,900†
April.....	4,134,000	3,523,200	610,800

* Revised on the basis of June 1, 1959 book renewal.

† The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For the other months, the number of claimants is taken from the count of persons having an unemployment register in the "live file" at the end of the month, as shown in Table E-2 for each month.

**TABLE E-5.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1960**

Source: Unemployment Insurance Commission

Fiscal Year ended March 31	REVENUE										EXPENDITURE			BALANCE IN FUND
	Contributions (Gross less refunds)		Fines and Penalties	Interest on Investments	Profit or Loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS		BALANCE				
	Employer and Employee	Government						Ordinary	Supplementary and Seasonal		Total			
	\$ cts.	\$ est.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.			
To 1951.....	773,530,580 72	154,083,635 01	76,196 49	77,038,812 58	P. 581,831 13	1,005,911,055 93	335,401,495 46	5,929,183 68	341,330,679 14	664,580,376 79				
1952.....	153,887,858 49	30,805,704 77	33,344 00	19,075,691 98	L. 29,188 00	203,773,411 24	85,559,677 68	4,594,758 92	90,154,436 60	773,199,351 43				
1953.....	155,184,595 03	31,036,836 18	36,085 94	22,972,862 82	L. 22,125 38	209,208,254 59	128,814,174 79	7,008,266 57	135,522,441 36	851,585,164 66				
1954.....	158,073,276 19	31,773,867 91	36,833 77	25,914,857 03	P. 179,647 21	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	881,274,133 34				
1955.....	158,860,309 41	31,771,463 88	36,787 72	26,074,899 09	P. 303,369 55	217,046,829 65	232,757,808 10	24,870,838 12	257,628,646 22	840,692,316 77				
1956.....	169,726,970 28	33,948,572 66	31,070 00*	24,909,609 60	P. 95,523 07	228,711,745 61	180,038,064 37	35,167,479 42	215,205,543 79	854,198,518 59				
1957.....	188,001,489 34	37,587,449 73	43,826 63	27,063,468 80	L. 1,024,412 77	251,671,851 77	201,196,193 03	30,099,525 67	231,295,718 70	874,574,651 66				
1958.....	192,395,408 61	38,484,149 23	46,685 92	27,957,894 99	L. 4,182,335 04	254,701,803 71	327,907,809 48	57,168,521 02	385,076,330 50	744,200,124 87				
1959.....	185,487,401 58	37,097,403 31	47,735 63	21,725,096 30	L. 10,115,171 51	234,242,110 31	362,155,761 67	116,475,316 00	478,631,077 67	499,811,157 51				
To 1959.....	2,135,747,529 65	427,151,087 72	388,566 10	272,733,223 19	L. 14,212,861 74	2,821,807,544 92	2,028,450,887 61	293,545,499 80	2,321,996,387 41	499,811,157 51				
April.....	11,038,718 18	2,196,049 36	3,288 22	1,434,199 21	L. 90,410 95	14,581,844 02	37,518,022 59	22,412,480 03	59,930,502 62	454,562,498 91				
May.....	14,650,171 09	2,934,492 15	4,249 12	1,487,552 99	L. 244,246 57	18,831,693 78	26,559,713 82	13,886,567 73	40,446,281 55	432,847,911 14				
June.....	15,204,649 67	3,056,913 16	3,640 75	1,436,819 73	L. 525 00	19,406,132 90	17,365,062 40	736,291 00	18,101,353 40	434,152,690 64				
July.....	17,128,698 80	3,424,294 18	4,140 43	1,493,164 16	L. 209,178 08	21,791,667 44	14,546,404 11	40,813 00	14,857,217 11	441,527,176 75				
August.....	15,980,005 44	3,192,660 46	3,152 02	1,457,968 90	P. 2,280 00†	20,426,861 74	13,108,371 75	14,784 00	13,123,155 75	448,660,846 96				
September.....	15,573,151 04	3,115,029 95	3,539 33	1,424,127 33	L. 182,328 79	23,355,518 86	13,365,052 41	10,534 00	13,375,586 41	455,238,779 41				
October.....	18,333,280 91	3,670,716 21	3,638 99	1,482,005 88	L. 132,465 75	29,357,196 24	13,756,928 32	4,626 00	13,761,554 32	464,834,421 33				
November.....	22,638,330 12	4,528,127 60	4,235 98	1,417,098 34	L. 687,250 00	27,823,610 54	17,477,869 35	1,687 00	17,479,556 35	475,178,655 92				
December.....	23,871,812 25	4,774,727 98	4,746 60	1,393,288 86	L. 1,465,587 50	28,576,933 30	27,108,906 30	5,552,426 60	32,661,332 95	471,094,255 96				
January.....	23,273,605 87	4,656,520 10	4,711 73	1,430,688 40	L. 227,500 00	29,135,805 55	42,062,777 82	12,281,896 37	54,344,674 19	445,885,337 32				
February.....	22,409,305 87	4,482,607 14	6,829 84	1,184,194 64	L. 3,209,437 50	24,841,607 92	45,866,999 68	16,718,968 75	62,585,968 43	408,141,026 31				
March.....	28,513,972 44	5,692,702 04	5,609 85	1,213,747 72	L. 2,825,671 50	32,588,270 44	52,233,923 86	22,603,140 44	74,837,064 30	365,892,232 95				
Sub-Total.....	228,615,701 68	45,723,140 33	51,775 86	16,884,856 16	L. 8,413,691 50	281,315,142 82	320,969,852 46	94,264,214 92	415,234,067 38	365,892,232 95				
Total.....	2,364,363,231 33	472,874,225 05	440,341 96	289,588,079 35	L. 22,626,553 24	3,103,122,687 74	2,349,420,740 07	387,809,714 72	2,737,230,454 79	365,892,232 95				

* Penalties from 1 October 1955.

† Seasonal from 1 January 1956.

‡ Recovery of a loss recorded on a previous sale.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1960

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1959	April 1960	May 1960					
St. John's, Nfld. (1).....	114.2	115.6	115.9	113.9	115.7	107.6	109.9	123.0
Halifax.....	125.4	127.0	126.8	116.3	134.2	120.2	129.5	140.0
Saint John.....	126.9	129.1	128.6	120.7	138.5	118.9	124.2	143.3
Montreal.....	125.9	127.6	127.2	124.6	145.1	105.3	118.7	138.2
Ottawa.....	126.0	128.0	127.7	119.7	148.3	113.8	121.4	137.7
Toronto.....	128.1	129.7	129.8	119.3	153.3	113.8	124.1	139.8
Winnipeg.....	122.8	124.7	124.8	118.3	134.2	117.8	120.0	134.7
Saskatoon—Regina.....	122.1	123.6	123.4	117.0	124.4	122.1	125.2	129.2
Edmonton—Calgary.....	122.0	123.4	123.3	114.3	124.4	120.2	127.5	133.1
Vancouver.....	126.8	128.2	128.1	120.0	138.9	116.9	132.0	136.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,336,680	0.19
*1959: May.....	20	32	5,359	60,830	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	1	2,000	10,000
Manufacturing.....	17	2,164	16,530
Construction.....	11	1,858	33,790
Transportation, etc.....	1	31	40
Public utilities.....			
Trade.....	3	630	10,580
Finance.....	1	153	3,210
Service.....	4	316	750
All industries.....	38	7,152	74,900

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	3	60	1,130
New Brunswick.....			
Quebec.....	9	2,267	17,420
Ontario.....	20	4,034	43,280
Manitoba.....	2	144	2,870
Saskatchewan.....			
Alberta.....			
British Columbia.....	3	616	10,160
Federal.....	1	31	40
All jurisdictions.....	38	7,152	74,900

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MAY 1960**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			May	Accu- mulated	Termina- tion Date	
MINING— <i>Metal Mining—</i> Falconbridge Nickel Mines, Falconbridge, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	2,000	10,000	10,000	May 16 May 20	Wearing of safety glasses during entire shift~Ret- urn of workers.
MANUFACTURING— <i>Iron and Steel Products—</i> La Fonderie Ste. Croix, Ste. Croix, Cte. Lotbiniere, Que.	Metal Trades Federation (CCCL)	113	450	7,460	Feb. 3 May 6	Reduction in wage rates~ Amended wage schedule agreed upon.
<i>Chemical Products—</i> Shawinigan Chemicals, Shawinigan, Que.	CCCL—chartered local	1,496	9,620	9,620	May 6 May 14	Seniority rights~Return of workers, seniority rights to be discussed.
CONSTRUCTION— Foundation Company of Canada, Gatineau, Que.	Building trades unions (Hull Council, AFL-CIO)	200	2,000	3,000	Apr. 25 May 16	Union recognition~Ret- urn of most workers.
Toronto Federation of Painting Contractors, Toronto, Ont.	Painters (AFL-CIO/CLC)	1,500	30,000	30,000	May 4	Wages~
TRADE— Three Hardware Firms, New Westminster and Vancouver, B.C.	Retail, Wholesale Em- ployees Loc. 535 (AFL- CIO/CLC)	590	9,740	9,740	May 6	Wages, seniority, fringe benefits~
FINANCE— Société Mutuelle d'Assurances Générales de l'U.C.C. Montreal, Que.	CCCL-chartered local	153	3,210	5,660	Apr. 7 May 24	Union recognition~Union recognized.
SERVICE— <i>Business Service—</i> Brink's Express Co. of Canada, Montreal, Que.	Teamsters Loc. 106 (Ind.)	160	160	160	May 13 May 14	Wages~15¢ an hour in crease of which 7¢ an hour is retroactive.
<i>Personal Service</i> Prince Edward Hotel, Windsor, Ont.	Hotel Employees Loc. 743 (AFL-CIO/CLC)	110	90	90	May 14 May 15	Wages~\$25.00 in lieu of retroactive pay from May 1, 1960; 4¢ an hour increase effective May 1, 1960, a further 3¢ increase effective May 1, 1961.

EXPLANATORY NOTES

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in

terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S.

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages are not likely to lead to major omissions, it is not always possible, particularly on the preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1960 BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining & Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by—													
(a) Tools, Machinery, Cranes, etc.....		1		4	3			1					9
(b) Moving Vehicles.....	1			2		1	1	3	2		1		11
(c) Other Objects.....	4	15		6	9	7	1	1	1		2		46
Caught In, On or Between Machinery, Vehicles, etc.....	2	3		3	10	4		7					30
Collisions, Derailments, Wrecks, etc.....	4	2	5	2	2	2		14	6		2		39
Falls and Slips—													
(a) Falls on Same Level.....					1			1	1				4
(b) Falls to Different Levels.....		8	2	3	6	5		10			2		36
Conflagrations, Temperature Extremes and Explosions.		2		1	5	3					7		18
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....				7	7	1		2	2		2		20
Electric Current.....					2	1	2	2					7
Over-Exertion.....								1			1		2
Miscellaneous Accidents.....				1	1			1	1				4
Total, First Quarter 1960.....	11	31	7	29	46	25	4	42	13		18		226
Total, First Quarter 1959.....	9	35	17	43	40	50	7	40	16	1	19		277

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1960

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					2	8						11
Logging.....				2		5			4	20		31
Fishing and Trapping.....			6									7
Mining and Quarrying.....			4	1	3	11			1	6		29
Manufacturing.....	2		3		11	15	2		6	7		46
Construction.....	1		1	2	2	11	2	1	2	3		25
Public Utilities.....						2	2					4
Transportation, Storage and Communications.....				3	8	11	3	1	6	6		42
Trade.....	1			1		5			3	3		13
Finance.....								1				
Service.....				1	5	8				3		18
Unclassified.....												
Total.....	4		18	10	31	76	9	6	22	50		226*

* Of this total 174 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 52 were obtained from other, non-official sources.



CANADA

THE

LABOUR GAZETTE



933

LABOUR DAY 1960

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 8

AUGUST 31, 1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 8	CONTENTS	August 31, 1960
Employment Review		765
Collective Bargaining Review		768
Notes of Current Interest		774
House of Commons Debates of Labour Interest: A Guide ..		779
Distribution of Union Membership in Canada, 1959		782
Two Broadcasts on Older Worker Problem		788
Labour Day Messages		793
Women in Retail Stores		797
50 Years Ago This Month		798
International Labour Organization:		
44th International Labour Conference		799
Industrial Relations and Conciliation:		
Certification Proceedings		812
Conciliation Proceedings		814
Labour Law:		
Legal Decisions Affecting Labour		829
Recent Regulations, Federal and Provincial		835
Unemployment Insurance:		
Monthly Report on Operations		837
Decisions of the Umpire		838
Labour Conditions in Federal Government Contracts		843
Prices and the Cost of Living		849
Publications Recently Received in Department's Library		851
Labour Statistics		854

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

The Employment Situation, July

Employment increased somewhat more slowly between June and July than in the same period of most previous years. Unemployment increased slightly during the month instead of declining slightly, as it usually does at this time of year.

Agriculture was responsible for the rise in employment during the month, the number of persons with farm jobs increasing by an estimated 138,000 to 820,000. Employment in non-farm activities, which usually increases moderately, showed little change. Layoffs and temporary shutdowns were prevalent in manufacturing centres, and a considerable number of construction workers were released in Quebec. Construction employment in other regions, however, increased about as much as usual, and there were small advances in trade and transportation industries.

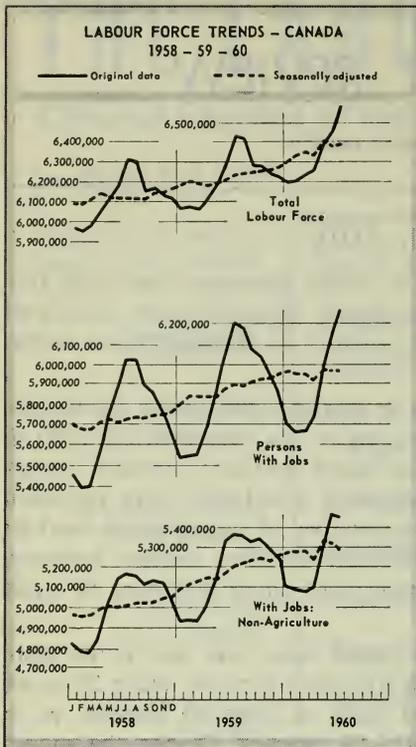
The annual influx of students into the labour force was one of the main developments of the month. There were 174,000 more persons under 20 years of age employed in July than in June—not quite as large an increase as in 1959 but almost 20,000 more than the 1955-59 average. During the month there was a drop of almost 50,000 job holders over 25 years of age. Many of these were school teachers who dropped out of the labour force for the summer months.

The estimated number of persons without jobs and seeking work increased by 11,000 to 311,000 between June and July. This total was 83,000 higher than in July 1959. The increase during the month occurred in Quebec and Ontario, partly because of layoffs in manufacturing and construction. The number on temporary layoff was estimated to be 18,000, compared with 15,000 in June and 12,000 in July 1959. The seeking work figure was 4.7 per cent of the labour force compared with 3.5 per cent in July 1959.

The number of men seeking work was estimated to be 260,000, up slightly from the previous month and 74,000 more than a year earlier. An estimated 51,000 women were without jobs and seeking work, unchanged from a month earlier but 9,000 more than last year.

Although the number of job seekers showed little net change during the month, there was considerable movement within the total. Of those seeking work in June, about 100,000 had found jobs or had withdrawn from the labour force by July. A slightly greater number became job seekers during the month. In July, about 57,000 had been seeking work for more than six months, virtually the same number as the month before and about 13,000 more than a year earlier.

The classification of the 110 labour market areas at the end of July was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 54 (31); in balance, 53 (78).



The Labour Force

The labour force, as estimated from the monthly sample survey conducted by the Dominion Bureau of Statistics, totalled 6,592,000 in the week ended July 23. This total compares with 6,454,000 one month earlier.

The breakdown of these labour force data indicates that 5,927,000 or 89.9 per cent of those in the labour force usually worked 35 hours or more at the jobs they held in the survey week, 354,000 or 5.4 per cent usually worked less than 35 hours, and 311,000 or 4.7 per cent were without jobs and seeking work. Classed as not in the labour force are such groups as those keeping house, going to school, retired or voluntarily idle, too old or unable to work; these numbered 5,214,000.

The survey provides additional information about those who worked less than full time and were not regular part-time workers. Of the persons in this category, 60,000 or 0.9 per cent of the

labour force worked less than full time on account of short time and turnover (32,000 on short time, 12,000 laid off for part of the week, 10,000 having found jobs during the week); 18,000 or 0.3 per cent of the labour force were not at work because of temporary layoff, and 784,000 or 11.9 per cent of the labour force worked less than full time for other reasons. The other reasons included vacation (635,000), illness (74,000), bad weather (13,000), and other (62,000).

During the corresponding week in 1959, there were 6,434,000 in the labour force, of whom 5,879,000 usually worked 35 hours or more at the jobs they held during that week, 327,000 usually worked less than 35 hours, and 228,000 were without jobs and seeking work. There were 5,138,000 classed as not in the labour force.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	July 1960	July 1959	July 1960	July 1959	July 1960	July 1959
Metropolitan.....	1	1	7	3	4	8
Major Industrial.....	2	—	20	15	4	11
Major Agricultural.....	—	—	3	2	11	12
Minor.....	—	—	24	11	34	47
Total.....	3	1	54	31	53	78

Current Labour Statistics

(Latest available statistics at August 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	July 23	6,592,000	+ 2.1	+ 2.5
Persons with jobs.....	July 23	6,281,000	+ 2.1	+ 1.2
Agriculture.....	July 23	820,000	+20.2	- 1.8
Non-Agriculture.....	July 23	5,461,000	- 0.2	+ 1.7
Paid Workers.....	July 23	5,029,000	+ 0.4	+ 1.4
Usually work 35 hours or more.....	July 23	5,927,000	+ 2.9	+ 0.8
At work 35 hours or more.....	July 23	5,065,000	- 6.5	- 3.2
At work less than 35 hours, or not at work due to short time and turnover.....	July 23	60,000	-14.3	+ 20.0
for other reasons.....	July 23	784,000	+199.2	+ 34.2
Not at work due to temporary layoff.....	July 23	18,000	+20.0	+ 50.0
Usually work less than 35 hours.....	July 23	354,000	- 9.9	+ 8.3
Without jobs and seeking work.....	July 23	311,000	+ 3.7	+ 36.4
<i>Registered for work, NES</i>				
Atlantic.....	July 21	31,900	-21.8	+ 5.6
Quebec.....	July 21	116,600	- 4.3	+ 29.1
Ontario.....	July 21	137,000	- 1.0	+ 37.0
Prairie.....	July 21	41,900	-17.7	+ 19.4
Pacific.....	July 21	46,300	- 6.1	+ 29.0
Total, all regions.....	July 21	373,700	- 6.9	+ 28.2
Claimants for Unemployment Insurance benefit.....	June 30	296,445	-18.6	+ 34.4
Amount of benefit payments.....	June	\$26,841,961	-48.6	+ 47.8
Industrial employment (1949 = 100).....	May	118.8	+ 3.5	- 0.7
Manufacturing employment (1949 = 100).....	May	110.6	+ 1.6	- 1.0
Immigration.....	1st six mos.	58,041	-	+ 1.7
Destined to the labour force.....	1st six mos.	30,845	-	+ 4.4
<i>Strikes and Lockouts</i>				
Strikes and Lockouts.....	July	37	-14.0	- 11.9
No. of workers involved.....	July	5,067	-30.7	- 87.8
Duration in man days.....	July	37,770	-29.1	- 94.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (incl. comp.).....	May	\$75.38	- 0.8	+ 2.1
Average hourly earnings (mfg.).....	May	\$1.79	0.0	+ 3.5
Average hours worked per week (mfg.).....	May	40.1	- 1.0	- 2.4
Average weekly wages (mfg.).....	May	\$71.67	- 1.0	+ 1.1
Consumer price index (av. 1949 = 100).....	July	127.5	- 0.1	+ 1.3
Real weekly wages (mfg. av. 1949 = 100).....	May	134.8	- 0.9	- 0.4
Total labour income..... \$000,000	May	1,526	+ 2.6	+ 2.9
<i>Industrial Production</i>				
Total (average 1949 = 100).....	June	174.1	+ 2.6	+ 0.7
Manufacturing.....	June	157.8	+ 3.0	- 0.5
Durables.....	June	158.5	+ 3.1	- 3.5
Non-Durables.....	June	157.2	+ 2.9	+ 2.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 414, April issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The number of major collective agreements at various stages of negotiation at the end of July—63—was lower than in any previous month this year. The most important of the outstanding negotiations, in terms of the number of workers involved, was the dispute between the railways and the 15 non-operating unions. During the month the conciliation board was in the process of reviewing the voluminous evidence presented by both parties and writing its report, which was expected to be presented to the Minister of Labour by the end of August.

During July, talks continued between the Steelworkers union and Dominion Bridge for renewal agreements affecting 4,000 workers at 11 plants across Canada. By mid-August, strikes were called at some of the plants and there were indications that these work stoppages might spread to the remaining ones.

Negotiations for the renewal of an agreement covering 6,000 **Canadair Limited** employees were initiated in mid-July by the **International Association of Machinists**. The union asked for a general wage increase of 7 per cent, which amount was in line with what had been decided upon at a recent conference of the union's North American aircraft locals. Other demands included a change in the vacation allowance to provide for three weeks paid vacation after 10 years of continuous service, instead of after 12 years, and a fourth week after 20 years of service. The union asked that the term of the new agreement be for one year. They also wanted the existing pension plan written into the agreement.

Conciliation services were applied for in the collective bargaining between the **Hydro Electric Commission of Ontario** and its 9,500 employees represented by the Ontario Hydro Employees Union, Local 1000 of the **National Union of Public Service Employees**. The 160-item bargaining agenda was reduced to some 30 items by direct negotiations before the assistance of a third party was requested. One of the points at issue was the union demand that the cost-of-living escalator clause be retained. This clause, which was last invoked in November 1959, allows for a 3-per-cent wage increase for each 3-per-cent boost in the cost-of-living index. In addition, the union requested that its 4,000 tradesmen and 900 operators receive a general wage increase of 4 per cent. For the 4,200 weekly salary employees, whose salaries range upwards from \$52 per week, the union asked for a 3-per-cent increase as well as a reduction in the work week from 37½ to 35 hours. The Commission reportedly was prepared to give some wage increases to the various categories of employees but wanted to delete the cost-of-living clause. By the end of the month a conciliation officer had been appointed but a meeting had not yet been arranged.

In July, a conciliation board released its recommendations for the settlement of the dispute between the **Seafarers' International Union** and the **Association of Lake Carriers**, representing five inland shipping companies. The majority report recommended a 12-per-cent wage boost to be paid in three equal instalments during the life of a two-year agreement; this was a compromise between the union request for an immediate 10-per-cent increase and

the company offer of 10 per cent spread over three years. In the Board's recommendation, the first 4-per-cent wage boost would be retroactive to the start of this year's navigation season, the next 4 per cent would be paid at the start of the 1961 season and the final 4 per cent at the start of the 1962 season. The Board report indicated that it took cognizance of the changing economic conditions in the inland shipping industry resulting from the increased competition and the new operating conditions arising out of the completion of the St. Lawrence Seaway. The union request for a reduced work week from 48 to 40 hours was rejected on the grounds that the nature of the Great Lakes operation precluded the granting of a shorter work week.

The SIU nominee filed a minority report in which he recommended that the union bid for a one-year agreement with a 10-per-cent increase retroactive to the start of navigation this year be granted. He also supported the union request for a 40-hour week.

Included in the 19 major settlements covering approximately 33,000 workers that were reached in July were new agreements in the pulp and paper industry both in eastern and western Canada. In British Columbia five pulp and paper companies jointly signed a one-year agreement that provided higher wages for a total of 4,700 workers, and in Newfoundland, Bowater's signed a one-year agreement with paper unions representing 3,400 employees.

Six months of negotiations ended during July with the signing of a new agreement for 1,600 drivers of 13 metropolitan **Toronto dairies**. A conciliation board had been established to deal with the dispute between the companies and the **Teamsters union**, representing the drivers. The first break in the negotiations came when Acme Farmers' Dairy, one of the major companies in the group, reached a separate settlement with the Teamsters while the board was still in progress. The dairy's 500 drivers received weekly pay increases ranging from \$3.85 to \$5.50 retroactive to March 1. Shortly thereafter the remaining companies reached a settlement that gave approximately 1,000 drivers wage increases ranging from \$3.85 weekly on the base rate to \$4.85 weekly on the maximum rates. The vacation clause was altered to provide three weeks annual

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING FIRST HALF OF 1960

Collective agreements covering 500 or more workers concluded between
January 1 and June 30, 1960, exclusive of agreements in the
construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	33	41,910	15	19,090	5	7,600	2	1,700	—	—	55	70,300
Conciliation officer.....	4	4,730	5	9,000	3	1,600	1	1,200	—	—	13	16,530
Conciliation board.....	2	1,220	6	5,130	5	5,540	1	950	1	500	15	13,340
Post-conciliation bargaining.....	—	—	—	—	4	4,350	3	3,010	3*	7,800*	10	15,160
Work stoppage.....	—	—	1	1,150	—	—	1	750	—	—	2	1,900
TOTAL.....	39	47,860	27	34,370	17	19,090	8	7,610	4	8,300	95	117,230

*Includes one instance where 1,800 out of 5,000 employees were on strike.

paid holidays to all employees with 12 years of service and four weeks for those with 25 years. The companies agreed to pay two-thirds of the cost of uniforms and \$20 annually as a tool allowance for mechanics.

Duration of Negotiations

As reported in last month's *LABOUR GAZETTE* (p. 657), a total of 95 major collective agreements covering more than 117,000 workers were signed during the first six months of 1960. Approximately half of these major agreements, affecting 53,000 workers, were in manufacturing, most of them in food and beverages, pulp and paper, non-metallic mineral products, rubber products and textiles. In mining, six out of twelve major settlements brought wage increases to uranium miners working in and around Elliot Lake, Ont. The two industrial sectors in which a substantial number of new agreements came into force during the period were transportation and communication, with 10 major agreements covering 20,000 workers, and the service industry, where 19,000 provincial and municipal employees and nearly 3,000 hospital employees received wage increases in 15 new major agreements.

Negotiations that preceded more than two-thirds of the settlements reached during the first half of 1960 were conducted for periods ranging from one to six months; well over one-half of these settlements were concluded after bargaining for three months or less. Of the negotiations that extended beyond six months, most of the major settlements came after seven to nine months of bargaining; in only four major agreements, covering 8,300 workers, talks extended beyond 13 months.

A relatively insignificant number of labour-management negotiations conducted during the first half of 1960 resulted in work stoppages. In Toronto 1,150 aircraft workers went on strike for eight days to bring about the settlement of their dispute with De Havilland Aircraft. Another work stoppage lasting 10 days preceded the signing of a new agreement with Canadian Aviation Electronics, Montreal. In addition to these, there was a work stoppage at the Dominion Textile mill in Magog, where a strike of 1,800 employees held up production at the mill for 4½ months. Although four of the company's plants were engaged in joint negotiations with the union, the Magog local was the only one involved in this work stoppage. The settlements reached while strikes were in progress accounted for only 3 per cent of the total major settlements reached during the first half of 1960.

Close to 60 per cent of the 95 major settlements were concluded by direct company-union negotiations. Of the 38 agreements signed after conciliation proceedings, fewer than one third required further direct discussions between the parties before agreements were signed.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CCCL)
Aluminum Co., Shawinigan Falls, Que.	Metal Trades' Federation (CCCL)
Burrard Dry Dock, Vancouver, B.C.	Twelve unions

Company and Location	Union
Canada Safeway, Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Consumers Glass, Montreal, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Crawley & McCracken, Elliot Lake, Ont.	Hotel Empl. (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dominion Stores, Montreal, Que.	Retail Clerks (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
General Cigar, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CCCL)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco, Granby, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Imperial Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.	Carpenters (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	Photo Engravers (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Sheet metal firms (various), Vancouver, B.C.	Shipyard Wkrs. (CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (AFL-CIO/CLC)
TCA, company-wide	Air Line Flight Attendants (CLC)
Tuckett Tobacco, Hamilton, Ont.	Tobacco Wkrs. (AFL-CIO/CLC)

Part II—Negotiations in Progress During July

Bargaining

Company and Location	Union
Aluminum Co., Arvida, Que.	Metal Trades' Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CCCL)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dress Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild (Dresses), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild (Sportswear), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fraser Cos., Cabano, Que.	Woodcutters, Farmers Union (Ind.)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
KVP Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Govt.	Sask. Civil Service (CLC)
St. Raymond Paper, Desbiens, Que.	Woodcutters, Farmers Union (Ind.)
TCA, company-wide	Machinists (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mère, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Company and Location	Union
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Drumheller Coal Operators' Assoc., Alta.	Mine Wkrs. (Ind.)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Northern Interior Lumbermen's Assoc, B.C.	Woodworkers (AFL-CIO/CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)

Conciliation Board

Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Association des Marchands Détaillants (Auto-Voiture), Quebec, P.Q.	CCCL-chartered local
B.C. Electric, province-wide	I.B.E.W. (AFL-CIO/CLC)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C.	Longshoremen and Warehousemen (CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
CNR, CPR, other railways	15 unions (non-operating empl.)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Township of Scarborough, Ont.	Public Empl. (CLC)

Post-Conciliation Bargaining

Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)

Arbitration

City of Quebec, Que.	Municipal and School Empl. (Ind.) (inside wkrs.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wkrs.)

Work Stoppage

(No cases during July)

Part III—Settlements Reached During July

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ASBESTOS CORP., THETFORD MINES, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 1,650 empl.—increases ranging from 6¢ to 20¢ an hr. over the 2-yr. period retroactive to Jan. 1, 1960; 3 wks. vacation after 15 yrs. service (formerly 3 wks. after 10 yrs.); vacation eligibility date based on employees' anniversary date instead of June 1; improved shift premiums; improved sickness and hospital insurance benefits.

ASSOCIATION PATRONALE DU COMMERCE, QUEBEC, P.Q.—COMMERCE EMPL. FEDERATION (CCCL): 2-yr. agreement covering 1,900 empl.—increase in wages of \$2.50 per wk. for the first year and \$2.75 per wk. for the second year.

ASSOCIATION PATRONALE DES SERVICES HOSPITALIERS, QUE, P.Q.—SERVICES FEDERATION (CCCL) (FEMALE): 1-yr. agreement covering 900 empl.—increases ranging from \$4 to \$9 per wk. eff. June 15, 1960; retroactivity to be calculated at the rate of \$3 per wk. worked from June 15, 1959 to June 15, 1960; work week reduced from 48 to 44 hrs. with same take home pay eff. Jan. 1, 1961; 2 wks. vacation after 3 yrs. (formerly 2 wks. after 5 yrs.); sick leave credits may be accumulated; improved seniority clause; uniforms to be supplied by the hospitals.

ASSOCIATION PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, P.Q.—SERVICES FEDERATION (CCCL) (MALE): 1-yr. agreement covering 550 empl.—wage increases ranging from \$4 to \$6 per wk. eff. June 15, 1960; retroactive pay to be calculated at the rate of \$3 per wk. worked, from June 15, 1959 to June 15, 1960; hrs. reduced from 48 to 44 per wk. eff. Jan. 1, 1961 with same take home pay; 2 wks. vacation after 3 yrs. (formerly 2 wks. after 5 yrs.); sick leave credits may be accumulated; improved seniority clause; uniforms now supplied by hospitals.

BOWATER'S NFLD. PAPER, CORNER BROOK, NFLD.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 3,400 empl.—wage increase of 11¢ an hr. eff. June 1, 1960; additional increase of 4¢ an hr. eff. Dec. 1, 1960; 3 wks. vacation after 10 yrs. service (previously 3 wks. after 15 yrs.).

CITY OF WINNIPEG, MAN.—PUBLIC SERVICE EMPL. (CLC): 1-yr. agreement covering 3,700 empl.—wages increased by 5% to a maximum of \$20 per mo. eff. April 1, 1960.

CONSOLIDATED PAPER, PORT ALFRED, QUE.—PULP AND PAPER WKRS. FEDERATION (CCCL): settlement terms not yet available.

DAIRIES (VARIOUS), TORONTO, ONT.—TEAMSTERS (IND.): 1-yr. agreement covering 1,800 empl.—increase of \$3.85 a wk. on base rate; 3 wks. vacation after 12 yrs. service (formerly 3 wks. after 15 yrs.); 4 wks. vacation after 25 yrs. (formerly no provision for 4 wks. vacation).

DAVID & FRERE, MONTREAL, QUE.—EMPL. ASSOC. (IND.): 2-yr. agreement covering 625 empl.—6¢-an-hr. increase retroactive to May 23, 1960 and an additional 3¢-an-hr. eff. May 23, 1961; incorporation of existing cost of living into the wage structure; union shop.

FOOD—STORES (VARIOUS), VANCOUVER, B.C.—RETAIL CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 2,400 empl.—wage increase of 10¢ an hr. retroactive to April 18, 1960 and a further 10¢ an hr. eff. April 18, 1961, with the exception of some female progression rates which are increased by 15¢ an hr. over the 2-yr. period; 3 wks. vacation after 5 yrs. (formerly 3 wks. after 7½ yrs.).

JOHNSON'S ASBESTOS, THETFORD MINES, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 900 empl.—increases ranging from 6¢ to 20¢ an hr. over the 2-yr. period retroactive to Jan. 1, 1960; 3 wks. vacation after 15 yrs. service (formerly 3 wks. after 10 yrs.); vacation eligibility date based on employees' anniversary date instead of June 1; improved shift premiums; improved sickness and hospital insurance benefits.

POLYMER CORP., SARNIA, ONT.—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,800 empl.—wage increase ranging from 6¢ to 10¢ an hr.; new base rate will be \$1.88 an hr.

PAPER MILLS (VARIOUS), B.C.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 4,700 empl.—general increase of 4%; additional adjustment of 2¢ an hr. for mechanics; new base rate will be \$2.03 an hr.; improvement in vacations.

QUEBEC IRON AND TITANIUM, SOREL, QUE.—METAL TRADES FEDERATION (CCCL): 2-yr. agreement covering 800 empl.—7¢-an-hr. increase retroactive to Dec. 5, 1959; further 11.8¢ an hr. eff. July 25, 1960, and a further 9.8¢ an hr. eff. July 25, 1961; 1 additional statutory holiday making a total of 8; bereavement leave of 3 days for close relatives and 1 day for distant relatives; improved shift premium; overtime after 4 hrs. paid at the rate of double time.

QUEBEC NORTH SHORE PAPER, BAIE COMEAU, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—increase in wages from 11¢ to 20¢ an hr. retroactive to May 1, 1960 and a further increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; eff. Jan. 1, 1961, 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional floating holiday making a total of 3 floating holidays; improved provision for bereavement leave.

R.C.A. VICTOR, MONTREAL, QUE.—SALARIED EMPL. ASSOC. (IND.): 1-yr. agreement covering 600 empl.—wages increased by 2¼% retroactive to May 16, 1960; 3 wks. vacation after 10 yrs. (formerly 3 wks. after 15 yrs.); improvement in hospital insurance clause.

SASK. POWER CORP., REGINA, SASK.—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,200 empl.—regrouping of positions costing approximately 2% of wages; plus 2% increase to office empl. and 3% to field empl. retroactive to June 1, 1960; 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation); increased shift differentials.

STEINBERG'S, MONTREAL, QUE.—EMPL. PROTECTIVE ASSOC. (IND.): 2-yr. agreement covering 3,000 empl.—increases ranging from \$1.50 to \$5.00 per wk. retroactive to June 4, 1960; hrs. reduced from 45 to 40 per wk. eff. June 4, 1960.

WINNIPEG TRANSIT COMMISSION, WINNIPEG, MAN.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 18-mo. agreement covering 950 empl.—increases for bus drivers of 10½¢ an hr. retroactive to Mar. 20, 1960, a further 4¢ an hr. eff. Sept. 25, 1960 and an additional 4¢ an hr. eff. Mar. 26, 1961; 3 wks. vacation after 8 yrs. of service (formerly 3 wks. after 10 yrs.); 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation); improved sick pay benefits and extended period of eligibility for payments.

NOTES OF CURRENT INTEREST

Winter Works Incentive Program Renewed, Expanded

The Municipal Winter Works Incentive Program will be continued this coming winter, the Prime Minister announced in the House of Commons on July 23.

In addition, the announcement said, several features of the Program, which began two years ago, will be extended.

"Due to the results achieved in the experience of these past two years," Mr. Diefenbaker said, "and in response to requests from the provinces, municipalities and other bodies, the Government has decided to continue the program during the coming winter and to extend it in a number of important respects."

During the past two years, he explained, the classes of projects coming within the scope of the Program have been broadly: (a) the construction and major improvement of municipal roads, streets, sidewalks and bridges; (b) the construction and major improvement of municipal water and sewage facilities; and (c) the construction and development of municipal parks and playgrounds.

"It is now proposed to considerably extend the range of this program, and in addition to the classes of projects already included, the incentive payment of 50 per cent of the labour costs will be made applicable during the coming winter to the construction, major reconstruction, major alteration or revocation of municipal buildings, not, however, including schools or hospitals, provided the federal incentive payment on new structure does not exceed \$50,000 on each structure," the Prime Minister said.

The Program will also be broadened by the inclusion of certain projects not hitherto applicable, including street lighting, traffic signals, municipal parking lots, water and sewage treatment plants, pumping stations and water towers.

The 1960-61 program applies to projects carried out during the period December 1, 1960 to April 30, 1961.

"This extension, I hope, will encourage all municipalities with a backlog of needed projects to expand their winter works program substantially.

"The broadening of the Program to include a wide range of municipal buildings

should materially increase winter work, particularly for building tradesmen, who regularly constitute a large proportion of the seasonally unemployed workers each winter, as well as for many workers engaged in the production of building supplies," Mr. Diefenbaker said.

When announcing the decision to continue and expand the Program, the Prime Minister reported the results of last winter's program: 860 municipalities participated, more than 51,000 men received on-site employment on some 2,600 individual projects involving close to two million man-days of work. "It is not unreasonable to assume that at least an equal number of man-days were provided indirectly in manufacturing and servicing material that went into these projects," he said.

All the figures he gave were higher than those of the previous winter.

The estimated federal government share of the costs of the 1959-60 program amounted to \$12,565,000. At the present session of Parliament, the House of Commons voted \$15,000,000 for the program.

During the past two winters, a number of provinces offered additional incentives for winter works projects undertaken by their municipalities. Already this year, Premier Jean Lesage of Quebec has said in an interview that his Government was considering the possibility of making a provincial contribution to municipal winter works projects.

Under the terms of the Program the federal government offers to pay one half of the direct payroll costs of a municipality or its contractors or subcontractors on accepted winter works projects, such projects to include work that would not normally be undertaken during the winter months and to be designed to create additional employment.

Preference is to be given to those projects providing the greatest amount of employment, and priority is to be given to projects in areas where winter unemployment is particularly high.

The bulk of those employed under the plan must be unemployed when they are hired, or persons who would be unemployed in the absence of special winter works projects under the Program.

Provincial Governments are relied on to ensure that going wage rates apply on winter work projects, and that reasonable hours of work prevail.

Earlier in the month, on July 18, the Minister of Public Works announced a major change in the Government's policy for direct mortgage loans, designed to stimulate house building during the winter and increase winter employment in construction.

From September 1 to November 30, applications for direct loans will be accepted from builders unable to obtain commitments from approved lenders, provided the builder can show that the house on which the loan is to be made has been sold to a *bona fide* purchaser whose gross annual income does not exceed \$7,000 for families of two children or less, with upward adjustments of \$200 for families of three, four and five or more children, to a maximum of \$7,600.

Applications will be accepted, too, from individual home-owner applicants who are unable to obtain commitments from approved lenders, provided the gross annual income does not exceed the limitations mentioned above.

Raymond Brunet, Past President of the Canadian Construction Association and Chairman of the National Joint Committee on Wintertime Construction, in an address at the end of July urged municipal governments to start the necessary planning immediately to make full use of the expanded program of federal subsidies for winter works projects.

"Last year there were complaints that some local councils could not complete the necessary preparatory work in order to participate," Mr. Brunet said. "We are accordingly very pleased that this year's announcement was made on July 23 compared with September 3 in 1959. It is now up to the municipalities to use the next four months to complete their necessary planning and financing arrangements."

Increase Federal Contribution To Training of Unemployed

The Government has decided to increase its contribution towards the training of unemployed workers from 50 to 75 per cent, the Minister of Labour announced in the House of Commons on July 23.

"In order to encourage the provinces that have operated substantial training programs over the past years," he added, "as well as to stimulate such training in other provinces, it is proposed that the increased

federal contribution will take effect when the volume of training given to unemployed workers by a province is above a minimum."

The minimum is to be based on the average annual number of days of training provided over the past four years as a percentage of the total adult population in those provinces that have had active training programs for unemployed workers.

"When this minimum amount of training is given by a province," the Minister said, "the higher rate of federal contribution will come into effect and will apply retroactively for all costs incurred in the training of unemployed workers during the fiscal year."

Before making the announcement, Mr. Starr pointed out that "changes taking place in many of our industries demand more highly skilled workers, and it is essential that many of those unemployed today receive additional training in order to fit into job opportunities on a continuing basis."

In reaching its decision to increase the federal contribution, the Government was strongly influenced by a recommendation of the Vocational Training Advisory Council, the Minister said.

Department Issues Monograph On Occupations in Offices

A new monograph entitled *Office Occupations* has been issued by the Department of Labour. This monograph, No. 46 in the "Canadian Occupations" series, covers more than 25 occupations found in offices.

In a general section this monograph deals with the office as a field of employment, including its history and importance, trends, education and training, personal qualifications, entry, and working conditions.

Office workers are classified into the secretarial group, the public contact group, records and processing clerks, the accounting group and office machine operators. For each of these occupations, the monograph outlines the duties, the outlook for advancement, and the salaries.

This 64-page booklet is the first in the series with the modernized cover design, and is well illustrated with charts and photographs. It sells for 20 cents.

The "Canadian Occupations" series is prepared by the Department's Economics and Research Branch.

All publications in the series are available from the Queen's Printer, Ottawa. A price list may be obtained on request.

A. F. MacArthur, UIC, Speaks At IAPES Annual Convention

"Progress Through Better Communications" was the theme of the 47th Annual Convention of the International Association of Personnel in Employment Security, held at Colorado Springs, Colo., June 28 to July 1.

Among the convention speakers was A. F. MacArthur, Commissioner, Unemployment Insurance Commission, who spoke on "Canada in an Age of Progress and Communications."

The meeting was attended by more than 1,300 delegates, from the United States, Canada, Ghana, India, Indonesia, Japan, Nigeria and Turkey.

U.S. Under Secretary of Labor James T. O'Connell, in his keynote address, called attention to two problems: the plight of the older worker, and the entire field of farm and migratory labour. Additional challenges were presented, he said, by continued modernization of the unemployment insurance system and long-term structural unemployment.

Robert C. Goodwin, Director, U.S. Bureau of Employment Security, said effective development and utilization of manpower resources may become the nation's most important economic problem. He urged all persons engaged in employment security work to provide dedicated service for all workers and employers "and all groups who are concerned with the employment process."

William P. Cahill, Executive Secretary of President Eisenhower's Employ the Physically Handicapped Committee, said the old stereotype of the physically handicapped worker has been replaced by a new image—an image that recognizes the individual's qualities. This will be remembered as "the age of the one-legged halfback, the blind collegiate wrestling champ, of wheelchair basketball and amputee baseball," he said.

During a convention workshop on "Removing Barriers to Effective Communications," Harry J. Thompson, Prairie Regional Employment Officer, Unemployment Insurance Commission, reported that every UIC employee is entitled to 10 hours of formal instruction each month and that the first half hour is devoted to effective communications.

Benjamin Cohen of Baltimore was elected President for 1960-61. Marcel Guay, Montreal, Quebec Regional Superintendent for UIC, was elected Second Vice-President.

Other Canadians elected to office were: Leslie T. Fraser, Winnipeg; Frank G. Beau-doin, St. Catharines; Hamilton Baird, Monc-

ton. All were elected members of the IAPES Executive Board.

Mr. Guay was named Chairman of the Association's finance committee. Mr. Beau-doin was named to the essay contest committee, and Mr. Fraser to the administrative organization committee.

The 1961 convention will be held in Washington.

Automation's Introduction Slows Growth of Office Employment

The immediate general effect of the introduction of electronic data processing in offices seems likely to be some slowing down in the growth of employment, especially with regard to routine part-time jobs for which women are hired, according to the findings of a survey, covering 20 large firms, by the United States Bureau of Labor Statistics.

During the four years covered by the survey, from December 1953 to December 1957, employment in the 17 offices for which data were available increased on the average by 7 per cent. This compared with a rise of 15 per cent reported for clerical and kindred workers in the United States as a whole.

The installing of a computer was found to involve a sequence of administrative, technical and staff changes that, on the average, extended over three years; and this period of preparation made it possible to avoid extensive dislocation of employees' positions. The reduction in the work force was effected mainly by curtailing hiring of new employees who would normally have been engaged to cover wastage of the work force.

A year after the introduction of the computer, about a third of the 2,800 employees in the units affected had been placed in other positions, either in the same unit or elsewhere in the office. The majority remained in the same position. Nearly a sixth had quit, retired, died, or had taken leave of absence. Nine persons had been laid off. Employment in the affected group was about 9 per cent less at the end of the year.

"A little under 2 per cent, a total of 52 persons, were transferred from the affected group to electronic data-processing jobs. Most of these had been doing administrative, accounting, or tabulating-machine work; only a few, chiefly for equipment operation, came from the routine clerical work," the report on the survey says.

"Close to one third of the employees in the affected group had been promoted to a

higher grade. A negligible number had been downgraded."

Owing to general policies assuring job security, the seniority provisions of union agreements, and similar protective provisions, older employees were less affected by change in job status than the younger workers. On the other hand, the older employees were not promoted to the newly created electronic positions to the same extent as the younger workers, nor were they taken on as trainees.

"Where employers have formed opinions about the inflexibility or lack of adaptability of older workers, the introduction of electronic data processing may intensify any pre-existing reluctance to hire or promote them," the report says. "The examples of the successful performance of older employees in these new positions in the offices studied reinforce the findings of research workers on the variability in learning capacity at all ages and underscore the importance of individual appraisal of employees in this field as in others."

Says Strike Still Essential Part Of Bargaining Only in Canada, U.S.

"Only in the United States and Canada is the strike still an essential element in a private collective bargaining system, sufficiently frequent to constitute a significant method of determining conditions of employment, and sufficiently long to test the staying power of workers and employers."

This statement is taken from a paper by Arthur M. Ross, Professor of Industrial Relations and Director of the Institute of Industrial Relations of the University of California.

The study on which Prof. Ross based his report covered 15 countries throughout the world: two in North America, nine in Europe, two in Asia, one in Africa, and one in Australia. The period covered was from 1900 to 1956.

"There has been a pronounced decline in strike activity throughout countries with free labour movements," the paper says. "Man-days of idleness in the late 1950's are fewer than in the late 1940's or the late 1930's, despite increases in population and union membership.

"The ratio between the number of strikers and the number of union members—one of the significant measures of industrial conflict—has been falling off in most of the countries... The ratio between man-days of idleness and the number of strikers, a measure of duration, has fallen greatly in every country studied."

The falling off in the frequency of strikes has been particularly marked in Northern Europe, "where strikes occur so infrequently that they no longer play a significant role in the conduct of industrial relations. The right to strike survives and is accorded its customary veneration but is seldom utilized in practice," Prof. Ross says.

In some other countries, notably Australia—where more than 60 per cent of recent strikes have lasted no more than one day and 90 per cent less than a week—and in the Mediterranean and Asiatic countries, strikes are frequent, but of short duration.

The paper distinguishes several "patterns of industrial conflict." The "Northern European Pattern—First Variant" is characterized by "a nominal propensity to strike and a low or moderate duration." The countries it covers are Denmark, The Netherlands, and Germany, with the United Kingdom on the borderline.

The second variant of the Northern European Pattern "is defined by nominal participation and high duration. In other words, there are few stoppages, but those which do occur are long." Norway and Sweden are in this category.

The Mediterranean-Asian Pattern, which covers France, Italy, and Japan, is one of very frequent but very short strikes. In India strikes are longer, but the situation is much the same.

"The North American Pattern of strike activity (United States and Canada) denotes high or medium participation rates as well as unusually long duration of strikes."

The three remaining countries, South Africa, Australia, and Finland, are hard to classify, because, although they "fit" well enough into one or another pattern, the explanations do not.

A number of reasons are given for the growing infrequency of strikes. These include: a degree of reconciliation between managements and unions; the greater prominence of the state "as an employer of labour, economic planner, provider of benefits, and supervisor of industrial relations," and in many countries (but not in the United States) the forsaking of the strike by the labour movement in favour of "broad political endeavours."

Regarding government intervention in industrial disputes, Prof. Ross remarks: "Government techniques of disputes settlement have contributed to the elimination of strikes where they support the collective bargaining system or provide a workable substitute. Where they obstruct and impede collective bargaining, as in Finland and Canada, they probably increase the amount of conflict."

Referring to conditions in the labour movement itself that may increase or diminish resort to strikes, the article says that "rival unionism is a potent cause of strikes where rivalry is pursued on the basis of comparative gains in collective bargaining."

Number of Blind Pensioners Drops; of Disabled, Increases

The number of persons receiving old age assistance in Canada increased from 98,773 at March 31, 1960 to 99,581 at June 30, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$7,654,709.21 for the quarter ended June 30, 1960, compared with \$7,630,321.96 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$197,051,570.44.

At June 30, 1960, the average monthly assistance in the provinces ranged from \$48.65 to \$52.96, except for one province where the average was \$46.11. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,671 at March 31, 1960 to 8,665 at June 30, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$1,039,443.43 for the quarter ended June 30, 1960, compared with \$1,044,012.18 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$28,433,438.64.

At June 30, 1960, the average monthly allowance in the provinces ranged from \$50.23 to \$54.08. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 49,889 at March 31, 1960 to 50,365 at June 30, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$4,099,434.75 for the quarter ended June 30, 1960, compared with \$4,079,489.78 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$59,824,225.45.

At June 30, 1960, the average monthly allowance in the provinces ranged from \$52.67 to \$54.58. In all provinces the maximum allowance paid was \$55 a month.

Issue Two More Trade Analyses: Cooking, Radio and TV Repairing

Two more analyses in the series designed to help in the development of uniform trade standards in Canada have now been issued. They are: *Analysis of the Cooking Trade, Commercial and Analysis of the Radio and Television Service Trade.*

The first analysis incorporates all basic operations that a tradesman should have mastered before he can be considered proficient. The second analysis is a tabulation of essential operations and procedures that a competent repairman could be able to perform with skill and competence.

Both analyses were prepared by national committees appointed by the Department of Labour. They are available from the Queen's Printer, Ottawa, at a cost of 50 cents a copy.

Queen's University Reconstitutes Industrial Relations Department

With the retirement at the end of September of Prof. J. C. Cameron, who served 23 years as head of industrial relations at Queen's University, the Department of Industrial Relations will be reconstituted as the Industrial Relations Centre within the Department of Political and Economic Science. The new Department will be under the direction of Dr. W. Donald Wood.



Dr. W. Donald Wood

Booklet Tells Story of National Employment Service

The Unemployment Insurance Commission has just published a new pamphlet describing the work of Canada's National Employment Service under the title, *NES, Geared to Canada's Employment Needs*.

"This story of the National Employment Service tells something of how it goes about its job of helping to ensure the best and fullest use of the nation's human assets," the pamphlet says. "The NES in developing this service has established more than 200 local offices to serve every major centre from Newfoundland to British Columbia. Each office is staffed with trained personnel, experienced in dealing with the diversified labour requirements of employers from all

fields of endeavour. At each office, qualified employment officers advise and assist men and women of any age or occupation in their quest of suitable employment."

The pamphlet describes the various branches of the work of the NES: its facilities for serving, first the general public, and secondly the special needs of employers and employees in regard to executive and professional workers, the handicapped and the older worker, and part-time workers; also job guidance for young people, upgrading of personal skills and abilities, and studies of education in relation to the demands of industry and commerce.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to pages in Hansard)

June 24—*Bill to amend the Civil Service Act* will remain on the order paper, to be introduced again at the next session, and a committee will be set up at that time to go thoroughly into the matter, the House agrees (p. 5357).

June 27—*Bill C-79*, for the recognition and protection of human rights and fundamental freedoms, introduced by Hon. Howard Green (for the Prime Minister) and read the first time (p. 5415).

Bill C-80, to amend the *Canada Shipping Act* regarding pilots and pilotage, introduced and read the first time (p. 5415). Motion for second reading (p. 5443) agreed to and, after a statement by the Minister of Transport and discussion by Members, the Bill is read the second time and referred to the standing committee on railways, canals and telegraph lines (p. 5451).

Request for full investigation into the causes and cure of unemployment, from the Ontario Association of Mayors and Reeves, had not been received by him, the Minister of Labour says in reply to a question. The Department of Labour is continually looking at the unemployment situation, and reports are being made from time to time, the Minister said in reply to another question as to whether the Government had undertaken a scientific study of the unemployment problem (p. 5418).

Second reading of Bill C-76, to amend the *Public Service Superannuation Act*, moved by the Minister of Finance (p. 5437). After discussion, the motion was agreed to and the Bill read the second time, and referred to a special committee (p. 5443).

By encouraging shipbuilding in every possible way, the federal Government could bolster dwindling employment in Canadian shipyards, says Hubert Badanai (Fort William) during consideration of Department of Transport estimates (p. 5451).

Policy of the railways in "curtailing important services at an exceedingly rapid rate and discharging in large numbers men who have had many years' service, thus causing untold hardship to employees of long standing," deplored by Hazen Argue (Assiniboia) during consideration of Department of Transport estimates (p. 5452).

June 28—*Dismissals on the railways* should be halted, for a period there should be a freeze in the staff of the railways, and there is need for a Royal Commission to inquire into the operations of the railways as they affect the livelihood and welfare of their employees, Hazen Argue suggests during consideration of Department of Transport estimates (p. 5507).

June 29—"We are not aware of German immigrants leaving Canada. My department does not keep records of those immigrants who leave," the Minister of Citizenship and Immigration replies to a question, prompted by press reports, concerning the reasons why these immigrants were leaving (p. 5537).

June 30—*Employable persons who received financial assistance* from immigration officials during the month of May numbered 1,145, the Minister of Citizenship and Immigration says in reply to a question. Of this group, only 287 had been on subsistence for a period of more than two weeks. Most of those who received help did so in periods between employment or just after their arrival (p. 5580).

July 1—*Second reading of Bill C-79*, concerning human rights, moved by the Prime Minister (p. 5642). Enactment of a bill of rights by constitutional amendment "is impossible of attainment at this time," the Prime Minister says during his statement on the Bill, "because the consent of the provinces to any interference with property and civil rights cannot be secured." (p. 5648) The House adjourned without question put (p. 5652).

July 4—*Debate on motion for second reading of Bill C-79*, for recognition and protection of human rights and fundamental freedoms, continues (p. 5657). Amendment calling for consultation with the provinces regarding the possibility of a constitutional amendment moved by Harold E. Winch (Vancouver East) (p. 5692). The House adjourned without question put.

July 5—*Refusal of accommodation* to three negro tourists from the United States by a hotel in Buckhorn, Ont., falls within the jurisdiction of the provincial legislature, the Prime Minister says in reply to a question (p. 5722).

Appointment of a Royal Commission to inquire into conditions in the automobile industry, or the making of a survey by the Tariff Board similar to that made in 1934, which had been proposed by a deputation of the United Automobile Workers, will receive immediate consideration, the Prime Minister says in reply to a question (p. 5723).

Debate continues on motion for second reading of Bill C-79, for recognition and protection of human rights and fundamental freedoms (p. 5726). The amendment moved by Mr. Winch is defeated, 191 to 7 p. 5784). The House adjourned without question put.

July 6—*The Unemployment Insurance Fund* incurred a loss of \$8,415,446 in the sale of bonds of \$139,653,000 (par values) and acquired a profit of \$190,415 from sales of treasury bills of \$96,490,000 (par values) in the period November 1959 to March 1960, the Minister of Finance replies to a question (p. 5793).

A severe shortage of labour exists at the present moment at Elliot Lake, according to officials of the Denison mines, the Minister of Labour says in replying to a question (p. 5796).

July 7—*Debate on motion for second reading of Bill C-79* (human rights) resumed (p. 5884 and 5931) and the motion passed unanimously after long discussion. The Bill was read the second time and referred to a special committee (p. 5951).

July 8—*Where there is a labour dispute*, referral slips given to persons referred to

jobs by the NES must contain a note to the effect that the place of business is involved in a dispute, and this rule is strictly adhered to by all NES offices, the Minister of Labour says in reply to a question about a complaint by the Secretary of the British Columbia Federation of Labour that the Vancouver office was referring men to two hardware firms that had locked out their regular employees (p. 5954).

Unemployment insurance regulations could not be amended so that benefits might be paid to some 450 Glace Bay coal miners out of work owing to cutbacks in the industry, as the United Mine Workers requested, the Minister of Labour says in reply to a question (p. 5955).

An anti-discrimination clause will be inserted in their mortgages by Central Mortgage and Housing Corporation, the Minister of Public Works says in answer to a question, adding that this applies to their direct lending (p. 5958).

July 11—*Motion to go into committee to consider Bill C-76*, to amend the Public Service Superannuation Act, is agreed to and the House went into committee (p. 6021). After consideration in committee, the Bill is read the third time and passed (p. 6034).

In provinces operating hospital insurance programs on a premium basis, no consultation with the federal Government precedes an increase in premium rates, the Minister of National Health and Welfare says in reply to a question. Since January 1, 1959, Manitoba is the only province that has made an upward revision of premium rates (p. 6087).

July 13—*No evidence of exodus from Canada* of any substantial number of German immigrants has been found by her Department after investigation of a report to that effect, the Minister of Citizenship and Immigration says in answering a question (p. 6180).

Government will give consideration to the amendment of the powers of the Royal Commission on Transportation to enable it to inquire into the reduction of rail services and the layoff of personnel, the Prime Minister says while replying to a question on the proposed transfer of CNR passenger car repair work from the London shops (p. 6180).

July 14—*Royal Assent* given to an act to amend the Public Service Superannuation Act, Mr. Speaker informs the House (p. 6313).

July 15—*Bill C-84*, to amend the *Income Tax Act* in respect of profit-sharing plans, introduced and read the first time. The Bill will not be proceeded with at the

present session, in order that interested organizations and individuals may have ample time prior to the next session to study it and bring forward suggestions, the Minister of Finance explains (p. 6342).

Actual loss to the Unemployment Insurance Fund during the fiscal year 1959-60 was \$133,918,924.56, the Minister of Finance states in reply to a question, and the present market value of the Fund, less advances, is \$251,805,741.13 (p. 6342).

Letter to the British Columbia Federation of Labour in answer to its complaint about the referral by the National Employment Service of workers to two Vancouver hardware firms whose employees were on strike is read by the Minister of Labour. The letter explains the Unemployment Insurance Commission's policy concerning labour disputes (p. 6344).

July 18—*Statement on Government housing policy* read by the Minister of Public Works. He announced that the income limitation on applicants seeking direct loans from Central Mortgage and Housing Corporation will be increased effective September 1 from the present range of \$5,000 to \$5,600 to a range of \$7,000 to \$7,600, and, effective from the same date, the Corporation will accept applications for direct loans from merchant builders, provided the house on which the loan is to be made has been presold (p. 6403).

The Act to amend the Public Service Superannuation Act came into effect on receiving Royal Assent (July 14), the Minister of Finance explains in a clarifying statement (p. 6410).

Bill C-80, to amend the Canada Shipping Act respecting pilots and pilotage, considered in committee (p. 6413).

July 19—*Persons who apply for entry to Canada* are given permission to come forward on the basis of their adaptability and the particular trade or skill in which they are employed, as well as the availability of employment in that particular trade or skill, the Minister of Citizenship and Immigration says in reply to a question. "I know of no large scale influx of unplaced persons." (p. 6486).

Germans who were brought to Canada to act as technical advisers to Associated Mining Construction Ltd. of Esterhazy, Sask., are being used only in essential maintenance work to protect the shaft during a strike, the Minister of Citizenship and Immigration says in reply to a question concerning complaints that they were being used as strike-breakers (p. 6486).

Bill C-80, to amend the Canada Shipping Act respecting pilots and pilotage, read the third time and passed (p. 6491).

Amendment calling for an increase in old age pensions to \$75 a month moved by M. W. Martin (Timmins) when motion made to go into committee of supply (p. 6491). Amendment to the amendment, calling for, among other things, the vesting of benefits in industrial pension schemes, moved by the Leader of the Opposition (p. 6509). The House adjourned without question put.

July 21—*Bill C-86, to regulate extra-provincial trucking* by control by a joint board of licensing and tariffs and to repeal the Motor Vehicle Transport Act, introduced and read the first time (p. 6679).

Trans-Canada Highway estimates and those of Central Mortgage and Housing Corporation among those passed (p. 6714 and p. 6716).

July 23—*Municipal Winter Works Incentive Program* will be continued during the coming winter, the Prime Minister announces, and will be extended "in a number of important respects." In addition to the classes of projects eligible for federal incentive payments in the past two winters, the payment—50 per cent of labour costs—will be made applicable "to the construction, major alteration or renovation of municipal buildings, not, however, including schools or hospitals, provided the federal incentive payment on new structure does not exceed \$50,000 on each structure." (p. 6816).

Federal contribution to the training of unemployed workers will be increased from 50 to 75 per cent of the total cost, the increase to take effect when the volume of training given to unemployed workers by a province is above a minimum, the Minister of Labour announces (p. 6819).

Average labour content of all the municipal winter works projects is 34.5 per cent, the Minister of Labour says in reply to a question (p. 6823).

July 25—*Proposed Organization for Economic Co-operation and Development* will in no way limit or change the nature of existing aid programs such as the Colombo Plan, the Parliamentary Secretary to the Minister of Finance says when presenting a report on meetings in Paris to consider the establishment of the proposed organization (p. 6879).

July 26—*Painters from the United States* were given permits to work on the smoke stack of the Vancouver General Hospital because no local workmen were qualified to do high stack repair and maintenance work, the Minister of Labour explains in answer to a question (p. 6947).

Industrial and Geographic Distribution of Union Membership in Canada, 1959

Survey of individual union locals provides breakdown of union membership in Canada—close to 1½ million in 1959—by industry, province, labour market area

At the beginning of 1959 union membership in Canada was close to 1,459,000, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses and independent local organizations. The data obtained from the survey were published in the 1959 edition of *Labour Organizations in Canada*, a handbook which contains statistical tables on union membership and a comprehensive directory of labour organizations with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables presented below supplement that information by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on a separate survey directed at the beginning of the year to individual union locals across the country. In this survey, each union local was requested to report the total number of its members and the industry and location in which all or most of them were employed. Some locals, accounting for close to 6 per cent of the membership total, indicated that their members were dispersed throughout many locations in different areas or provinces, and these locals are classified separately in the accompanying tables.

The first of the four tables shows the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification. The data in this table are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international, national and

regional unions or independent local organizations that account for more than one-tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1959 close to 7,000 union locals were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of locals from which no information was on hand appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1959

Industry	Locals	Membership
Logging*	19	39,300
Fishing	16	5,700
Mining	160	53,300
Metal.....	72	32,300
Fuels.....	47	12,500
Non-metal.....	25	7,500
Quarrying.....	16	1,000
Manufacturing	2,049	543,200
Food.....	215	45,200
Beverages.....	57	9,900
Tobacco products.....	9	5,900
Rubber products.....	29	11,900
Leather products.....	53	9,500
Textile products.....	101	24,000
Clothing.....	119	44,700
Wood products.....	130	27,600
Paper products.....	276	60,500
Printing and publishing.....	182	29,600
Iron and steel products.....	345	87,300
Transportation equipment.....	148	86,300
Non-ferrous metal products.....	69	27,900
Electrical apparatus and supplies.....	90	36,300
Non-metallic mineral products.....	99	15,500
Products of petroleum and coal.....	17	3,800
Chemical products.....	77	12,900
Miscellaneous industries.....	33	4,400
Construction	539	150,900
Transportation, storage, communication	1,548	300,600
Air transport and airports.....	51	6,600
Railways.....	1,159	166,800
<i>Running trades</i>	333	37,100
<i>Non-operating unions</i>	826	129,700
Busses and streetcars.....	52	18,100
Water transport and incidental services.....	81	37,400
Other transport.....	36	21,800
Storage.....	17	4,800
Communication.....	152	45,100
Public utilities	118	33,500
Trade	147	39,300
Finance, insurance, real estate	4	200
Service	1,364	192,100
Community or public service.....	157	37,400
Government service.....	986	108,200
Recreation service.....	80	18,600
Business service.....	22	2,100
Personal service.....	119	25,800
Industry not reported	45	1,3600
No return	754	86,900
Totals	6,763	1,458,600

*Includes some sawmilling.

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1959

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Logging	Carpenters (AFL-CIO/CLC) Woodcutters, Farmers' Union (Ind.) Woodworkers (AFL-CIO/CLC)
Fishing	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mining	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CCCL) Steelworkers (AFL-CIO/CLC)
Quarrying	Cement Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food	Packinghouse Workers (AFL-CIO/CLC)
Beverages	Association des Employes de Molson (Ind.) Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber products	CLC-chartered locals Rubber Workers (AFL-CIO/CLC)
Leather products	Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CCCL) Packinghouse Workers (AFL-CIO/CLC) Shoe Workers (AFL-CIO/CLC)
Textile products	Textile Federation (CCCL) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/ CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood products	Woodworkers (AFL-CIO/CLC)
Paper products	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers' Federation (CCCL)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Printing Trades' Federation (CCCL) Typographical Union (AFL-CIO/CLC)
Iron and steel products	Auto Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Non-ferrous metal products	Metal Trades' Federation (CCCL) Steelworkers (AFL-CIO/CLC)
Electrical apparatus and supplies	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) CLC-chartered locals Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Products of petroleum and coal	Oil Workers (AFL-CIO/CLC) Operating Engineers (AFL-CIO)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1959—(Cont'd)

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Chemical products	CCCL-chartered locals Chemical Workers (AFL-CIO/CLC) Mine Workers (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous industries	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
Construction	Building Workers' Federation (CCCL) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation, storage, communication	
Air transport and airports	Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.)
Railways	
<i>Running trades</i>	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)
<i>Non-operating unions</i>	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Buses and street cars	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Other transport	Teamsters (Ind.)
Storage	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Communication	B.C. Telephone Workers (Ind.) Canadian Telephone Employees (Ind.) I.B.E.W. (AFL-CIO/CLC) Traffic Employees (Ind.)
Public utilities	I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
Trade	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Service	
Community or public service	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CCCL)
Government service	B.C. Government Employees (CLC) Public Employees (CLC)
Recreation service	Authors and Artists (CLC) Musicians (AFL-CIO/CLC)
Business service	CCCL-chartered locals CLC-chartered locals I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal service	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)

TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1959

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland.....	121	104	19,200
Prince Edward Island.....	29	23	1,400
Nova Scotia.....	334	306	41,700
New Brunswick.....	293	275	29,800
Quebec.....	1,498	1,278	337,200
Ontario.....	2,594	2,287	555,200
Manitoba.....	311	282	58,400
Saskatchewan.....	372	321	40,100
Alberta.....	416	376	67,400
British Columbia.....	768	732	187,600
Yukon and Northwest Territories.....	10	8	600
Two or more provinces*.....	17	17	33,100
No return.....		754	86,900
Totals.....	6,763	6,763	1,458,600

*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1959

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook.....	25	3,300	
Grand Falls.....	23	2,600	
St. John's.....	53	11,700	
Two or more areas.....	3	1,600	
Prince Edward Island			
Charlottetown.....	19	1,100	Summerside
Nova Scotia			
Amherst.....	17	1,500	Bridgewater, Inverness, Liverpool, Springhill, Yarmouth
Halifax.....	92	14,200	
Kentville.....	24	1,500	
New Glasgow.....	35	4,600	
Sydney.....	82	15,400	
Truro.....	18	1,100	
Two or more areas.....	4	500	
New Brunswick			
Bathurst.....	19	1,800	Minto, St. Stephen, Sussex, Woodstock
Campbellton.....	23	3,300	
Edmundston.....	19	1,600	
Fredericton.....	27	1,800	
Moncton.....	53	6,600	
Newcastle.....	11	1,200	
Saint John.....	86	10,100	
Two or more areas.....	4	800	
Québec			
Asbestos.....	3	2,000	Gaspé*, Maniwaki, Mont-Laurier, Montmagny
Beauharnois.....	8	1,200	
Buckingham.....	9	1,000	
Drummondville.....	16	2,100	
Farnham-Granby*.....	38	4,200	
Hull* (included with Ottawa, Ont.).....			
Joliette.....	28	2,500	
La Tuque.....	11	1,400	
Lac St. Jean*.....	77	13,200	
Lachute-St.-Thérèse*.....	9	2,000	
Montréal*.....	451	199,600	
Québec-Lévis*.....	143	31,100	
Québec North Shore*.....	30	7,700	
Rimouski.....	15	1,700	
Rivière du Loup.....	20	1,200	
Rouyn-Val d'Or*.....	29	2,600	
St. Hyacinthe.....	26	4,600	
St. Jean.....	24	2,800	
Ste. Agathe-St. Jérôme*.....	16	2,600	
Shawinigan.....	34	5,900	
Sherbrooke*.....	78	9,900	
Sorel.....	12	3,400	
Thetford-Mégantic-St. Georges*.....	25	3,800	
Trois Rivières*.....	61	9,600	
Valleyfield.....	19	2,800	
Victoriaville.....	23	3,100	
Two or more areas.....	14	6,300	

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1959—(Cont'd)

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members	
Ontario				
Barrie.....	16	1,200	Arnprior, Bracebridge, Carleton Place, Collingwood, Gananoque, Goderich, Hawkesbury, Leamington, Lindsay, Listowel, Midland, Napanee, Orillia, Parry Sound, Perth, Picton, Renfrew, Simcoe, Sioux Lookout, Sturgeon Falls, Walkerton	
Belleville-Trenton*	44	5,400		
Brampton.....	14	1,300		
Brantford.....	52	9,200		
Brockville.....	18	2,500		
Chatham.....	22	3,100		
Cobourg.....	17	1,200		
Cornwall.....	30	8,100		
Fort Frances.....	18	1,300		
Fort William-Port Arthur*	112	29,800		
Galt.....	46	4,200		
Guelph.....	39	5,300		
Hamilton.....	146	43,100		
Kapuskasing.....	12	6,000		
Kenora.....	29	3,600		
Kingston.....	38	5,800		
Kitchener.....	51	10,200		
London.....	94	17,500		
Niagara Peninsula*	173	24,600		
North Bay.....	41	4,300		
Oshawa.....	41	17,000		
Ottawa-Hull*	127	24,500		
Owen Sound.....	20	1,600		
Pembroke.....	29	2,600		
Peterborough.....	49	8,100		
Prescott.....	8	1,300		
St. Thomas.....	44	3,200		
Sarnia.....	37	7,500		
Sault Ste. Marie.....	46	10,800		
Smiths Falls.....	19	1,300		
Stratford.....	37	2,900		
Sudbury*	60	28,800		
Timmins-Kirkland Lake*	55	4,800		
Toronto*	454	174,700		
Wallaceburg.....	5	1,000		
Windsor.....	87	32,900		
Woodstock-Tiltsburg*	23	3,200		
Two or more areas.....	22	33,400		
Manitoba				
Brandon.....	35	2,000		Dauphin, Portage la Prairie, The Pas
Flin Flon.....	12	2,700		
Winnipeg.....	204	50,900		
Two or more areas.....	3	1,300		
Saskatchewan				
Moose Jaw.....	46	4,900		Estevan, Lloydminster, North Battleford, Swift Current
Prince Albert.....	33	2,900		
Regina.....	76	13,900		
Saskatoon.....	92	10,900		
Weyburn.....	9	1,000		
Yorkton.....	22	1,300		
Two or more areas.....	6	2,400		
Alberta				
Blairmore.....	12	1,200	Edson	
Calgary.....	109	24,000		
Drumheller.....	21	1,500		
Edmonton.....	143	32,200		
Lethbridge.....	40	2,800		
Medicine Hat.....	25	2,500		
Red Deer.....	18	1,400		
Two or more areas.....	2	1,800		
British Columbia				
Central Vancouver Island*	60	10,800	Chilliwack, Dawson Creek, Princeton, Quesnel	
Cranbrook.....	25	3,300		
Kamloops.....	29	2,500		
Kitimat.....	11	2,000		
Okanagan Valley*	59	7,400		
Prince George.....	26	3,200		
Prince Rupert.....	32	3,800		
Trail-Nelson*	38	5,500		
Vancouver-New Westminster*	334	129,600		
Victoria.....	87	16,000		
Two or more areas.....	2	1,400		

*Indicates labour market area comprising two or more N.E.S. local office areas. See Appendix.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component N.E.S. local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapsal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montreal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Quebec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke, **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges, **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

Two Broadcasts on Older Worker Problem

George G. Blackburn and Ian Campbell of the Department of Labour deliver talks on Department's weekly radio program, "Canada at Work," heard over 79 stations

Two broadcasts dealing with the problem of the employment of older workers were presented over the Department's weekly radio program, "Canada at Work," during July and August. The program is carried by 79 independent stations from coast to coast.

The speakers were George G. Blackburn, Director of Information of the federal Department of Labour, and Ian Campbell, National Co-ordinator of Civilian Rehabilitation and Chairman of the Interdepartmental Committee on the Problem of the Older Worker. Complete texts of their talks follow.

George G. Blackburn

How often have you said to yourself—'Gad! I'm getting stupid; I must be getting old! We say it when we forget an appointment, misplace a file, are unable to solve a complex problem, forget the birthday of a relative, and so on. We have said it so often, and we have heard it said so often, that we firmly believe that with each passing year we have less mental ability.

However, we should start being honest with ourselves. If we look back over our childhood, we can recall a whole series of missed appointments, misplaced articles,

school examination problems we couldn't solve, and our ability to remember dates of any kind was hardly perfect. In other words, let's admit we were always a bit thick between the ears and we're darn lucky to have reached the exalted position we now occupy. We have what we have, not because of early genius, but because of hard work and experience to say nothing of the breaks. Let's stop kidding ourselves that we had greater mental ability at 21 than we now have in our 40s, 50s and 60s.

This myth of decreasing mental ability wouldn't be worth examining if it were just an individual problem, but the myth has a serious effect on society for it colours the hiring policy of the nation and is one of the chief causes of prejudice against hiring the man over the age of 40, especially for jobs requiring training.

Let's see what the experts say about age and mental ability. Even when they take into consideration the fact that we have learned a lot during the passing years and have a lot of stored information useful in passing judgment on any subject, which we didn't have when we were kids, they find

that as opposed to the popular theory that we lose ground mentally as we grow older after 40, we actually get smarter.

Dr. Irving Lorge, executive officer of the Institute of Psychological Research, Teachers College, Columbia University, says "Intellectual power in and of itself does not change from 20 to beyond 60 and in some of the intellectual abilities there is a modicum of gain."

Senator Thomas Desmond, Chairman, New York State Joint Legislative Committee on Problems of the Aging, put the case even stronger when he said, "Psychologists have found that the mind is still young at 50 and that the brain does not reach its zenith until 10 years later. From 60 on, mental efficiency declines very slowly to the age of 80. Even at 80, many people are just as productive mentally as they were at 30, and they have an additional vast store of knowledge accumulated over half a century from which they can draw."

Psychologists now believe that many of the earlier investigations of age in relation to mental abilities were misleading. These studies were often cross-sectional, comparing, for example, the mental abilities of 20-year-olds with those of 50-year-olds. Because the younger people were generally better educated than the older ones, and more accustomed to taking tests, results were often distorted. More recent investigations have been based on follow-up studies.

One such study showed that bright people get even brighter as they age. Two California psychologists recently gave "concept mastery" tests to 1,103 highly intelligent adults, some of whom have taken part since childhood in a continuing study of what happens to gifted children when they grow up. The results indicated that the mental capacities of these gifted adults had been steadily increasing between ages 20 and 50. No limits to improvement are yet in sight.

But it isn't just gifted persons who improve mentally with age. A former director of the Moosehaven Research Laboratory for Gerontology in Orange Park, Fla., conducted a series of tests with elderly people whose intelligence in the past had been only average. Some of these men and women kept on scoring higher right through their 70s and 80s.

Scientific studies summarized at the annual Conference on Aging held at the University of Michigan in June, 1959, offer further evidence that specific mental abilities such as memory and the ability to learn do not decline any more than does general intelligence.

A University of Michigan test indicated that there is no difference in the ability of young, middle-aged or old to recall specific incidents. And in a nonsense-paragraph experiment the older people, though taking longer in preparation, were more accurate in remembering the words.

But probably the most conclusive evidence on the subject of mental ability and its relation to age comes from a scientific study in the United States by two psychologists of Iowa State College, for the Office of Naval Research. It shows that mental ability is greater at 50 than at 20. In this test, 127 men who had been given the army alpha intelligence test in 1919 were re-tested 31 years later. The results showed that they were intellectually more able in their maturity than they were as young men. The study eliminates the effects of social background and experience on the ability of the individuals to achieve better scores in the tests at the age of 50 than they did 30 years previously.

The psychologists reported: "Nowhere was there any sign that brains had grown rusty. On the contrary, the increase in most mental capacities was tremendous." Scores were higher in general-information quizzes, as might be expected after four years of college and three decades of practical experience. Higher also were scores in tests requiring practical judgment. "But most impressive of all was an increase in scores in certain categories where logic and clear thinking are required. The inescapable conclusion is that most people are smarter at 50 than at the brink of maturity, when we usually think of brains as being agile and most receptive."

The experts say that the primary obstacle which prevents older people from learning new techniques is the tendency of employers to classify all older workers as inflexible, thus creating the illusion that older persons are incapable of learning.

Our culture, too, has given rise to incorrect assumptions about learning ability. Learning is associated with high schools, universities and youth. Our efficient society tends to place people in categories, not allowing for individual differences, and attributes to these groups qualities which they do not possess. Therefore, the older person in his 60s attending high school or university classes is singled out as an unusual individual—out of his category in the social structure. Society does not recognize that, in the words of Dr. Edward I. Stieglitz, noted U.S. geriatrician, "It is quite possible to teach an old dog new tricks, if the teacher knows more than the dog, and the dog wants to learn."

There is the man who took a law course in his late 70s and is now practising his new profession at the age of 85. It might be argued that these and many other isolated examples are the exception, but the element of chance in learning was eliminated by a series of group tests conducted by the Institute of Psychological Research, Columbia University, on 300 individuals ranging in age from 20 to 70.

It was decided to teach these people the Russian language, which none of them knew. The individuals were matched for intellectual ability and were formed into three groups, one aged 20 to 25, another 27 to 37, and the third group 40 years and older. All individuals were instructed at the same time, 100 in a room to a teacher. In the course of two months, on the average, these people learned as much Russian as the institution can give to the average college graduate in about one year. There was no significant difference between the young and the old in the amount of Russian learned. In fact, one of the older persons used his Russian to translate a technical monograph and had it published.

It was decided to corroborate this particular experiment by teaching Pitman shorthand. The group was divided in the same way as in the former experiment and lessons were given for about two months. These people learned enough shorthand to be useful to them, and it was found again that there was not significant difference between young and old.

In terms of industrial application, the Institute tried to teach the same group of people skills that would be useful in industry. Some of the skills were mechanical and some were clerical. It was found that there was nothing in terms of the kind of skills taught that older people could not learn.

In addition to being able to learn well, older people bring to a job many more assets than younger employees. Persons past 40 possess know-how and skills which cannot be duplicated, and have a tremendous capacity for the utilization of experience and for the application of stored knowledge to meet new problems and to master new devices.

Do we grow stupid as we grow older? The few executives past 40, who believe that the ability to learn is monopolized by youth, will say "yes". Believing themselves exceptions, they will continue to decide the fate of people's employment and security through restrictive hiring policies.

Those people who have access to scientific evidence, which shows conclusively that mental capacity increases with age,

will answer "no", and will continue to predict that the day will come when all business leaders will learn the importance of enlightened employment and personnel policies based, not on prejudices, but on fact alone. After all, it is possible to learn at any age.

Ian Campbell

How often do you hear people say, "I'm not half the man I used to be"? I am sure all of us have heard this statement at one time or another or perhaps we have even made the remark ourselves.

Many people talk about getting old and about slowing down. In fact, it has come to the point where people are beginning to believe what probably started out to be no more than a casual remark, perhaps even a joke.

There is no doubt that we tend to excuse our actions and many of our deeds with some statement about growing old. This state of mind is part of our way of life and it is likely we will find men and women in most occupations who are willing to admit that they are on the downhill grade.

For example, in the selling business, which requires initiative, drive, imagination, and in some cases, physical endurance, there are those individuals who believe they are not the men they used to be. Many of these people are in their 40s and early 50s and are in good health. Yet they are slowly persuading themselves and others that they are growing old and that their performance is declining.

To what extent is this true? Does a salesman's performance decrease after 40? Does this magic number really mean the difference between a good salesman and one who is slowly tapering off?

In answer to a recent letter which the Minister of Labour sent to Canadian employers asking for their opinion on the older worker problem, a large number of sales organizations indicated that the backbone of their sales force was the over-40 age group.

Many retail stores praised older sales clerks for their general performance. Some stores, especially women's dress shops, said that the older women built up clientele who returned again and again to be served by the same woman and refused to accept any other clerk.

Not only did some of these stores hire people of 40 and 50 years of age, but a few had hired retired persons for both part-time and full-time positions and had found these people to be very satisfactory.

In the service industries, generally, the older worker was rated very high in his performance. Business after business spoke of the excellent records of persons over 40 and of their steady influence on younger workers.

Of course, there were a few companies, both in the trade and service industries which did not have this same confidence in the ability of older workers. In most of these cases, particularly where selling was concerned, the companies thought that older workers were unable to stand the long hours and the physical activity sometimes involved in this type of employment.

It was this latter thinking which, a few years ago, led the federal Government's Interdepartmental Committee on Older Workers to suggest that a study be undertaken to check the frequent claim that, as chronological age advances, job performance declines. The study, which was recently released, was carried out by the Economics and Research Branch of the Department of Labour in collaboration with two large Canadian department stores.

The results did *not* show that a slowdown comes with age 40, that older persons are only half their former selves. On the contrary, it indicated, in a comparison with other age groups, that older salesmen are often better salesmen, that new employees over 40 become better performers in a shorter period of time than other new employees, and that, in effect, salesmanship often begins at 40.

Here are some of the specific findings outlined in the booklet "Age and Performance in the Retail Trade":

Sales performance increases until somewhere between 51 and 55 years of age and declines slowly in the years that follow. In all cases, the average score for employees over the age of 60 compares favourably with those of employees below the age of 51.

The record of performance of people past 40 is as good as that of other employees, if not better.

The sales person hired after the age of 40 becomes a better performer within a shorter period of time than do those new employees under 40.

The majority of the departmental supervisors, managers and assistant managers stated they had a definite preference for employees over the age of 40 and 45.

Their reasons for this preference were that older people are more consistent performers; they have a highly developed sense of responsibility; they have a more settled

attitude toward their jobs; and most important of all, they inspire confidence in the customer.

Much the same findings were uncovered in a study of office workers in the United States. These experts concluded that the differences in the output per man-hour among age groups of office workers were for the most part insignificant.

They also found that there was considerable variation in performance among workers within age groups, so that large proportions of older workers exceeded the average performance of younger groups.

But probably most important of all was the fact that office workers in the older age groups had a steadier rate of output with considerably less variation from week to week. Similar factual analyses of production and performance in other industries have shown much the same picture.

What these studies mean is that when a man over 40 says he isn't half the man he used to be he really *is* joking. He is probably an above-average performer in his occupation. Studies in other fields have supported this fact. In costly matters such as turnover, absenteeism and accidents, the average worker over 40 rates higher than other age groups. Each year, because of rapid turnover, industry generally loses thousands of dollars invested in trained or partially-trained personnel. This tendency to leave a job is not as prevalent among people over 40, who are usually more settled in their work habits.

A study of turnover rates at 3.9 million workers in the United States showed definitely that separation rates were lower for persons over the age of 45.

In the case of studies of absenteeism, it was found that in every age group above 50, workers lose fewer days on the job than in age groups below 50. People under 20 have the highest absenteeism rates, one study concludes, and the average rate of 3.4 days absent per 100 days of work is not reached or bettered until workers pass the age of 35.

Accidents are also fewer among over-40 employees, according to a number of studies made in Canada and the United States. There is a substantial drop in the number of non-disabling accidents after the age of 40 and the best accident record is held, strange as it may seem, by those workers in the age group 70 to 74. It is true that in some cases older workers are in less risky jobs, but even when this factor is considered, there is little change in the results.

If the older worker problem could be condensed into a few words, it might boil

down to two main things—Many people *think* they are growing old and too many people are ready to believe them.

There is little doubt that people do convince themselves and others that they are beginning to lose some of their faculties. For instance, most people readily believe that a certain age brings an end to a person's participation in certain activities. There is a tendency to start dividing work, sports and other human endeavour into packages and labelling them by age groups.

This attitude is one of the many reasons why some employers place age restrictions on jobs which could be done effectively by a qualified person from any age group. The actions and deeds we think belong to certain age groups are often more important to an employer in determining whether or not a person gets a job than is that person's ability to do the job.

Many employers will praise a worker over 40 who has been employed by them for a number of years. They'll call such a worker responsible, productive, steady and so on. They know his record, his performance and the other good features about him. They keep him on because he is a very valuable man to the company. Yet the man over 40 "outside" the plant, perhaps out of work through no fault of his own, is the proverbial "horse of a different colour." He is not, in the eyes of the employer, capable of doing the job being done by the man his own age who is on the "inside." Many employers, by specifying age limits for jobs are not even giving this "outside" man the chance to show his qualifications at an interview, let alone the chance to prove his value. He has been put in a package and labelled incapable of doing a good day's work.

A merger of two AFL-CIO affiliates in the paper-making and printing industries has been brought a step closer to realization with the recent signing of a "unity declaration" by the United Paper Makers and Paper Workers and the International Printing Pressmen and Assistant's Union of North America. The two unions are closely associated in their operations.

"Aside from the fact that thousands of UPP and Pressmen Union members are right now under contract to the same employers, there has been a tremendous growth in integration of paper and graphic arts production," said UPP Executive Vice-President Harry Sayre.

Older workers, themselves, may have helped foster this attitude. Often they fail to sell themselves and their experience. They feel they are growing old and they start to believe in the myth that they *are* slowing down. Many times they fall short in a job interview because of a self-imposed inferiority complex.

It is quite probable that a number of over-40 job applicants have failed to win a position because of this habit of under-selling achievements and ability. By being over-modest, a job applicant can give the impression of muddled thinking and lack of initiative, and can create an atmosphere which marks him as a slow producer. This approach also gives the employer more reason to believe that he is right in thinking that people over 40 are less productive.

There is a lot of wisdom in the well-worn statement that "You're just as old as you feel." As far as the job applicant is concerned, one might alter that old saying to read "You're as old as you feel . . . And you look it." For it makes sense that if you are convinced you are growing old and slowing down, then it will be easy to convince your potential employer.

Perhaps all of us can help to ease the problem of the older worker in this respect. We—and I mean everyone—could start by stopping our tendency to place people in packages, trying to make them fit some ill-conceived pattern. We might spend more time thinking of people as individuals who can make valuable contributions to the progress of our nation whether they are 20 or 70.

But most of all, there is little doubt that what we need are fewer people thinking about growing old and even fewer people ready to believe them.

A merger of the two unions would bring together more than 250,000 workers employed in the pulp and paper, and the printing industries in Canada and the United States. It would also pave the way toward a further uniting of unions in the industries. The unity declaration says that the "ultimate objective is complete organic unity and full merger of all unions in the printing, paper and paper converting field into one organization."

The Paper Makers have close to 10,000 members in Canada; the Printing Pressmen, about 8,000.

1960 LABOUR DAY MESSAGES



Hon. Michael Starr,
Minister of Labour

Great progress has been made in the improvement of working and living conditions in Canada. Everyone is conscious of the forward strides made in the improvement of rates of pay, reduced working hours, shortened work week, annual holidays with pay, retirement pension plans and a variety of social welfare programs. Everyone is aware of the improvement in recent times in the physical arrangement and design of modern plant and equipment, resulting in healthier and less hazardous working conditions.

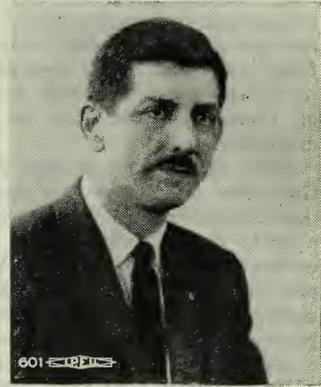
However, with every advance, new problems are created, and the present era has created its share—not the least of which arise from the diminishing proportion of unskilled and semi-skilled jobs in the economy.

The progress we have made in recent times would not have been possible without increased efficiency deriving from the imaginative use of better machines and the improved skill and knowledge of the men producing and operating these machines. We know as well that the introduction of new and better machines must continue if our products are to remain competitive and our standard of living is to continue to improve.

But the introduction of machines inevitably increases the proportion of professional, technical and skilled occupations at the expense of unskilled and semi-skilled occupations, and this trend has been greatly accelerated in recent times. When this fact is considered in the light of the high rate of drop-outs of our young people



Claude Jodoin



Roger Mathieu



A. A. Hutchinson

from schools before graduation, we see a problem of serious proportions facing us unless all of us do what we can to reverse this trend.

It is an appalling fact that 70 per cent of our young people are dropping out of school before reaching junior matriculation, thereby restricting themselves to a large extent to competing for the unskilled and semi-skilled jobs, which now represent only 30 per cent of all the jobs in the economy.

It is obvious that this trend cannot continue without a great many people suffering real hardship, particularly as they advance in years.

Claude Jodoin, President, Canadian Labour Congress

Labour Day in many respects marks the start of a new year. The holiday season ends and many organizations and activities return to a more active period. As we enter this period the Canadian labour movement faces many challenges. One of the greatest of these—and one which we share with all Canadian citizens—is the challenge of unemployment.

With the arrival of fall all too many Canadians know that they face months of uncertainty; months in which they will wonder, almost from day to day, whether or not they will have a job. Winter unemployment has become an established but unwarranted part of the Canadian economic picture. But more recently we have been experiencing conditions in which the toll of unemployment spreads into the warmer months, and for a great many people is a year-round threat.

The challenge we now face with regard to unemployment is indeed a serious one, and one which is in many respects different to that of other periods. Most of us can recall the days in which the country's whole economy slowed down and thousands of men and women waited in line for jobs. Today the economy of our country continues to operate at a high level, production is well up; and yet, at the same time, we have hundreds of thousands of men and women deprived of the right to work.

It has been estimated that the waste from unemployment has reached the neighbourhood of \$3,000,000,000. We are a rich country but we cannot afford waste of this magnitude. And beyond the dollars and cents loss is the far greater toll which unemployment takes in human suffering.

This holiday is observed to honour the men and women who labour for a living.

Both as parents and community leaders, we must take a realistic look at the impact of advanced technology and automation on Canadian business and industry in recent years. What was adequate yesterday in the way of education is becoming less and less adequate today, as more and more basic education is required to understand the theories and laws involved in the production and maintenance of the complex machines and products we now enjoy.

Just as our country has advanced, so our need for more education has increased, and every adult has a responsibility to acquaint himself with the facts and bring them to the attention of the youth of Canada.

I would suggest that Labour Day 1960 is a day on which we should dedicate ourselves to giving every Canadian the opportunity to labour for a living.

We are justifiably proud of the standard of living which we, as Canadians, enjoy; yet across our country there are vast unmet needs. How many communities have adequate schools and hospitals? Where is the community with a completed program of parks and roads and other services? Where are people assured of reasonable housing at prices they can afford to pay? We still have much to do.

And at the same time we are rapidly developing means of increasing our production and turning out more goods and services with less labour. These technical developments can surely provide a brighter future for all Canadians if they are introduced and used with the common good in mind.

These, then, are times of both challenge and opportunity which call for thought and effort on the part of all sections of the community. As a labour movement we stand ready to do our part and to co-operate with other groups. A year ago we made reference to the intensive attacks being made from some quarters on the organized labour movement. It may be that these attacks have now reached their peak but there is new evidence of a desire on the part of some employers to adopt a "let's push-Labour-around" attitude. If they do follow such a course it will indeed be unfortunate. Such a negative policy will make no contribution to a better Canada; but will rather interfere with the type of co-operation which is essential to the future. This may be an appropriate time to make the position of the Canadian Labour Congress clear. We are prepared and will be

happy to co-operate with all other groups in meeting the challenges which we, as Canadians, face in common. If, on the other hand, there are to be efforts to undercut the standards established democratically in collective agreements, then the responsibility for the conflict which will inevitably follow will rest on those who initiated it.

These are times in which our concern must inevitably go beyond our own national borders. When the Canadian Labour Congress held its biennial convention in Montreal a few months ago, we were hopeful of the approach of a better international climate. Those hopes were quickly shattered by the total failure of the Paris Summit Conference, later supplemented by the Soviet's withdrawal from the 10-member disarmament conference in Geneva.

We are still hopeful that fruitful negotiations may be resumed. The world, in today's circumstances, cannot tolerate a situation in which there is no serious attempt to begin solving these admittedly

difficult problems of disarmament leading to a lasting world peace. We, as an organization representing such a large section of the Canadian people, are keenly aware of the vital importance of these matters and are anxious to make whatever contribution we can toward a betterment of international conditions. In particular we seek positive and constructive action toward universal controlled disarmament.

It is regrettable that, on an occasion such as this, one should find it necessary to devote so much attention to matters of this nature; but they are problems that will not disappear simply by being ignored.

As a Canadian organization we retain strong optimism in the future of our country. We have faced and overcome problems before and we can do the same in the future. The Canadian labour movement has made a great contribution to the building of our nation and we look forward to making further contributions in the year and years ahead.

Roger Mathieu,

General President, Canadian and Catholic Confederation of Labour

(Translation)

This year, Labour Day falls in the midst of an atmosphere of general and legitimate concern.

On the international scene, the hope and optimism that buoyed the world last fall have faded in the face of the tactics of the cold war.

In our country, even before care has been taken to remedy the ever-acute and distressing unemployment situation, the threat of a worsening of the present recession darkens an already dim economic picture.

Faced with these two perils, it is important for the working population to assert both great calmness and all the vigilance of which it is capable. Panic would aggravate our troubles but negligence would be still worse. It is important that the active members of the labour movement as well as all citizens keep well posted on the situation and then get determinedly into action.

If it is normal for Christians to accept resignedly the inevitable trials, it is also their imperative duty to contribute to the improvement of all critical conditions that can be remedied.

Unemployment will continue to inflict misery on an increasing number of Cana-

dian homes until the entire working class, particularly the unions, decide to declare open war on this calamity and on those in authority who persistently refuse to interfere or to take effective measures to combat this scourge.

Either the authorities are in good faith and are competent to assume the responsibilities they have sought—and they must prove it without any more delay—or the people have no right to delay any longer and must immediately undertake to show that they mean business and are determined to solve this problem once and for all by taking the necessary steps. For its part, the CCCL does not intend to back away from what it considers to be its duty.

Finally, it is important that all Canadians cease burying their heads in the sand. To solve the serious problems of the moment, the world and Canada need each and every one of us. Let us all answer the call and do our part while there is still time.

On the eve of this new labour year, I bring to the entire working population the best wishes of the CCCL for fruitful action, for the year of more stable peace and prosperity, and for human relations more enlightened through justice and charity.

A. A. Hutchinson,
Chairman, National Legislative Committee,
International Railway Brotherhoods

On this day which is peculiarly Labour's own day our thoughts go back to those pioneers who established labour unions by their tremendous struggles, often at great personal sacrifice. We, who are enjoying the benefits of their heroic work, should not neglect to pay honour to them, who made this day possible.

I believe it can be said, without fear of contradiction, that no institution in the free world has done more to improve the lot of the people in general than has union labour. It has not only benefited those who are members of labour unions but has raised the living standards of all those who work, whether they belong to unions or not.

Railway labour is passing through a very trying period, in which technological improvements and automation are contriving to reduce the number of employees required to perform the work on our railways.

As far as transportation of passengers is concerned, changes in methods of transportation have contributed even more to reduced services and consequent reduction in employment. The principal factor is the private automobile, which, it is estimated, now accounts for about 85 per cent of passenger miles travelled, and sometimes even more than that large percentage.

The reduction in travel by rail has reduced revenues to a point where the railways claim that passenger travel is being subsidized by freight service, and efforts are being made, all too frequently successful, to reduce passenger services, sometimes to the detriment of communities and the travelling public and always to the detriment of employees who man the services.

The result is unemployment for many railway men. In other cases, where actual unemployment does not result, they are being forced to move their households to new locations in order to maintain their right to work. Resultant expense of moving

and loss, through having to sell homes at less than real value, are causing hardship, and up to this time no compensation for such expense and loss has been forthcoming.

Unemployment remains one of the great Canadian problems. We speak of the great resources of Canada and we are making increasing use of our natural resources; but we are neglecting to make full use of the greatest resources we have, the people who are ready and willing to perform productive work. Our labour force is being augmented each year from various sources but particularly from the fine young people of Canada who are reaching the age at which they enter the labour field. The problem is one that calls for concerted action by government, employers and labour and must be met if we are to have prosperity. There are a great many improvements required throughout Canada, some of which should be undertaken by governments and others by private industry.

I know that we have the necessary manpower to make these improvements and I feel sure that if government, management and labour collaborate ways can be found to utilize the manpower that is not now being used, thus benefiting the country as a whole and providing the dignity of labour to those who are ready willing and able to work. Canada is a comparatively wealthy country and surely we can afford to provide work for all those who wish to have it.

On this Labour Day we look forward to the time when the problem of unemployment will have been banished through the combined efforts of all those interested in the problem. On behalf of the National Legislative Committee, International Railway Brotherhoods, I wish to extend greetings and sincere best wishes for the solution of all labour's problems to all friends of labour everywhere.

“... The increasing trend to automation is throwing thousands of skilled workers out of work. One of our very real problems results from the displacement of workers in their late forties and fifties who, despite a variety of skills, find age a very real handicap to re-employment.

“These problems can be met only by three-way action by government, management and labour. It is our responsibility to see that such action is initiated.”

—Labour Day Message,
Larry Sefton, Director,
United Steelworkers of America

Women in Retail Stores

British report stresses the need of improved staff training programs to raise the occupational status of retail selling. Knowledge of staff relationships cited as key to sound personnel policy. An insight into some social factors

Concern for the high rate of staff turnover and the difficulties experienced by retail stores in recruiting qualified staff recently led the Retail Distributors Association of Great Britain to sponsor a study of women in the retail trade. The report of the study¹, based on an analysis of interviews with 341 saleswomen in four department stores, gives an insight into the social and psychological factors that affect personal relations in retail selling.

Staff training and development—The study brought to light an urgent need to raise the status of the occupation and helped to clarify the relationship between status and adequate training. Existing training courses tended to put too much emphasis on systems and routines and failed to equip staff to meet the stresses and strains associated with the job of selling. "If training schemes aimed at developing the less tangible skills required . . ., the effect might well be to raise the status of selling; selling assistants might be made more aware that the service they had to offer was a really worthwhile one"².

Although recruitment of buyers and qualified supervisors of sales staff was one of the most difficult problems facing management, little had been done to encourage the development of supervisory ability among the staff already employed. Most of the saleswomen themselves were not particularly interested in advancement. The report recommends: "A sound management developing program . . . might help not only to overcome the difficulties experienced in the selection and recruitment of suitable supervisory staff but also to formulate a more clearly defined career pattern for those employed"³.

Working environment—The contrast between the glamorous façade of the store and the drabness of some of the facilities provided for the staff aroused their resentment. In general, department stores appeared to pay less attention than factories to physical conditions such as ventilation, heating, lighting and sanitation. "There seems to be insufficient appreciation of the fact that good working conditions have a direct long-term effect on physical health and affect mental attitudes. They also promote good staff relationships, for they are regarded

as symbolizing the attitude of management to staff⁴.

Personal relationships—The attitudes of customers were found to complicate relationships in stores and stresses arose from the fact that staff were working within a framework in which the 'customer is always right'.

It was noted that in choosing selling jobs women often were seeking status and companionship. When neither materialized, frustration resulted. Also, it was found that women with no special training regarded selling as the best employment available to them—"higher class", for example, than factory work. The saleswomen were therefore resentful of the low esteem in which their jobs seemed to be held.

Relationships with colleagues were affected by the fact that work in some departments had a higher prestige than work in others. These status problems also made it difficult for saleswomen to form friendships in the course of their work. Their loneliness was reflected in their fatigue, high in comparison with that found in other occupations.

Wages—The report lists two factors as being essential to a satisfactory pay policy in any organization. The general level of pay must be in line with that for comparable work in other establishments and the differences among earnings inside the organization must be based on a just evaluation of work done.

Most saleswomen interviewed were resentful because their level of pay, being lower than that of factory workers, did not adequately confirm their sense of social superiority. The commission system of payment and merit rating schemes, while admittedly providing an incentive to work harder, were generally disliked because they increased tension between individuals and between departments.

A personnel policy, sound as it may be in itself, the report concludes, "is dependent for its successful implementation on personal behaviour. Thus it is important that any policy devised should be based on an understanding of how people think and feel in their relationship with each other; the staff administration requires a detailed knowledge of the social organization of the store"⁵.

¹. *The Saleswoman* by Joan Woodward, published by Sir Isaac Pitman and Sons, Limited, London, 1960;
². See p. 19; ³. See p. 27; ⁴. See p. 4; ⁵. See p. 79.

50 Years Ago This Month

About 4,250 conductors, brakemen, baggagemen and yardmen strike Grand Trunk Railway after company rejects demand for same rates of pay and working rules as those prevailing on main railway systems in Eastern U.S. and Eastern Canada

A demand for the same rates of pay and rules of employment as those prevailing on the main railway systems of the Eastern United States and Eastern Canada led to a strike on the Grand Trunk Railway, which began on July 18 and ended on August 2, 1910. An account of the strike was given in the August 1910 issue of the *LABOUR GAZETTE*.

The employees involved were conductors, brakemen, baggagemen, and yardmen; about 4,250 were affected in Eastern Canada and the Eastern United States. The strike was described by the chief spokesman for the unions as "the largest strike in train and yard service that these organizations have ever been called upon to participate in."

C. M. Hays, President of the GTR, in a letter addressed to the employees' representatives shortly before the strike began, contended that the company could not at that time pay the same rates as the more prosperous railways of the Eastern United States. But he offered an increase that he said was equivalent to that recommended by the majority report of the conciliation board established to deal with the dispute. The majority report, which had been signed by the chairman and the employees' representative, had been rejected by the employees.

He said further that the company would pay the same wages as the CPR as soon as the GTR had finished construction of the line that was to connect it with the Grand Trunk Pacific in "the North-West." This connection, which he said should be completed within two years, would enable the company to participate in the higher traffic rates in effect in the North-West.

Some time before the strike began both parties had expressed willingness to submit the dispute to arbitration. Both, however, could not agree on the kind of board they were willing to submit the dispute to.

James Murdock, representing the unions' Committee Grand Trunk and Central Vermont, said in a letter to the Minister of Labour that the employees were willing to accept arbitration provided that a "mutually satisfactory" board could be secured. He expressly stated, however, that "mutually satisfactory", from our point of view, would mean the arbitration offered by us previously." The arbitration offered previously

was arbitration by the identical two-man board that had disposed of, in the words of the spokesmen for the employees, "identically the same questions" in connection with some 14 railways in the United States.

President Hays of the Grand Trunk, on the other hand, proposed submission to a board "composed of experienced railway men," whose decision both parties must agree to abide by.

On July 20, Hon. W. L. Mackenzie King, Minister of Labour, wrote to both parties trying to get them to agree to accept arbitration. The telegrams he received in reply were unsatisfactory. Further correspondence brought no result, and on July 24 the dispute seemed to be completely deadlocked. Yet on the evening of August 2 it was announced that, in the words of the *LABOUR GAZETTE*, "through Government intervention terms of settlement had been agreed upon."

The settlement was evidently brought about by the diplomacy of the Minister of Labour, who, at the request of the employees' representatives, went to Montreal on July 28; and of Sir Frederick Borden, Minister of Militia and Defence, who joined him there.

The two Ministers continued to keep the negotiations going until a settlement was reached, though the means by which they succeeded in their purpose were not divulged in the *LABOUR GAZETTE*'s report.

The main points in the agreement reached, which was dated July 31, were that the company undertook to "put into effect from May 1, 1910, the rates named in schedule of rates dated July 18, 1910..." and that it also promised that on January 1, 1912, it would put into force in train and yard service the rates of pay and rules at that time in effect on the CPR's lines east of Fort William.

Referring to the terms of settlement, the *LABOUR GAZETTE* said that they appeared to constitute "a virtual acceptance by both parties... of the award of the board of conciliation and investigation," except that the standardization of rules and the extension of the mileage basis of pay instead of pay by the money was deferred until January 1, 1912, instead of becoming effective immediately.

INTERNATIONAL LABOUR ORGANIZATION

44th International Labour Conference

Convention and Recommendation on protection of workers against radiation, and Recommendation of consultation and co-operation between public authorities and employers' and workers' organizations are adopted. Three new members admitted

The 44th International Labour Conference, in session at Geneva from June 1 to 23, accomplished the following:

—Adopted a Convention, a Recommendation and a Resolution on the protection of workers against ionizing radiations.

—Adopted a Recommendation on consultation and co-operation between public authorities and employers' and workers' organizations at the industrial and national levels.

—Took preliminary action toward the adoption of international instruments on reduction of hours of work and workers' housing.

—Admitted three new member states, Cameroun, Federation of Mali and Republic of Togo, increasing membership of the International Labour Organization to 83 nations.

—Held a general discussion and adopted a Resolution on the contribution of the ILO to the raising of incomes and living conditions in rural communities, with particular reference to countries in process of development.

—Adopted Resolutions on the role of the ILO in the expansion of economic aid to developing countries, on measures to protect the living and working conditions of young workers, and concerning discrimination.

—Adopted an International Labour Organization budget of \$9,857,110 (United States dollars) for 1961. Canada's share will be 3.5 per cent, or \$344,999 gross.

—Held a general debate on the Director-General's Annual Report, on "Youth and Work."

Some 900 delegates, advisers and observers from 78 member countries and 17 territories attended the Conference, including 33 Ministers from countries in every region of the world. Observer delegations were present from the United Nations, specialized agencies and other official organizations.

Dr. Luis Alvarado, Peru's Minister of Labour and Indigenous Affairs, was elected Conference President; Stoyan Tonchev, Government Delegate of Bulgaria, Massoud Ghayour, Iran's Employer Delegate, and Syndulpho de Azevedo Pequeno, Brazil's Worker Delegate, were elected Vice-Presidents.

Canada's Worker, Employer and Government Delegates spoke in the debate on the Report of the Director-General.

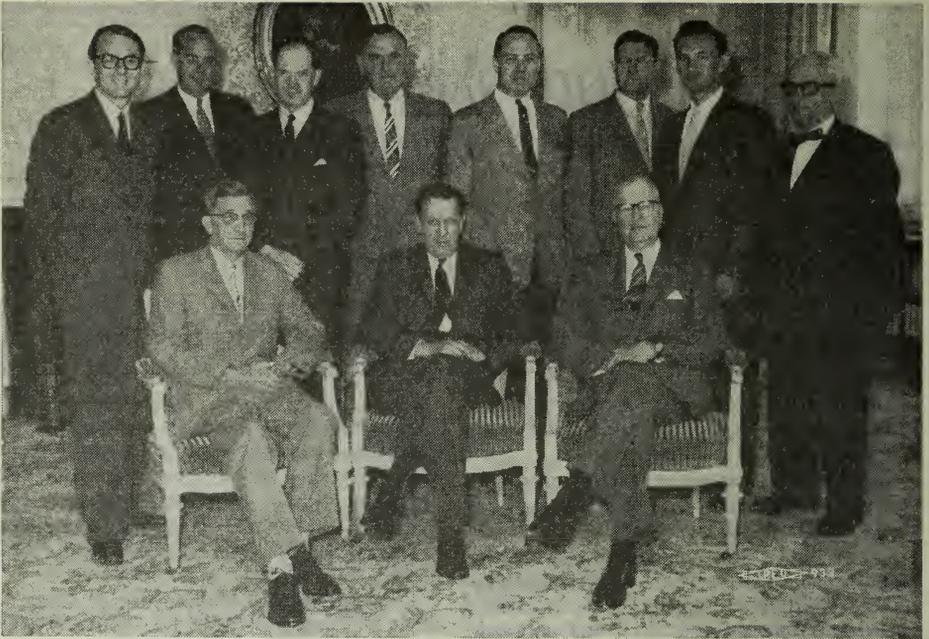
Protection against Ionizing Radiations

By a vote of 253 to 1, with two abstentions, the Conference adopted a Convention concerning the protection of workers against the effects of ionizing radiations (full text on page 806). The Canadian delegation voted in favour of the Convention.

The Convention provides for measures for the effective protection of the health and safety of workers against ionizing radiations, with the condition that every effort be made to restrict the exposure of workers to ionizing radiations, and to avoid unnecessary exposures.

The Convention provides for the establishment of maximum permissible doses, and of maximum permissible amounts of radioactive substances that can be taken into the body; these are to be kept under constant review in the light of current knowledge. Appropriate radiation levels are to be fixed for workers over 18 years of age, and for those under the age of 18, but the Convention provides that no worker under the age of 16 shall be engaged in work involving ionizing radiations. Levels are also to be fixed for workers who are not directly engaged in radiation work, but who remain or pass where they may be exposed to ionizing radiations or radioactive substances.

The Convention also provides for the use of appropriate warnings to indicate the presence of radiation hazards, and for the instruction of workers in precautionary



—G. G. Vuarchez, Geneva

Government Delegation (above)—Seated: C. Rhodes Smith, Q.C., substitute delegate; George V. Haythorne, head of delegation; Paul Goulet, delegate. Standing: A. E. Gotlieb, John Mainwaring, Dr. E. A. Watkinson, R. P. Opie, H. T. Pammett, advisers; Donat Quimper, representing Quebec; Dr. M. E. Andal, adviser; and Henri Vachon, representing Quebec. Max Wershof, Q.C., substitute delegate, is not in picture.

Employer Delegation (below)—Seated: T. H. Robinson, delegate; Raymond Brunet, adviser. Standing: J. A. Hobbs, J. P. Després, H. Shoobridge, and A. D'Amato, advisers.



—Grant Collingwood, Toronto



Worker Delegation—(from left) Kalmen Kaplansky, Larry Sheffe and Roger Mathieu, advisers; Stanley Knowles, delegate; and H. F. Taft and H. A. Stockdale, advisers.

measures against such radiations. Monitoring of workers and places of work to measure the exposure of workers are provided for, together with a system of medical examinations to protect the health of workers.

By a vote of 257 to 0, with no abstentions, a Recommendation supplementing the Convention on radiations was adopted (full text on page 808). It covers in greater detail the matters dealt with in the Convention.

The Canadian delegation voted in favour.

The Resolution concerning the protection of female workers against ionizing radiations, considering that the employment of women of child-bearing age in radiation work presents special problems of a medical nature, and considering that scientific knowledge in this field has not yet permitted the competent international organizations to arrive at sufficiently precise practical conclusions to be embodied in the text of a Convention, requests the Governing Body to keep these problems under review in the light of advancing scientific knowledge, to ensure their continued study in collaboration with other international organizations, and to take appropriate action, including the consideration of this question as an agenda item at a future session of the Conference.

Consultation and Co-operation

A Recommendation concerning consultation and co-operation between public authorities and employers' and workers' organizations at the industrial and national levels was adopted by a vote of 217 to 0, with 34 abstentions. (full text on page 810). The Canadian delegation voted in favour of the Recommendation.

In part, the Recommendation states that "measures appropriate to national conditions should be taken to promote effective consultation and co-operation at the industrial and national levels between public authorities and employers' and workers' organizations, as well as between these organizations, on matters of mutual concern."

Such measures should be applied without discrimination of any kind against these organizations or among them on grounds such as the race, sex, religion, political opinion or national extraction of their members.

Such consultation and co-operation should not derogate from freedom of association or from the rights of employers' and workers' organizations, including their right of collective bargaining.

Consultation and co-operation should have the general objectives of promoting mutual understanding and good relations

between public authorities and employers' and workers' organizations, as well as between these organizations, with a view to developing the economy as a whole, or in its individual branches, improving conditions of work and raising standards of living.

Consultation and co-operation should aim, in particular, at joint consideration by employers' and workers' organizations of matters of mutual concern with a view to arriving, to the fullest possible extent, at agreed solutions. It should also ensure that public authorities seek the views, advice and assistance of employers' and workers' organizations on such matters as the preparation and implementation of laws and regulations affecting their interests; the establishment and functioning of national bodies such as those responsible for organization of employment, vocational training and retraining, labour protection, industrial health and safety, productivity, social security and welfare; and the elaboration and implementation of plans of economic and social development.

Since its inception and first session in 1919, the Conference has adopted 115 Conventions and 114 Recommendations.

Reduction of Hours of Work

The Conference approved by 123 votes to 43, with 28 abstentions, the conclusions of the technical committee charged with studying the question of the reduction of the hours of work.

These conclusions stated that "the existing international instrument concerning hours of work should be completed by a new instrument concerning the reduction of hours of work."

The Committee believed that the instrument should be in the form of a Recommendation, which should have as its object, on the one hand, to indicate the standard of the 40-hour week as a social standard, to be reached by stages if necessary, and, on the other hand, to set a maximum limit to normal hours of work.

It should further aim to indicate practical measures for the progressive reduction of hours of work, taking into account the differing economic and social conditions in the different countries as well as the variety of national practices for the regulation of hours and other conditions of work. It should also outline in broad terms methods by which the practical measures previously referred to might be applied.

The Conference adopted a resolution to place the question of reduction of hours of work on the agenda of the next session for second discussion, with a view to adoption

of a Recommendation. The resolution was adopted by 124 votes to 41, with 28 abstentions.

Workers' Housing

The committee on workers' housing adopted a set of conclusions with a view to the adoption, at the next session of the Conference in 1961, of a Recommendation.

The committee's report deals with the form of the instrument to be placed before the Conference for adoption. The instrument would apply to the housing of manual and non-manual workers, including those who are self-employed, and of aged, retired or physically handicapped persons.

The report outlines, as objectives of national housing policy, the promotion of construction of housing and related facilities with the aim that such housing should not cost the worker more than a reasonable proportion of his income, whether in the form of rent or in periodical payments toward purchase. Since large-scale production of permanent housing may compete directly with over-all programs for economic growth and development, housing should be co-ordinated with general and social economic policy, so that workers' housing may be given a degree of priority that takes into account the need for it and the requirements of balanced economic development, the report stated.

Competent national authorities should set up a central body with which should be associated all public authorities having some responsibility relating to housing. Such a body should be responsible for studying and assessing the needs for housing and related facilities, and for formulating housing programs, including slum clearance. Representatives of employers' and workers' organizations would be associated in the work of this central body. The report also points out the responsibility of public authorities to co-ordinate resources committed to housing, and to include in economic development programs measures to provide in the long run the skilled manpower, materials, equipment and finance required for housebuilding.

The report also touches upon the necessity for adequate scope for private, public and co-operative enterprise in housebuilding, and for public authorities to assume, to the required extent, responsibility for providing directly, or stimulating, the provision of workers' housing, especially rental housing. The report notes that it is to be recognized that it is not generally desirable for employers to provide housing for their workers directly, and that employers be encouraged to recognize the importance to

Dispute over Seating of Communist Delegates

The Appeals Board of the Conference decided to seat employer delegates from the U.S.S.R., Rumania, Czechoslovakia, Poland, Hungary, Byelorussia, Bulgaria, Yugoslavia and Ukraine as voting members of conference technical committees.

A similar decision was taken at the 43rd Session of the Conference in 1959, when the Appeals Board acted for the first time (L. G., Aug. 1959, p. 819).

The Appeals Board noted in its report to the Conference that it is not called upon to define the meaning of the term "employer" nor to pronounce upon the validity of credentials. By direction of the Conference its function is limited to considering appeals relating to participation in committees and to dealing with individual cases referred to it without prejudice to any other issue.

The principle which the Board is called upon to apply by the decision taken by the Conference is that of equality of treatment for all members of the Conference in respect of full participation in the work of the committees of the Conference.

The Chairman of the Appeals Board is Emil F. Sandstrom, former justice of the Supreme Court of Sweden. Members are Sir Hector Hetherington, Vice-Chancellor and Principal of the University of Glasgow, and K. Vellodi, Indian Ambassador to Switzerland.

Later, the Conference took no decision regarding the credentials of the Government and Employer Delegates of Hungary.

Objections to the credentials of the Government Delegates had been filed with the Conference's credentials committee in a letter signed by 31 employer delegates. The objection to the credentials of the Hungarian Employer Delegate was signed by 42 employer delegates.

The Conference, at the same time, adopted, by a vote of 159 to 80, with 15

abstentions, an amendment to the credentials committee's report "deploring the refusal of the Hungarian Government to comply with the request of the Governing Body to allow certain allegations of the infringement of trade union rights in Hungary to be referred to the Fact-Finding and Conciliation Commission."

The amendment, submitted by the Government of the Philippines, also expressed "the earnest hope that the Hungarian Government will yet comply with the request addressed to it by the Governing Body . . . and that fundamental human rights, including freedom of association, will be secured to the Hungarian people."

The majority report of the credentials committee noted that the General Assembly of the United Nations had decided to take no decision regarding the credentials submitted on behalf of the representatives of Hungary. The majority of the committee recommended that the Conference should take no decision regarding the credentials of the Hungarian Government and Employer Delegates in order not to prejudice the conclusion to which the General Assembly of the United Nations may come as a result of its examination of the problem.

Three days later, an estimated 50 delegates and observers from 55 Commonwealth, African and Asian countries walked out of the Conference when the South African Government Delegate, J. F. Hannah, Minister of Labour, arose to deliver his address. Similar action was taken at a previous sitting by a group of Afro-Asians when the South African Worker Delegate, Louis Petersen, began his address to the Conference.

Canada's worker delegation was among the group that left when Mr. Hannah arose to speak.

them of the provision of housing for their workers on an equitable basis by private or public agencies not connected with the employers. Safeguards for the independence and rights of workers in cases where housing is provided by employers are also dealt with.

On the question of financing, the report deals with the importance of equitable loan facilities for workers wishing to purchase homes, and outlines measures—such as mortgage insurance plans—that public authorities may take to improve and safeguard the position of the worker who is a home buyer.

Resolutions

The Conference adopted four Resolutions.

The Resolution concerning the role of the International Labour Organization in connection with measures for an expansion of economic aid to developing countries requests the Governing Body to consider

action to draw attention to measures of social and labour policy required in connection with economic developments, and to keep under constant review, and to prepare, plans for extending the ILO's technical assistance and related programs.

The Governing Body was requested in the second Resolution to request the Director-General to continue to ensure that close attention is paid to the need for including in ILO publications fullest possible information of a factual and objective character concerning the main social and economic problems and experience gained in dealing with these in different member States.

The third Resolution, concerning discrimination, invites the Governing Body to give early and special attention to the Discrimination (Employment and Occupation) Convention, 1958 (L.G. 1958, p. 874), and to consider particularly the advisability of setting up special machinery for dealing with this matter.

The fourth Resolution, concerning measures to protect the living and working conditions of young workers, requests the Governing Body to give early and special consideration to the problems of young workers, including those in rural areas, and calls on the Governing Body to consider placing on the agenda of an early Conference the question of revision of existing instruments dealing with the living and working conditions of young workers.

Dr. George V. Haythorne

Referring to the statements in the Director-General's report concerning the problems of youth, Dr. George V. Haythorne, Government Delegate and head of the delegation, noted that steady progress is being made in most ILO member countries towards giving youth a better life, owing in part to the ILO influence in introducing methods that protect youth from over-exertion at work before they are physically mature.

"Notwithstanding these beneficial measures, it must be recognized that the overriding factors affecting youth during their formative years are the economic conditions of the families into which they are born... With the attacks being waged on poverty and want both within and among our own countries, the prospects for youth in urban centres are improving, though much still remains to be done..."

The development is needed of practical measures to assist families "under the poverty line" to raise their standard of living to the point at which they might be expected to become more actively interested in improving conditions where they are or in moving elsewhere, he said.

"Until ways and means are found of getting people to do something about improving their lot, there are severe limits on what can be achieved for them or their children through the provision of services in the labour, education, health or any other field," Dr. Haythorne declared.

Some broader measures in the social security field might provide assistance. As an example he mentioned the Canadian system of family allowances.

But more than a satisfactory family income is needed, he said. "A good basic education and training are essential as a preparation for employment in most occupations today."

Today's children "must be encouraged to remain in school beyond the minimum age requirement rather than dropping out before they have taken full advantage of the educational opportunities open to them.

"It is partly to see that youths get the right kind of training that the Canadian Department of Labour, in co-operation with other agencies, has undertaken a broad Research Program on the Training of Skilled Manpower. The objective is to learn more about industries' changing requirements and of the types of training necessary to meet these needs," Dr. Haythorne explained.

"The research carried out to date has brought out more clearly the radical ways in which occupations are being affected by technological changes: the tendency for less dependence on single skilled trades, the accompanying need for a higher basic level of education, and the importance of helping youths through guidance, through employment service facilities and in other ways to bridge the experiences they have in school and those they will have in industry.

"To the extent that similar studies are being made elsewhere of changing manpower requirements and their effect on youth training and youth employment, we would be pleased to share the results of the inquiries we are making in Canada. The ILO might usefully encourage such studies and the pooling of information secured through them," he said.

Stanley Knowles

The use of atomic power and automation, "through democratic planning of national economies, through democratic planning on a world scale, can bring an end to squalor, hunger, ill health, misery and widespread frustration," Stanley Knowles, Canadian Worker Delegate, told the Conference.

It is the wish of Canadian trade unionists, he added, that the goal of improved living and working conditions be pursued and achieved throughout the world, "in the establishment of policies designed to distribute among those who work the benefits of an age whose resources are such that we can end poverty everywhere.

"We seek not only the best possible wages, hours and working conditions—we seek also the constant widening of educational and cultural opportunities. We want to see mankind working and living together in ways that will develop our best instincts."

Speaking on the "desire of all humanity for the achieving of peace," Mr. Knowles said that organized labour in Canada had urged the Government "to do everything within its power to work for universal disarmament and to bring about agreement on the stopping of nuclear tests..."

Mr. Knowles said that Canada had a long tradition of concern for human rights, but

International Institute for Labour Studies

Ernst Michanek, Chairman of the ILO Governing Body, in a speech to the Conference, described the ILO's new International Institute for Labour Studies as "an Institute where men and women concerned with social and labour policy could come, and, in an atmosphere of objective and calm study, seek to widen their understanding of the social forces at play in the world today." The Institute was created last March by unanimous vote of the ILO Governing Body (L. G., May, p. 463).

Mr. Michanek explained that the Institute "would cater to all persons concerned with labour policy, whether they belonged to trade unions, management, government departments, the professions, universities or research bodies." He recalled that members of the Governing Body had "emphasized their belief that such an Institute would prove of particular value to developing countries which were launching programs of industrialization and were therefore going through a phase of rapid economic and social change."

Those studying at the Institute would be chosen because of the responsibilities they exercise in matters of labour and social policy in their own countries or because of

their special knowledge in these fields. At Geneva, they would participate in seminars, round-table discussions and other activities designed for an exchange of knowledge between themselves and other experts and leaders from other regions of the world.

"The idea of the Institute," Mr. Michanek said, "grew out of a need increasingly felt and expressed to complement the activities of the ILO" in the field of education. Existing educational activities of the ILO, especially in the field of workers' education, helped to show the need for providing opportunities for the dispassionate study of labour questions.

Those who come to the Institute, Mr. Michanek said, "would not come to defend a case, to argue a thesis or uphold a point of view. They would be free from pressures . . . The education provided would not be geared to any particular doctrine or theory."

The Institute will be financed from an endowment fund. The first contribution to this fund came from the Government of the Federal Republic of Germany, which during the Conference made a grant of 3.15 million DM (\$750,000). The Government of Switzerland has stated that it has decided in principle to make a contribution.

that he did not want to convey the impression that Canada had solved all the problems that arise under that heading. "But we are vigilant in our defence of equal rights for all regardless of sex, creed or colour. We know that if any person or any minority is discriminated against in any way no one is secure. We believe that democracy is a little more real in Canada than it might otherwise be because of labour's vigilance in this field."

Canadian trade unionists believe also, he added, "that in our world discrimination cannot continue, especially when, like *apartheid* in South Africa, it is an official policy fostered by a government."

Most of the delegates to the Conference, he was sure, were shocked to hear about the prevalence of child labour in many parts of the world, which was described in the Report of the Director-General.

T. H. Robinson

One of the needs of youth is an opportunity to work, and failure to get it can lead to frustration, which underlies much of the unrest among young people today, T. H. Robinson, Canadian Employer Delegate, told the Conference.

"We, all of us—governments, employers, and workers—will do well to examine our employment policies and practices as they relate to young persons. By way of illustration, Canadian employers and Canadian workers could study their labour agreements

to see if they have included therein provisions which may have been appropriate when adopted but are no longer suitable in today's conditions," he said.

He warned that young persons should not get the idea that it is socially desirable to avoid work. "Yet it appears that the discussions relating to the reduction of hours of work are carried on in terms that would suggest that work is an activity to be avoided."

A reduction in the hours of work should be a means towards an end: leisure time to devote to personally satisfying pursuits. This objective can be accomplished only if the reduction in hours is accompanied by the maintenance or improvement of living standards, he declared.

The reduction of hours of work depends on the improvement of productivity, he asserted. Vigorous national leadership helped by technical assistance is doing much to improve productivity, but there is a risk that "a socially desirable goal defined in terms of the reduction of hours of work to a specified maximum per week may be impracticable to apply, now or in the near future in a number of countries. Indeed, such definitions can even be harmful by inducing their adoption before the necessary improvement in productivity has taken place."

Comparatively little study has been made of the effects on productivity, in different regions and different industries, of reducing

the hours of work. "Until we have more acceptable information on this subject, I suggest that the establishment of uniform standards for hours of work in all areas, in all industries, and for all people is a rather hazardous undertaking." This is one field for research by the ILO, he said.

Another field of research that has not been developed as it could is the sociology of labour, the human relations aspects of labour problems. Mr. Robinson suggested more study of this subject "in order that we may provide more acceptable and effective leadership and become more aware of, and therefore more capable of dealing fairly with, problems that arise when people work together on joint economic tasks."

Director-General's Reply

The Director-General, in his reply to the discussion on his Report, said the youth of the world must be imbued with a sense of service to society and humanity in order to fulfil their best promise.

The central fact and challenge of modern times is, he said, "the struggle of the peoples of Africa, Asia, the Middle East and Latin America to create new societies in which they may live in personal freedom, in dignity and peace.

"The problems of youth," Mr. Morse said, "... are the problems of society as a whole, seen under their most critical aspect." The International Labour Organization, he believes, will be able to play its full part, along with other international agencies, in a comprehensive international effort on behalf of youth.

The Director-General pointed out that the needs of youth differed according to the wealth of the society in which they lived.

In the more advanced countries, the need was for broad education supplemented by technical training to keep the individual's skill abreast of technological developments. But in the less-developed regions, the first and imperative need was to create more jobs.

Mr. Morse reminded the Conference that the International Labour Organization has set up a panel of consultants on the problems of young workers, and that next year's Conference will consider policy and action on employment questions.

A major preoccupation of the ILO's technical assistance work was the training and preparation of youth through vocational training, apprenticeship, training of technicians and supervisory staff, and management development, he said.

Canadian Participation

Canadians served on conference committees as follows: T. H. Robinson, Jean-Pierre Després, Arnold D'Amato, and Kalmen Kaplansky, on the resolutions committee; T. H. Robinson, Arnold D'Amato, James A. Hobbs, and H. A. Stockdale, on the committee on radiation; T. H. Robinson, Jean-Pierre Després, H. Shoobridge, and Stanley Knowles, on the committee on consultation and co-operation; T. H. Robinson, H. Shoobridge, Jean-Pierre Després, and Larry Sheffe, on the committee on rural problems; T. H. Robinson, James A. Hobbs, H. Shoobridge, and Roger Mathieu, on the committee on hours of work; T. H. Robinson, Raymond Brunet, James A. Hobbs, and H. F. Taft, on the committee on workers' housing; and John Mainwaring (Secretary), T. H. Robinson, and Kalmen Kaplansky, on the selection committee.

Text of Convention Concerning Protection of Workers Against Ionizing Radiations

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-fourth Session on 1 June 1960, and

Having decided upon the adoption of certain proposals with regard to the protection of workers against ionizing radiations, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, adopts this 22nd day of June of the year one thousand nine hundred and sixty the following Convention, which may be cited as the Radiation Protection Convention, 1960:

PART I. GENERAL PROVISIONS

Article 1

Each Member of the International Labour Organization which ratifies this Convention

undertakes to give effect thereto by means of laws or regulations, codes of practice or other appropriate means. In applying the provisions of the Convention the competent authority shall consult with representatives of employers and workers.

Article 2

1. This Convention applies to all activities involving exposure of workers to ionizing radiations in the course of their work.

2. This Convention does not apply to radioactive substances, whether sealed or unsealed, nor to apparatus generating ionizing radiations which substances or apparatus, owing to the limited doses of ionizing radiations which can be received from them, are exempted from its provisions by one of the methods of giving effect to the Convention mentioned in Article 1.

Article 3

1. In the light of knowledge available at the time, all appropriate steps shall be taken to

ensure effective protection of workers, as regards their health and safety, against ionizing radiations.

2. Rules and measures necessary for this purpose shall be adopted, and data essential for effective protection shall be made available.

3. With a view to ensuring such effective protection—

- (a) measures for the protection of workers against ionizing radiations adopted after ratification of the Convention by the Member concerned shall comply with the provisions thereof;
- (b) the Member concerned shall notify, as soon as practicable, measures adopted by it prior to the ratification of the Convention, so as to comply with the provisions thereof, and shall promote such modification of other measures existing at the time of ratification;
- (c) the Member concerned shall communicate to the Director-General of the International Labour Office, when ratifying the Convention, a statement indicating the manner in which and the categories of workers to which the provisions of the Convention are applied, and shall indicate in its reports on the application of the Convention any further progress made in the matter;
- (d) at the expiration of three years from the date on which this Convention first enters into force the Governing Body of the International Labour Office shall submit to the Conference a special report concerning the application of subparagraph (b) of this paragraph and containing such proposals as it may think appropriate for further action in regard to the matter.

PART II. PROTECTIVE MEASURES

Article 4

The activities referred to in Article 2 shall be so arranged and conducted as to afford the protection envisaged in this Part of the Convention.

Article 5

Every effort shall be made to restrict the exposure of workers to ionizing radiations to the lowest practicable level, and any unnecessary exposure shall be avoided by all parties concerned.

Article 6

1. Maximum permissible doses of ionizing radiations which may be received from sources external to or internal to the body and maximum permissible amounts of radioactive substances which can be taken into the body shall be fixed in accordance with Part I of this Convention for various categories of workers.

2. Such maximum permissible doses and amounts shall be kept under constant review in the light of current knowledge.

Article 7

1. Appropriate levels shall be fixed in accordance with Article 6 for workers who are directly engaged in radiation work and are—

- (a) aged 18 and over;
- (b) under the age of 18.

2. No worker under the age of 16 shall be engaged in work involving ionizing radiations.

Article 8

Appropriate levels shall be fixed in accordance with Article 6 for workers who are not directly engaged in radiation work, but who remain or pass where they may be exposed to ionizing radiations or radioactive substances.

Article 9

1. Appropriate warnings shall be used to indicate the presence of hazards from ionizing radiations. Any information necessary in this connection shall be supplied to the workers.

2. All workers directly engaged in radiation work shall be adequately instructed, before and during such employment, in the precautions to be taken for their protection, as regards their health and safety, and the reasons therefor.

Article 10

Laws or regulations shall require the notification in a manner prescribed thereby of work involving exposure of workers to ionizing radiations in the course of their work.

Article 11

Appropriate monitoring of workers and places of work shall be carried out in order to measure the exposure of workers to ionizing radiations and radioactive substances, with a view to ascertaining that the applicable levels are respected.

Article 12

All workers directly engaged in radiation work shall undergo an appropriate medical examination prior to or shortly after taking up such work and subsequently undergo further medical examinations at appropriate intervals.

Article 13

Circumstances shall be specified, by one of the methods of giving effect to the Convention mentioned in Article 1, in which, because of the nature or degree of the exposure or a combination of both, the following action shall be taken promptly:

- (a) the worker shall undergo an appropriate medical examination;
- (b) the employer shall notify the competent authority in accordance with its requirements;
- (c) persons competent in radiation protection shall examine the conditions in which the worker's duties are performed;
- (d) the employer shall take any necessary remedial action on the basis of the technical findings and the medical advice.

Article 14

No worker shall be employed or shall continue to be employed in work by reason of which the worker could be subject to exposure to ionizing radiations contrary to qualified medical advice.

Article 15

Each Member which ratifies this Convention undertakes to provide appropriate inspection services for the purpose of supervising the application of its provisions, or to satisfy itself that appropriate inspection is carried out.

PART III. FINAL PROVISIONS

Article 16

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 17

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 18

1. A Member which has ratified this Convention may denounce it after the expiration of five years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of five years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of five years and, thereafter, may denounce this Convention at the expiration of each period of five years under the terms provided for in this Article.

Article 19

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 20

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 21

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 22

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 18 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 23

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Protection of Workers Against Ionizing Radiations

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-fourth Session on 1 June 1960, and

Having decided upon the adoption of certain proposals with regard to the protection of workers against ionizing radiations, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Radiation Protection Convention, 1960,

adopts this 22nd day of June of the year one thousand nine hundred and sixty the following Recommendation, which may be cited as the Radiation Protection Recommendation, 1960:

I. GENERAL PROVISIONS

1. This Recommendation should be given effect to by means of laws or regulations, codes of practice or other appropriate means. In applying the provisions of the Recommendation the competent authority should consult with representatives of employers and workers.

2. (1) This Recommendation applies to all activities involving exposure of workers to ionizing radiations in the course of their work.

(2) This Recommendation does not apply to radioactive substances, whether sealed or unsealed, nor to apparatus generating ionizing radiations which substances or apparatus, owing to the limited doses of ionizing radiations which can be received from them, are exempted from its provisions by one of the methods of giving effect to the Recommendation mentioned in Paragraph 1.

3. For the purpose of giving effect to paragraph 2 of Article 3 of the Radiation Protection Convention, 1960, every Member should have due regard to the recommendations made from time to time by the International Commission on Radiological Protection and standards adopted by other competent organizations.

II. MAXIMUM PERMISSIBLE LEVELS

4. The levels referred to in Articles 6, 7 and 8 of the Radiation Protection Convention, 1960, should be fixed with due regard to the relevant values recommended from time to time by the International Commission on Radiological Protection. In addition, maximum permissible concentrations of radioactive substances in such air and water as can be taken into the body should be fixed on the basis of these levels.

5. Appropriate measures of collective and individual protection should be taken to ensure that the maximum permissible levels referred to in Articles 6, 7 and 8 of the Radiation Protection Convention, 1960, are not exceeded and that the maximum permissible concentrations referred to in Paragraph 4 are not exceeded for such air and water as may be taken into the body.

III. COMPETENT PERSON

6. The employer should appoint a competent person to deal on behalf of the undertaking with questions of protection against ionizing radiations.

IV. METHODS OF PROTECTION

7. (1) In cases where they ensure effective protection preference should be given to methods of collective protection, both physical and operational.

(2) Wherever methods of collective protection are inadequate, personal protective equipment and, as necessary, appropriate protective procedures should be used.

8. (1) All protective devices, appliances and apparatus should be so designed or modified as to fulfil their intended purpose.

(2) All appropriate measures should be taken to provide for regular examination of these devices, appliances and apparatus, in order to determine whether they are in good condition, are operating satisfactorily, are properly sited and provide the required protection; in particular they should be examined before being put into use and whenever changes are made in procedures, equipment or shielding.

(3) Any defects found in these devices, appliances and apparatus should be remedied at once; if necessary, the equipment to which they are fitted should be taken immediately out of service and kept out of service until the defects have been remedied.

(4) The competent authority should require the inspection in an appropriate manner and at regular intervals of major items of protective equipment and in particular of monitoring equipment.

9. (1) Unsealed sources should be manipulated with due regard to their toxicity.

(2) The methods of manipulation should be chosen with a view to minimizing the risk of entry of radioactive substances into the body and the spread of radioactive contamination.

10. Plans should be made in advance for measures—

(a) to detect as promptly as possible any leakage from, or breakage of, a sealed source of radioactive substances which may involve a risk of radioactive contamination; and

(b) to take prompt remedial action to prevent the further spread of radioactive contamination and to apply other appropriate safety precautions, including decontamination procedures, with, as necessary, the immediate collaboration of all authorities concerned.

11. Sources which may involve exposure of workers to ionizing radiations, and the areas in which such an exposure may occur or where workers may be exposed to radioactive contamination, should be identified, in appropriate cases, by means of easily recognizable warnings.

12. All sources of radioactive substances, whether sealed or unsealed, in use or stored by an undertaking, should be appropriately recorded.

13. (1) The competent authority should require any employer or undertaking using or having possession of radioactive substances to make reports as prescribed by it on the use of these substances.

(2) The competent authority should prescribe the conditions under which such substances should be stored when not in use.

14. No radioactive substance should be transferred to another employer or undertaking without such notification as may be required by the competent authority.

15. (1) Any person who has reason to believe that a radioactive source has been lost, mislaid, stolen or damaged should immediately notify the competent person referred to in Paragraph 6 above or, if this is not possible, another responsible person who should pass the information to the competent person as soon as possible.

(2) If the loss, theft or damage is confirmed, the competent authority should be notified without delay.

16. In view of the special medical problems involved in the employment of women of child-bearing age in radiation work every care should be taken to ensure that they are not exposed to high radiation risks.

V. MONITORING

17. (1) Appropriate monitoring of workers and places of work should be carried out in order to measure the exposure of workers to ionizing radiations and radioactive substances, with a view to ascertaining that the applicable levels are respected.

(2) In the case of external radiation this monitoring should be effected by films, dosimeters or other suitable means.

(3) In the case of internal radiation, when there is reason to believe that the maximum permissible levels may be approached or have been exceeded, this monitoring should include tests—

(a) for radioactive contamination;

(b) if practicable, for body burden.

(4) In addition to measurement of the exposure of the whole body, the monitoring should make it possible to determine the partial exposure of that part of the body where the greatest harm could be done.

18. The competent authority should, where appropriate, require tests to be made for the purpose of detecting contamination of the hands, the body and the clothes of persons leaving a workplace.

19. Persons who carry out monitoring in pursuance of the provisions of the Radiation Protection Convention, 1960, and of this Recommendation, should be afforded adequate equipment and facilities for carrying out this work.

VI. MEDICAL EXAMINATIONS

20. All medical examinations referred to in the Radiation Protection Convention, 1960, should be carried out by a suitably qualified physician.

21. In the cases referred to in Article 13 of the Radiation Protection Convention 1960, all necessary special medical examinations should be carried out.

22. The medical examinations referred to in the preceding Paragraphs should not involve the workers in any expense.

23. Physicians who carry out such medical examinations should be afforded adequate facilities for ascertaining the conditions of work of the workers concerned.

24. For all workers who undergo such medical examinations health records should be established and kept in accordance with the requirements of the competent authority.

25. These health records should be in a form standardized at the national level.

26. So far as practicable a complete record of all doses received in the course of work by every worker specified in Paragraph 24 of this Recommendation should be kept so that the cumulative dose may be taken into account for employment purposes.

27. If, as the result of such medical advice as is envisaged in Article 14 of the Radiation Protection Convention, 1960, it is inadvisable to subject a worker to further exposure to ionizing radiations in that worker's normal employment, every reasonable effort should be made to provide such a worker with suitable alternative employment.

VII. INSPECTION AND NOTIFICATION

28. The inspection services referred to in Article 15 of the Radiation Protection Convention, 1960, should include, or have readily available, a sufficient number of persons fully conversant with radiation hazards and qualified to advise on protection against ionizing radiations.

29. (1) Representatives of these inspection services should be empowered to take steps with a view to the remedying of defeats observed in installations, apparatus or working methods which they may have reasonable cause to believe constitute a threat to the health or safety of the workers by reason of ionizing radiations.

(2) In order to enable representatives of the inspection services to take such steps they should be empowered, subject to any rights of appeal to a judicial or administrative authority which may be provided by laws or regulations, to make or to have made orders requiring—

(a) such alterations to the installation or plant, to be carried out within a specified time limit, as may be necessary to secure compliance with the provisions relating to the health or safety of the workers;

(b) measures with immediate executory force if the danger to the health or safety of the workers make this necessary.

30. (1) Every Member should provide for measures to control the distribution and use of sources of ionizing radiations.

(2) These measures should include—

(a) the notification to the competent authority, as prescribed by it, of the delivery of such sources;

(b) before work involving exposure of workers to ionizing radiations is undertaken for the first time and before substantial extensions or alterations to apparatus or installations emitting ionizing radiations or affording protection against them are carried out; the notification to the competent authority, as prescribed by it, of information concerning the nature of the apparatus or installation and of the measures provided for protection against ionizing radiations.

31. The employer should notify the competent authority, as prescribed by it, of a final cessation of work involving exposure of workers to ionizing radiations.

VIII. CO-OPERATION OF EMPLOYERS AND WORKERS

32. Every effort should be made by both the employers and the workers to secure the closest co-operation in carrying out the measures for protection against ionizing radiations.

Text of Recommendation Concerning Consultation and Co-operation between Public Authorities and Employers' and Workers' Organizations at the Industrial and National Level

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-fourth Session on 1 June 1960, and

Having decided upon the adoption of certain proposals with regard to consultation and co-operation between public authorities and employers' and workers' organizations at the industrial and national levels, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 20th day of June of the year one thousand nine hundred and sixty the following Recommendation, which may be cited as the Consultation (Industrial and National Levels) Recommendation, 1960:

1. (1) Measures appropriate to national conditions should be taken to promote effective consultation and co-operation at the industrial and national levels between public authorities and employers' and workers' organizations, as well as between these organizations, for the purposes indicated in Paragraphs 4 and 5 below, and on such other matters of mutual concern as the parties may determine.

(2) Such measures should be applied without discrimination of any kind against these organizations or amongst them on grounds such as the race, sex, religion, political opinion, or national extraction of their members.

2. Such consultation and co-operation should not derogate from freedom of association or from the rights of employers' and workers' organizations, including their right of collective bargaining.

3. In accordance with national custom or practice, such consultation and co-operation should be provided for or facilitated—

- (a) by voluntary action on the part of the employers' and workers' organizations; or
- (b) by promotional action on the part of the public authorities; or
- (c) by laws or regulations; or
- (d) by a combination of any of these methods.

4. Such consultation and co-operation should have the general objective of promoting mutual understanding and good relations between public authorities and employers' and workers' organizations as well as between these organizations, with a view to developing the economy as a whole or individual branches thereof,

improving conditions of work and raising standards of living.

5. Such consultation and co-operation should aim, in particular—

- (a) at joint consideration by employers' and workers' organizations of matters of mutual concern with a view to arriving, to the fullest possible extent, at agreed solutions; and
- (b) at ensuring that the competent public authorities seek the views, advice and assistance of employers' and workers' organizations in an appropriate manner, in respect of such matters as—
 - (i) the preparation and implementation of laws and regulations affecting their interests;
 - (ii) the establishment and functioning of national bodies, such as those responsible for organization of employment, vocational training and retraining, labour protection, industrial health safety, productivity, social security and welfare; and
 - (iii) the elaboration and implementation of plans of economic and social development.

146th Session of ILO Governing Body

George C. Lodge, United States Assistant Secretary of Labour, was elected Chairman of the ILO Governing Body at the Body's 146th Session.

Mr. Lodge, who will serve for a period of one year, succeeds Ernst Michanek, Under Secretary of State to the Ministry for Social Affairs, Labour and Housing of Sweden.

Pierre Waline, employers' representative of France, was elected employers' vice-chairman; Jean Mori of Switzerland, workers' vice-chairman.

Canada holds a permanent seat on the Governing Body. Dr. George V. Haythorne, Assistant Deputy Minister of Labour, is

Canadian Government member on the Governing Body. Kalmen Kaplansky and T. H. Robinson were elected Workers' Deputy Member and Employers' Deputy Member respectively.

In other business the Governing Body:

—Approved, with the abstention of the representatives of the Governments of the U.S.S.R. and Rumania, a report of the Committee on Freedom of Association containing conclusions on the subject of allegations of violations of freedom of association concerning several countries.

—Appointed members of Governing Body committees and Governing Body representatives on various bodies.

The total of ratifications of Labour Conventions reached 2,000 in June when Australia deposited with the Director-General of ILO, David Morse, ratifications of the Convention on the Abolition of Forced Labour, 1957 and the Convention on Workmen's Compensation (Agriculture) 1921. Australia has now ratified a total of 25 Conventions.

Since it was founded in 1919, the ILO has adopted 114 Conventions bearing upon a wide range of social and labour problems, and its Conventions on the protection of human rights, such as the freedom of association, abolition of forced labour, discrimination and equal pay for work of equal value, are among the most important international initiatives in this field. Other conventions deal with conditions of work, protection of women and young workers,

social security, conditions of work of seamen and of agricultural workers.

Among Conventions that have received the largest number of ratifications are the following:

- Weekly Rest (Industry) 1921—46 ratifications;
- Minimum Wage-Fixing Machinery 1928—41 ratifications;
- Underground Work (Women) 1935—51 ratifications;
- Labour Inspection 1947—40 ratifications;
- Freedom of Association and Protection of the Right to Organize 1948—40 ratifications;
- Freedom of Association in Agriculture 1921—48 ratifications;
- Equal Remuneration for Men and Women for Work of Equal Value—33 ratifications.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during June. The Board issued eight certificates designating bargaining agents, and rejected two applications for certification and one application for revocation of certification. During the month the Board received 13 applications for certification, one application for revocation of certification, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed employees employed aboard the M.V. *Tyee Shell*, operated on the West Coast by Shell Canadian Tankers, Limited. The Seafarers' International Union of North America, Canadian District, intervened (L.G., July, p. 707) (*see also* item 1 of "Applications for Certification Rejected" below).

2. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of longshoremen employed by the Pacific Stevedoring and Contracting Company Limited in loading and discharging cargo of deepsea vessels within the Harbours of Prince Rupert and Watson Island, B.C. (L.G., June, p. 602).

3. Pacific Western Airlines Traffic Employees' Association, on behalf of a unit of employees in the Traffic Department of Pacific Western Airlines Ltd., Vancouver Airport, B.C. (L.G., June, p. 603).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees employed by the Kitchener-Waterloo Broadcasting Co. Limited at Radio Station CKCR in Kitchener, Ont. (L.G., June, p. 603).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed employees employed by Coast Ferries Limited, Vancouver, B.C.,

aboard the M.V. *Brentwood* while engaged in the company's freighting service (L.G., June, p. 603).

6. Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927, and Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 76, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, garage employees, warehousemen and freight handlers employed by Barnhill's Transfer Limited, Truro, N.S. (L.G., July, p. 708).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of first, second and third mates employed by Carryore, Limited, Westmount, Que., aboard the vessel *Menihék Lake* (L.G., July, p. 708).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed aboard tugboats operated on the West Coast by the Point Grey Towing Co. Ltd., Vancouver (L.G., July, p. 709).

Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, Shell Canadian Tankers, Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (M.V. *Tyee Shell* and M.V. *Western Shell*) (L.G., June, p. 602). The application was rejected for these reasons: the employees of each of the vessels affected, in the opinion of the Board, separately constituted appropriate bargaining units; the SIU is the existing bargaining agent for the unit comprising the unlicensed personnel employed aboard the *Western Shell*; and in the vote affecting the *Tyee Shell* a majority of the unlicensed crew members of that vessel voted against representation by the SIU. (*See also* item 1 of "Applications Granted" above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. National Union of Operating Engineers of Canada, Local 14-850, District 50, United Mine Workers of America, applicant, Canadian Broadcasting Corporation, respondent, and Association of Radio and Television Employees of Canada, intervener (stationary engineers and air-conditioning operators at Montreal) (L.G., June, p. 603). The application was rejected for the reason that the unit applied for was not, in the opinion of the Board, appropriate for collective bargaining.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Radio Station CHVC Limited, Niagara Falls, Ont., applicant, and the National Association of Broadcast Employees and Technicians, respondent (L.G., July, p. 709). The application was rejected for the reason that the evidence submitted in support of revocation was not satisfactory to the Board.

Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of deck officers employed aboard the motor vessels *Anticosti*, *Castor Consol*, *Loutré Consol*, and *Lievre Consol*, by the Anticosti Shipping Company, Montreal (Investigating Officer: C. E. Poirier) (*See also* item 8, below).

2. General Truck Drivers and Helpers' Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed in the Cafeteria and Flight Kitchen Department of Canadian Pacific Air Lines Limited, Vancouver Airport, B.C. (Investigating Officer: G. H. Purvis).

3. International Longshoremen's and Warehousemen's Union, on behalf of a unit of checkers employed by Canadian National

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and work declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Steamships at Vancouver and New Westminster, B.C. (Investigating Officer: G. H. Purvis).

4. Local 23736, Canadian Labour Congress, on behalf of a unit of employees of Upper Lakes Shipping Ltd. in its Grain Elevator Division at Goderich, Ont. (Investigating Officer: T. B. McRae).

5. International Longshoremen's and Warehousemen's Union, on behalf of a unit of longshoremen employed by the Canadian Stevedoring Company Limited at the Terminal Docks in Vancouver (Investigating Officer: D. S. Tysoe).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated on the West Coast by the River Towing Co. Ltd., Vancouver (Investigating Officer: G. H. Purvis).

7. Building Material, Construction and Fuel Truck Drivers' Union, Local No. 213 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by McNamara-Hislop on a micro-wave tower line project in the Yukon Territory (Investigating Officer: G. R. Currie).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of deck officers employed aboard the motor vessels *Anticosti*, *Castor Consol*, *Loure Consol*, and *Lievre Consol*, by the Anticosti Shipping Company, Montreal (Investigating Officer: C. E. Poirier) (*See* also item 1, above).

9. International Longshoremen's Association, on behalf of a unit of longshoremen employed by The Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: T. B. McRae).

10. International Longshoremen's and Warehousemen's Union, Local 511, on

behalf of a unit of longshoremen employed by the Pacific Coast Terminals Co. Ltd. in its bulk loading operations at Port Moody, B.C. (Investigating Officer: D. S. Tysoe).

11. General Truck Drivers' Union, Local No. 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Scott Haulage Limited, Timmins, Ont. (Investigating Officer: T. B. McRae).

12. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated on the West Coast by the Bendickson Towing Co. Ltd., Vancouver (Investigating Officer: G. H. Purvis).

13. Canadian Transportation Workers' Union No. 158, National Council of Canadian Labour, on behalf of a unit of truck drivers employed by Hanson Bros. Cartage Limited, Ottawa (Investigating Officer: G. A. Lane).

Application for Revocation Received

Canadian National Railways, applicant, and Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for the revocation of certification issued by the Board on August 13, 1959 to the Canadian Brotherhood of Railway, Transport and General Workers in respect of a unit of stevedores and freight handlers employed by the company at Mulgrave, N.S. (L.G., Oct. 1959, p. 1049).

Application for Certification Withdrawn

International Longshoremen's Association, applicant, and The Hamilton Harbour Commissioners, Hamilton, Ont., respondent (L.G., July, p. 708) (For new application submitted subsequently, *see* item 9 of "Applications for Certification Received" above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Vancouver, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie).

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic

Energy Draftsmen, Local 1569 of the Canadian Labour Congress (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

3. Soo-Security Motorways Ltd. (North Burnaby B.C. Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

4. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 506, 507 and 510) (Conciliation Officer: G. R. Currie).

5. Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (Conciliation Officer: Rémi Duquette).

6. Vancouver Barge Transportation Limited, Vancouver and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

Settlement Reported by Conciliation Officers

Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569 of the Canadian Labour Congress (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (*see above*).

Conciliation Board Appointed

Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., May, p. 468).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with a dispute between Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (*see above*) was fully constituted in June with the appointment of F. Craig Munroe, Q.C., New Westminster, B.C., as Chairman. Mr. Munroe was appointed by the Minister in the absence of a joint recommendation from the other two members, J. C. Adams, Q.C., Toronto, and William Angus Stewart, Vancouver, who were previously appointed on the nomination of the Federation and union respectively.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between McAllister Towing Ltd. (Sincennes-McNaughton Division) Montreal, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 709) was fully constituted in June with the appointment of H. Carl Goldenberg, Q.C., Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister

in the absence of a joint recommendation from the other two members, Jean-Paul Cardinal, Q.C., and Bernard Boulanger, both of Montreal who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in March to deal with a dispute between National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America, Canadian District (L.G., July, p. 709) was fully constituted in June with the appointment of H. Carl Goldenberg, Q.C., Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister in the absence of a joint recommendation from the other two members, Capt. K. L. Crump and Bernard Boulanger, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver, and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, p. 604). The text of the report is reproduced below.

2. Canadian National Railway M. V. *Bluenose* and Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., May, p. 469). The text of the report is reproduced below.

3. Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (L.G., January, p. 56). A digest of the report is reproduced below.

Board Reports Received of Settlements

1. Stanleigh Uranium Mining Corporation, Limited, Elliot Lake, Ont. and District No. 6, United Steelworkers of America (production employees) (L.G., May, p. 469). The text of the report is reproduced below.

2. Consolidated Denison Mines Limited, Spragge, Ont. (production workers) and United Steelworkers of America (L.G., July, p. 709). A digest of the settlement is reproduced below.

Report of Board in Dispute between

United Grain Growers Ltd., Pacific Elevators Limited,
Alberta Wheat Pool, Burrard Terminals Limited,
and Saskatchewan Wheat Pool
and

International Union of United Brewery, Flour, Cereal,
Soft Drink and Distillery Workers of America

This was a Board of Conciliation and Investigation which was appointed under the provisions of the "Industrial Relations and Disputes Investigation Act" to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement which the parties will accept and to report to the Hon. the Minister of Labour, pursuant to the provisions of Section 17 of "The Industrial Relations and Disputes Investigation Act".

Messrs. D. Ireton, W. P. Pollock, E. G. Hedge, F. D. Peterson, H. Mackay, A. Metcalfe and P. C. Watt appeared for the Employers.

Messrs. E. C. Sims, H. Kancs, G. Dewar, D. F. Berry, J. Brandon, J. Scully, E. Miller and R. Ferguson appeared for the Bargaining Agent.

The parties agreed that the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute.

The Board met with the parties, separately and together May 24 to May 30, 1960,—(seven day sittings and five night sittings).

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Grain Workers Union Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver.

The Board was under the Chairmanship of W. E. Philpott, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, W. Scott Neal, Winnipeg, and J. R. St. Eloi, Vancouver, nominees of the companies and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the Chairman and Mr. Neal. The Minority Report was submitted by Mr. St. Eloi.

The Majority and Minority Reports are reproduced here.

The Board regrets to advise that it was unable to bring about agreement between the parties in dispute despite presentation of proposals and counter-proposals to both sides.

It is the considered opinion of the Board that if a wage settlement could have been made, there would have been, in all probability, a settlement made in relation to the many other items in dispute.

Therefore after careful consideration of all the evidence, oral and written, submitted to this Board, the following recommendations are herewith respectfully submitted:

That the present collective agreement be renewed for a period of two years, from December 1, 1959, to November 30, 1961, and amended to reflect the following:

SECTION

1.01 The status of a probationary employee.

3.01 Substitute "Company" for "elevator operations".

4.01 Substitute "recalled" for "rehired".

4.03 (b) Reasonable advance notice from the employer of necessary overtime work. No unreasonable refusal by the employee to work overtime. No discrimination by the employer, (in recognition of necessity for performance of overtime work and employees' obligation to volunteer to perform it.)

4.04 That no employee required to do work during his lunch period shall be sent home early to avoid payment of overtime rates.

4.07 (a) Payment of holiday allowance to any employee whose name is on the payroll during the payroll period in which a holiday falls.

4.08 (a) Amend to reflect union proposal for "three" hours instead of present "two" hours.

4.08 (b) Supper hour for day shift to be from 5:00 p.m. to 6:00 p.m. Work performed during this period to be paid for at the rate of time and one-half. This arrangement to be confined to employees on regular 8:00 a.m. to 5:00 p.m. day shift.

4.11 Substitute "practicable" for "possible".

5.01 Substitute "probationary employees" for "new inexperienced hourly rated employees".

5.02 That an employee shall continue to enjoy the rate for his classification when relieving another employee who is absent due to sickness, accident or regular vacation. However, his rate will be reduced to that of the new classification, if due to the application of the seniority provisions, or due to a demotion, he is transferred to a lower rated job.

6.01 Delete all reference to legislation re vacation. Three (3) weeks vacation after six (6) years of employment. All vacation pay to be on a percentum basis.

7.01 Proposal of the employers—except that the onus will be on the employers to prove that the employee received notice of recall.

8.04 Continuance of the present MSA arrangement for the calendar month next following the month in which the employee is laid off.

8.05 Sickness Indemnity Plan benefits of \$40 per week on the basis of equal sharing of the cost for such Plan.

WAGES

The First aid attendant to receive \$15 per month extra for such duties.

Either of two plans for wages are recommended as follows:

DELETE ESCALATOR PROVISIO

Plan No. 1

Effective 1 December 1959—Amalgamation of 8 cents C. of L. Bonus—\$2.095 Base Rate.

On or about June 15, 1960, I found from the Chairman of the Board that the document he sent me, received about June 6, 1960 and dated June 2, 1960, and to which he referred as "proceedings of the meetings" and to which he asked for whatever amendments I might have, had now already been filed with the Minister as a Majority Report by himself and Mr. Scott Neil, companies' nominee.

I felt this whole procedure of the Board since May 30, highly irregular, in that the "Majority Report" as it now stood was nothing more than the contents of a "Sheet 2" proposal developed by Chairman Philpott and Mr. Neal, and placed before the companies and agreed to by them apparently on Sunday, May 29.

Effective 1 December 1959—General Wage Increase of 5 per cent—\$2.20 Base Rate.

Effective 1 December 1960—General Wage Increase of 2.5 per cent—\$2.25 Base Rate.

OR

RETAIN ESCALATOR PROVISIO

Plan No. 2

Effective 1 December 1959—General Wage Increase of 2.5 per cent.

Effective 1 December 1960—General Wage Increase of 2.5 per cent.

The above recommendations were referred to both parties in detail on more than one occasion. They appeared to understand clearly what each term meant. The Board therefore has cited the agreement term reference only and has refrained from writing in full how such clauses would appear in the contract. The Board feels that in this instance the parties themselves should choose their own language to express these particular terms.

The Board, therefore, under the circumstances, feels that after full consideration of the large volume of evidence and argument adduced at the many hearings, that the recommendations herein contained are fair and reasonable to both parties for incorporation into a new agreement.

Dated at Vancouver, B.C., this 2nd day of June 1960.

(Sgd.) W. E. PHILPOTT,
Chairman.

(Sgd.) W. S. NEAL,
Member.

MINORITY REPORT

It was placed before the union committee on Monday, May 30, and much of "it" rejected in favour of a major portion of a "Sheet 1" proposal composed and placed before the union by the same two gentlemen during my accepted and unavoidable absence May 27 and 28.

The hearings ended May 30 and Mr. Scott Neal returned home to Winnipeg.

I understood there would be further discussion between the Board members by correspondence or, if necessary, by further meeting. This obviously was not contemplated by the Chairman or Mr. Scott Neal, and I feel I was somewhat misled.

It is my opinion that the said "Majority Report" of the Board, signed by Mr. Philpott and Mr. Scott Neal, does nothing

toward alleviating tensions or developing industrial harmony on the Vancouver waterfront grain terminals. The report is nebulous and evasive in many respects and I therefore cannot understand nor agree with my colleagues on the Board.

In order to establish a development toward industrial harmony, I would suggest the following, which varies the old agreement only to the extent of some of the changes proposed to the union committee by my Board colleagues on their "Sheet 1" of May 27-28, except for my comment herein on Sections 5.02 and 7.01.

I propose: No change to the old agreement except:

Section

3.01 Substitute the word "Company" for "Elevator Operations".

4.01 Substitute word "recalled" for "rehired".

4.03 Add a new Section (b) to read:

"An employee will not unreasonably refuse to work overtime when requested to do so. The employer will give reasonable advance notice of necessary overtime work".

4.04 Add a paragraph to read:

"Employees who are required to work during their lunch hour shall not be sent home early to avoid payment of overtime rates."

4.07 (a) Add to the present agreement after the word "rates":

“, provided such employee/s has worked within thirty (30) days prior to and/or within thirty (30) days immediately following the said holiday.”

4.08 Amend last sentence to reflect three (3) hours instead of present two (2) hours.

Also, add an additional paragraph to 4.08 to read:

"Supper hour for day shift to be from 5 p.m. to 6 p.m. Work performed during this period to be paid for at the rate of time and one-half. This arrangement to be confined to employees on regular 8 a.m. to 5 p.m. day shift."

5.02 Leave as in present contract, with the additional following recommendation:

"There be no change to the present language of 5.02".

"It is suggested that the parties, during the life of the agreement, get together and work out regulations within the framework of the present language and satisfactory to both sides, to take care of the practices of temporary postings and reasonable full time postings, etc.

After listening to both sides, I feel a working arrangement can be brought

about through this practical approach."

6.01 Amend to provide:

"All employees shall, after completing one (1) year of employment with the Company, receive two (2) weeks' vacation with full pay each year."

"All employees shall, after completing six (6) years of employment with the Company, receive three (3) weeks' vacation with full pay each year. All employees shall, after completing fifteen (15) years of employment with the Company, receive four (4) weeks' vacation with full pay each year."

"A pro rata payment based on the foregoing to be paid employees who terminate before taking their vacation benefits earned since their last employment anniversary date."

7.01 Leave as in old agreement as there was no evidence before the Board to show a problem existed anywhere. On the contrary, the status of all employees on the seniority lists has not been in dispute.

8.04 Add a provision: "The present MSA arrangement shall continue for the calendar month next following the month in which the employee is laid off."

8.05 Amend to reflect \$50 instead of \$35.

WAGES

First Aid Attendant:

Amend to provide:

"To receive \$15 per month extra for such duties."

General Increase:

I believe the union is strongly against deleting the Escalator Proviso. I also believe the percentage increase suggested is too small.

However, as a bare minimum, I recommend the following:

Plan No. 1

Effective:

Dec. 1/59 Amalgamation of 8 cents C.O.L.B.=Example \$2.095 Base Rate.

Dec. 1/59 General Wage Increase of 5 per cent=Example \$2.20 Base Rate.

Dec. 1/60 General Wage Increase of 5 per cent=Example \$2.31 Base Rate.

or

Retain Escalator Proviso

Plan No. 2

Effective December 1 1959 General Wage Increase of 5 per cent.

Effective December 1, 1960 General Wage Increase of 5 per cent.

Dated at Vancouver, B.C., this 20th day of June, 1960.

Respectfully Submitted,

(Sgd.) J. R. ST. ELOI,
Member.

Report of Board in Dispute between

Canadian National Railways (M.V. "Bluenose")

and

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act herewith presents its report.

Proceedings before the Board opened in Montreal on April 19, 1960, and were continued on the following day. Each party presented its case and was afforded an opportunity for rebuttal.

The matters in issue submitted to the Board are items (1) and (2) of the proposals made by the union, which read as follows:

(1) Effective with commencement of the calendar year 1960, all rates of pay shall be increased by 7 per cent, plus 12½ cents per hour.

(2) Existing vacations with pay rules shall be changed by supplementing provisions that after 10 years' service, employees shall receive 15 working days pay, and after 20 years' service, 20 working days.

The Board, having heard and examined the submissions of the parties, and having deliberated thereon, finds and recommends as is hereinafter set out.

1. Wages

The union's wage proposal is the same as that which has been submitted to the railway companies by the non-operating railway employees. The employer denies that any wage increase is warranted and submits that the wages, working conditions and fringe benefits of the employees on the *Bluenose* are superior to those prevailing for similar seafaring jobs in the Maritime Provinces and, furthermore, that the *Bluenose* operation is a deficit operation of which the cost is borne by the taxpayers.

After examining wages, fringe benefits and working conditions in some other seafaring jobs, the Board finds that the wages of the *Bluenose* employees compare favourably and also that the employees enjoy certain advantages, such as steady year-round employment, a superior health and welfare plan, and a pension plan which provides for retirement at the age of 65. Having regard to these considerations affecting earnings and the welfare of the workers, the Board finds that the Union's wage proposal, averaging nearly 16 per cent, is excessive and cannot be justified.

Considering the increase of approximately 3½ per cent in the Consumer Price Index between January, 1958, and January, 1960, as well as trends in recent wage negotiations, the Board recommends an increase of 5 cents per hour in basic wage rates retroactive to January 1, 1960, on the basis of a one-year contract.

2. Annual Vacation.

The existing agreement provides for two weeks vacation after one year's service and three weeks vacation after 15 years service. The union proposes three weeks after 10 years service and four weeks after 20 years service. The Employer submits that the existing provisions are liberal and that a change is not warranted.

While the Board cannot recommend the granting of the union's proposal, it approves in principle four weeks vacation after 25 years service and recommends that this be extended to the *Bluenose* employees if, as and when it is granted in comparable marine services in the Maritime area. (See memorandum below).

Respectfully submitted this 15th day of June, 1960.

(Sgd.) H. Carl Goldenberg,
Chairman.

(Sgd.) Jim MacDonald,
Member.

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Canadian National Railways (M.V. *Bluenose*) and Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the Chairmanship of H. Carl Goldenberg, QC, of Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Prof. A. J. Meagher, QC, of Halifax, and James MacDonald of Ottawa, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the Chairman and Mr. MacDonald. The Minority Report was submitted by Prof. Meagher.

The Majority and Minority Reports are reproduced here.

MEMORANDUM

I cannot agree with the qualifications attached by the Chairman to his approval in principle of four weeks vacation for employees with 25 years service. This slight improvement in the vacation entitlement, even if made effective as of January, 1960, would represent a more than reasonable compromise on the union's vacation proposal.

The geographic and occupational qualifications placed on this recommendation are quite unfair, as to have its effectiveness dependent upon others securing it first is to say that the employees concerned are second class citizens in this respect. This I am sure is not his intention, but it does have that effect.

I recommend therefore that employees with 25 years service receive 20 working

days vacation with pay (4 weeks), as of January 1, 1960.

Mindful however of the contract procedure for vacation schedules; and having regard to the time of the year in which this recommendation is made, I further recommend that when the parties meet to finalize the details of the collective agreement, they decide upon its application to the employees concerned, i.e., whether the vacation schedules already agreed upon will enable the employees concerned to actually receive a fourth week off with pay this year, or to receive the fourth week's pay in lieu of the time off.

Respectfully submitted this 20th day of June, 1960.

(Sgd.) Jim MacDonald,
Member.

MINORITY REPORT

Mr. H. Carl Goldenberg, OBE, QC, chairman of the Board appointed to conciliate the above dispute, has informed me by long distance telephone of his recommendations regarding the items in dispute. I understand that these recommendations will be concurred in by Mr. James McDonald, nominee of the union.

By agreement between the applicant, the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) hereinafter referred to as the "union" and the respondent, Canadian National Railway Company, as manager and operator of the ferry M/V *Bluenose*, hereinafter referred to as the "railway", the demands of the union were referred to the Board for recommendation, namely,

"Effective with commencement of the calendar year 1960, all rates of pay shall be increased by 7 per cent plus 12½ cents per hour.

Existing vacations with pay rules shall be changed by supplementing provisions that after 10 years service employees shall receive 15 working days with pay and after 20 years 20 working days."

I. The Wage Demand

The Wage Demand raises a very fundamental issue, namely, whether, in the absence of any justification, the wage rates in a collective agreement should automatically be increased every time a new agreement is negotiated between the parties.

In this dispute the union has submitted few, if any, grounds in support of its application to increase wages, while the railway has presented many reasons establishing that an increase in wages is not justified at this time.

The union's application for an increase in wages is based upon three grounds, namely,

(i) "that in an expanding economy, with rising prices and increasing productivity, an increase in rates of pay is warranted".

No evidence was presented by the union in support of this contention. In fact, as pointed out by the railway, at the present time the economy of the country, instead of expanding, is unfortunately declining. The cost of living indices are on the downward trend. The productivity argument cannot apply to an operation such as that carried on by the *Bluenose*.

(ii) The second ground submitted by the union is that "the prevailing rates of pay in Maritime water transportation as applied by the Department of Transport to certain small government vessels, and the wage rates in water transportation on the Atlantic coast and lower St. Lawrence as established by the surveys of the Department of Labour," are higher than those paid to the personnel of the M/V *Bluenose*.

Unfortunately, the figures given in the union brief are of a very general nature and were not accompanied by the number of hours worked per week, working conditions or fringe benefits. It is therefore impossible to compare the figures given with those paid to the personnel of the *Bluenose*. The railway pointed out that the men on the various government boats have a 48 to 56 hour work week as compared with the 40 hour week of the men on the *Bluenose*. This would have a material effect on the wage rates set out in the union submission.

(iii) the third union contention is that the demands of the railway non-ops. should be the basis of the settlement. The non-ops'

demands are based upon the durable goods industry. In the union submission it was admitted that the differential between railway workers and durable goods workers "seems to be an irrelevant consideration". Likewise the railway submitted that the operation of the M/V *Bluenose* is not a railway operation. It is not a part of the railway system, for there is no railway connection at Bar Harbour, the southern terminus. It is merely operated by the railway as an agency for the Department of Transport.

The railway contended that the Board should not grant an increase in wages because:

(a) that the wages paid to the unlicensed personnel of the *Bluenose* are not only far ahead of the average wages paid on any comparable ship in the Maritimes, but that the men enjoy working conditions and fringe benefits which are second to none;

(b) that the Yarmouth-Bar Harbour ferry service operates at a deficit and is subsidized by the Canadian taxpayer and any increase will inevitably add to the cost of the operation;

(c) that the practice of continually increasing wages where no increase is justified must come to an end if the anti-inflationary policy of the Canadian Government of holding the line is to succeed.

In support of its contention that the existing wage rates paid to the *Bluenose* personnel are higher than the average, the railway presented a table showing that in comparison with the other six major shipping services in the Maritimes, the *Bluenose* employees are receiving a weighted average hourly rate of \$1.40 per hour as compared with a \$1.30 for the 836 employees on the ships of the other services. This amounts to a 10 cents per hour or 7 $\frac{1}{2}$ per cent differential in favour of the *Bluenose* employees. A further comparison with the 2,268 employees on the 126 vessels of the Great Lakes Carriers Association only raised the weighted average from \$1.30 per hour to \$1.327 per hour, which still leaves the differential of 7 $\frac{3}{4}$ cents per hour in favour of the *Bluenose* employees. A copy of this table is attached (*see* page 822).

Of all the Maritime ships, only the personnel of the S.S. *Princess Helene*, a ferry operating from Saint John, N.B. to Digby, N.S., enjoy in some instances higher rates of pay. A differential of 1.9 cents exists in favour of the unlicensed employees of the *Princess Helene* which the railway contends is exactly balanced out by the tax advantage which it has recently awarded to its employees.

It is quite evident that the cost of living in the city of St. John, the home port of the *Princess Helene*, is much higher than Yarmouth, the home port of the *Bluenose*, so that it is reasonable to expect that a differential should exist between the two ships.

The table as submitted by the railway also shows that the wage rates paid on the *Bluenose* are higher than those paid in the Newfoundland services where the cost of living again is higher than that of Yarmouth.

According to the railway brief, not only are the wages of the *Bluenose* employees far above the average, but working conditions and fringe benefits are second to none. They all enjoy steady employment, a 40-hour week, a pension scheme, a health and welfare plan, and seven paid statutory holidays, as well as regular holidays. In addition, the men are home every second night during most of the year and have eight days off duty after every 20 days on.

The railway's brief also pointed out that the *Bluenose* has had a combined operating deficit of \$397,500 for the years 1958 and 1959. This amount would be increased to \$1,600,000 for the same two years if amortisation of construction cost and other contingencies were added. It was also pointed out that the nature of the operation prevents any additional wage cost from being compensated for by increasing the revenues.

During the period of the contract, namely, January 1, 1958 to December 31, 1959 the Consumer Price Index increased from 123.4 to 127.9 a difference of 4.5 points. Between March, 1958, when the contract was signed, and March 1960, during negotiations, the Consumer Price Index had increased from 124.3 to 126.9, a difference of 2.6 points or approximately 2 per cent. It is my opinion that any increase in the price index during the term of the contract was adequately compensated and allowed for when the original contract was entered into in March, 1958. At that time an increase of 10 per cent was granted. In fact, now the index has been on the decline for some months.

I am of the opinion that a conciliation board should not automatically recommend an increase in wages if the applicant fails to establish any justification for an increase. Here, not only has the union failed to support its application for an increase, but the railway has adduced very strong grounds in rebuttal, so I must recommend against any increase.

**AVERAGE HOURLY BASIC RATES OF PAY FOR MAJOR STEAMSHIP SERVICES IN THE MARITIME PROVINCES,
TOGETHER WITH RATES PREVAILING IN THE 12% VESSELS OF THE LAKE CARRIERS ASSOCIATION**

Classification	Service 'A'	Service 'B'	Service 'C'	Service 'D'	Service 'E'	Service 'F'	Lakes	Maritimes No. of Employees	Lakes No. of Employees	Total No. of Employees	Weighted Aver. Hourly Rates incl. Lakes	M. V. Bluenose Rates
	\$	\$	\$	\$	\$	\$	\$				\$	\$
Bosun.....	1.561	1.673	1.404	1.293	1.534	1.409	1.992	19	126	145	1.921	1.508
Carpenter.....	1.675	1.706	None	None	None	1.443	None	7	0	7	1.622	1.579
Quartermaster.....	1.404	None	1.346	1.263	1.499	1.340	1.577	48	378	426	1.552	1.473
Seaman.....	1.297	None	1.292	1.203	1.430	1.290	1.306	251	630	881	1.306	1.403
Senior 2nd Steward.....	1.346	None	None	None	1.638	1.480	None	6	0	6	1.419	1.824
Junior 2nd Steward.....	None	1.297	None	1.203	None	1.430	None	18	0	18	1.382	1.640
Second Cook.....	1.329	1.297	1.488	0.833	1.534	1.480	1.370	24	126	150	1.373	1.684
1st. Cook.....	None	None	1.292	0.848	None	1.306	None	16	0	16	1.240	1.438
Linen Steward.....	None	None	None	None	1.441	1.306	None	3	0	3	1.352	1.438
1st. Steward.....	1.281	1.089	1.208	None	1.395	1.263	1.305	225	126	351	1.269	1.368
Utility man.....	1.183	1.027	None	None	1.319	1.100	1.236	63	126	189	1.211	1.293
Stewardess.....	1.009	None	None	0.900	1.395	1.075	None	1	0	1	1.048	1.268
Cashier.....	None	None	None	None	None	1.265	None	2	0	2	1.263	1.368
Officer.....	1.566	1.329	1.346	1.245	1.584	1.371	1.577	99	378	477	1.541	1.508
Wiper.....	1.551	1.237	1.317	None	None	1.237	1.306	44	378	422	1.309	1.368
								836	2268	3104		

Average hourly rate weighted by number of Bluenose employees in each classification..... \$ 1.327

Average hourly rate weighted by number of Bluenose employees in each classification..... \$ 1.400

Holiday Demands

The union has requested that after 10 years service the employee should receive 15 working days with pay or three weeks holidays, and after 20 years service twenty working days or four weeks holiday.

The only argument presented by the union in support of this demand is that there is a clear trend towards longer paid vacations to which employees are entitled. The union also pointed out in their memorandum that "an examination of the seniority of the employees before the Board did not appear to establish an urgency respecting this demand".

Here again the union has not presented any material in support of its demand and I am of the opinion that the demand should be refused on that ground alone.

The railway in its submissions pointed out that the existing vacation rules enjoyed by the personnel of the *Bluenose* are far in excess of those proclaimed in the Federal Vacation with Pay Act. In addition, excluding vessels operated by the Company and by the Canadian Pacific Railway Company,

no marine employees who enjoy similar advantages are entitled to more than two weeks vacation in any year regardless of the length of service; whereas, many of the *Bluenose* employees enjoy up to three weeks vacation per year.

It is clear that the union's request in regard to additional holidays is not supported by any evidence of a cogent nature, nor do the circumstances presently existing in the industry justify increasing the already liberal holiday provisions enjoyed by the *Bluenose* personnel in relation to the personnel on other ships in the Maritimes.

I wish to join with the other members of the Board in expressing our thanks to the representatives of both parties for their co-operation and assistance. I also wish to extend personal thanks to the other members of the Board for their co-operation.

Dated this 15th day of June, 1960, at Halifax, N.S.

Respectfully submitted,

(Sgd.) A. J. Meagher,
Member.

Report of Board in Dispute between Northern Alberta Railways Company and Brotherhood of Locomotive Engineers

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, the Board of Conciliation and Investigation established to deal with the dispute between the above named parties and appointed on November 26, 1959 convened to hear representations from the parties to the dispute.

The members of the Conciliation Board were Irwin A. Blackstone, chairman; G. J. D. Taylor, representing the union; and S. H. McCuaig, QC, representing the employer. Appearing before the Board were: for the union—W. S. Fee and O. J. Travers; for the Company—T. A. Johnstone, A. M. Hand, E. C. Arkell, J. Shepp, J. Ramage, A. L. Cordingley, J. F. Cooper, L. S. Wilson, M. A. Coguit.

After considering the evidence and the briefs submitted in a series of meetings commencing November 30, 1959 until this date, a majority of the Conciliation Board makes the following recommendations:

1. *Wages*

Wage increases to be granted in accordance with the Memorandum between the parties, a copy of which is hereto annexed

and hereinafter referred to as "the Memorandum."

2. *The Memorandum*

All the terms of the Memorandum to be carried out in full with such minor changes

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Northern Alberta Railways Company, Edmonton, Alta., and the Brotherhood of Locomotive Engineers.

The Board was under the chairmanship of Irwin A. Blackstone, Calgary, who was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, Q.C., Edmonton, and G. J. D. Taylor, Saskatchewan, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. McCuaig. The Minority Report was submitted by Mr. Taylor.

The Majority and Minority Reports are reproduced here. Also reproduced is a summary of the recommendations of the Board as contained in the Memorandum that was incorporated in the Majority Report of the Board.

that may have already been agreed upon between the parties.

3. *Retroactivity*

Wages to be fully retroactive as set out in the Memorandum. Effective date of other memorandum items including statutory holidays, vacations with pay, health and welfare to be July 1, 1960.

4. *Arbitrary Allowances*

Arbitrary allowances for preparatory and final inspections to be reduced to fifteen minutes in road and ten minutes in yard service commencing July 1, 1960. All arbitrary allowances from July 1, 1958 until June 30, 1960 to be fully paid on scale in existence during that time.

The Conciliation Board had before it extensive information and arguments from both parties with regard to the matter of arbitrary allowances. The subscribers to this Report were impressed with the Company's arguments that the prior schedule of arbitrary allowances was unrealistic having regard to current conditions and that the suggested wages in the Memorandum and reduced arbitrary allowances as recom-

mended herein were having regard to necessary pertinent adjustments identical with that of the current Canadian Pacific Railway contract in force.

5. *Duration of Agreement*

The parties to enter into a three-year agreement from July 1, 1958 until June 30, 1961.

6. *Previous Contract*

Save as herein provided and save where other amendments have already been agreed to the previous contract shall continue in force.

Dated at the City of Calgary, in the Province of Alberta, this 18th day of May, A.D. 1960.

(Sgd.) IRWIN A. BLACKSTONE,
Chairman.

(Sgd.) S. H. MCCUAIG,
Member.

(Because of its length and technical detail, the Memorandum mentioned in the Report has been detached. A summary of the recommendations follows.—Ed.)

SUMMARY OF RECOMMENDATIONS

Wage Increase

July 1958	April 1959	Nov. 1959	July 1960
2%	3%	3%	1.5%

Vacations with Pay

Effective July 1/60

One week after 1 year's service at 2% of gross earnings

Two weeks after 2 years service at 4% of gross earnings

Three weeks after 15 years service at 6% of gross earnings

Four weeks after 35 years service at 8% of gross earnings.

Improvements in vacations are:

(1) Four weeks after 35 years service—previously vacation provisions only went as far as three weeks after 15 years service.

(2) Two weeks after 2 years service—previously qualifying period was three years for 2 weeks vacation.

Health and Welfare

Effective July 1/60

\$4.87 per month to be paid to each employee in lieu of a Health and Welfare Plan.

Previously \$4.25 was paid in lieu of Health and Welfare Plan.

Statutory Holidays

Effective July 1/60

One additional day, bringing the total to 7.

Arbitrary Allowances

Effective July 1/60

Road Service

15 min. preparatory time and 15 min. final inspection time.

This is reduced from previous allowances of 30 min. preparatory time and 45 min. final inspection time.

Yard Service

10 min. preparatory time and 10 min. final inspection time.

This is reduced from previous allowances of 30 min. preparatory time and 15 min. final inspection time for steam locomotives and 15 min. preparatory time and 10 min. final inspection time for diesel locomotives.

Duration of Agreement

Three years from July 1/58 to June 30/61.

The Minority Report concurred with the recommendations of the Majority Report but recommended that the arbitrary allowances remain unchanged.

MINORITY REPORT

I regret that I must express my disagreement with my colleagues on the Board of Conciliation. However, the main issue involved in this dispute is of sufficient importance to merit more extended discussion than is contained in the Majority Report.

The parties to this dispute are the Brotherhood of Locomotive Engineers, and Northern Alberta Railway Company, as employer of locomotive engineers represented by the Brotherhood. The employer is owned jointly by Canadian National Railways and Canadian Pacific Railway Company.

The parties to this dispute are parties to a succession of collective agreements, the last of which was effective commencing July 1, 1956 until June 30, 1958. On May 4, 1958, the union served notice to effect changes in the agreement. On August 13, 1958, the employer wrote the union suggesting that negotiations be deferred pending settlement with the parent lines (that is, Canadian National Railways and Canadian Pacific Railway Company), and this was agreed to by the union. The employer enclosed with this letter proposals for revision of the agreement, including a proposal to abolish arbitrary allowances for preparation and inspection of locomotives.

By May 1959, settlements had been reached between the union and the parent lines, and on May 25 and 26, 1959, representatives of the employer and the union met in Edmonton. The result of these meetings is best expressed by quoting the text of a letter written over the signature of the General Manager of Northern Alberta Railways:

EDMONTON, Alberta,
May 28th, 1959.
FILE: 1562 (1958-9)

Mr. John Marshall,
Ass't. Grand Chief Engineer,
Brotherhood of Locomotive Engineers,
703-356 Main Street,
WINNIPEG 1, Manitoba.

Mr. W. S. Fee,
General Chairman,
Brotherhood of Locomotive Engineers,
10712-141st Street,
EDMONTON, Alberta.

Gentlemen:

With reference to negotiations conducted in connection with existing agreement between the Brotherhood of Locomotive Engineers and the Northern Alberta Railways.

In accordance with your requests I am enclosing to Mr. Marshall three (3) copies of draft memorandum of agreement resulting from such negotiations. Two (2) copies thereof are also forwarded to Mr. Fee.

Yours truly,

J. F. COOPER,
GENERAL MANAGER.

Encl.

It should here be observed that the "draft memorandum of agreement" referred to in Mr. Cooper's letter is "the Memorandum" referred to in the Report of the majority of this Board.

It seems quite clear from the language of this letter that the parties had negotiated, and had reached agreement respecting revision of the collective agreement. It seems equally clear that this agreement, which involved wage increases as well as other benefits to employees represented by the union, contemplated no change in arbitrary allowances for preparatory and final inspections of locomotives, nor any other changes in the agreement than those set out in the memorandum.

However, on June 16, 1959, Mr. Cooper wrote a further letter to the union suggesting that it was necessary to meet again to discuss further revisions of the collective agreement, and in particular that arbitrary allowances be reduced "...to actual time required." Further meetings between the parties followed, and continued disagreement resulted in the establishment of this Board.

When the Board commenced its hearings, the representatives of the employer stated the dispute in this way: "...the only major point at issue which stood in the way of a settlement was the Company's proposal No. 1 respecting the elimination of arbitrary allowances and substitution thereof of a provision for payment on the minute basis for the actual time required to be on duty."

It was to this question, accordingly, that the attention of the Board was directed.

The contention of the employer was that the arbitrary allowances were unrealistic in the light of modern operating conditions, and that the actual duties required of a locomotive engineer in respect of preparation and inspection could be performed in much less time than specified in the collective agreement. The union, for its part, contended that the allowances were inadequate for the proper inspection and preparation of locomotives, bearing in mind the heavy responsibility devolving upon an engineer, and that no reduction, much less elimination, of such allowances should occur.

It should at this point be observed that the employer did not state the issue as accurately as might have been. At first glance it appears that the employer proposed paying engineers for the time actually spent in preparing and inspecting a locomotive. However, in response to direct questioning on this point, a representative of

Canadian Pacific Railway Company stated bluntly that in fact the time to be paid for would be fixed "by supervision," that is, by management. In other words, the employer, rather than seeking the elimination of "arbitrariness" in fact sought their substitution—instead of allowances being fixed by negotiation and set out in the collective agreement, they were to be fixed by unilateral decision of the employer. An engineer, under this proposal, would be paid, not for time actually required in preparation and inspection, but for whatever time management chose to fix as being required.

The evidence advanced on behalf of the employer to justify its contention was, in my opinion, unsatisfactory. At one point, again in response to a direct question, a CPR representative stated that the preparatory duties of a locomotive engineer could be performed in two minutes and inspection in ten seconds. This absurd statement was made in the face of a bulletin as to the duties of engineers which was made part of the employer's case, reading as follows (the emphasis is mine—GJDT):

NORTHERN ALBERTA RAILWAYS
COMPANY

EDMONTON, Alberta,
January 8th, 1960.

Bulletin 78/3575

Enginemen's Bulletin Books: ALL POINTS.

With the advent of operation of GMD 1 type diesel locomotives on these Railways, instructions contained in Revised Diesel Bulletin No. 2, dated January 13th, 1958, and Diesel Bulletin No. 6, dated February 25th, 1958, are superseded.

The following preparatory, road inspection and final inspection duties will hereafter apply to steam or diesel locomotives, as required.

Preparatory Duties:

1. Sign register, read and sign bulletins.
2. See that the locomotive and its equipment is in a safe and satisfactory condition and ready for movement.

Road Inspection Duties:

1. At train inspection points, examine running gear.
2. Drain moisture from air reservoirs.
3. Check for air, water, fuel and lube oil leakage.
4. Check gauges periodically.

Final Inspection Duties:

1. Leave engine and hand brake fully applied, and where provided, see that safety chain is properly placed.
2. (a) Secure closed throttle, reverse lever on center, open cylinder cocks and relief valves and properly adjust fire. Leave at least three-quarters of a glass of water in boiler.

(b) Remove reverse handle with throttle in idle and selector lever in off position. Open generator field switch and turn isolation switch to start position. Open air box drains at all terminals except Dunvegan Yards.

3. Provide for proper protection during inclement weather.
4. Defects to be noted on work report for each unit.

A. Wotherspoon,
MASTER MECHANIC.

A good deal was said about the advent of diesel power and a consequent reduction in time required for preparation and inspection. However, the union pointed out that the responsibilities of an engineer were, in fact, increased, since it is now commonplace for one engineer to be made responsible for multiple power units, each of which requires separate attention in preparation and inspection.

In my opinion, the responsibility which devolves upon a locomotive engineer, coupled as it must be with necessary regard for the safety of the lives and property of railway employees and those who use railway facilities, whether as passengers or shippers, requires the most careful preparation and inspection of locomotive power units, whether diesel or steam. There was, as I have already stated, no evidence to justify the elimination of arbitrariness. There was certainly none to justify the completely arbitrary adoption by the majority of the Board of the allowances set out in another collective agreement involving a different line.

Furthermore, in the light of the negotiations between the parties in May, 1959, which culminated in the Memorandum of Agreement referred to in Mr. Cooper's letter and in the report of the majority of the Board, it seems quite clear that any reduction of arbitrary allowances at this time involves a direct wage reduction which is not, in my opinion, justified by any evidence submitted to the Board.

Accordingly, while I am in agreement with recommendations numbered (1), (2), (3), (5) and (6) of the majority, I must disagree with recommendation numbered (4), and respectfully recommend in its place that arbitrary allowances to engineers as set out in the collective agreement which terminated June 30, 1958, remain unchanged.

Dated at the City of Saskatoon, in the Province of Saskatchewan, this 8th day of June, A.D. 1960.

(Sgd.) G. J. D. TAYLOR,
Member.

Report of Board in Dispute between

Stanleigh Uranium Mining Corporation Limited and District No. 6, United Steelworkers of America

This Conciliation Board met with the parties at Toronto, Ontario on May 14, 1960 to deal with the following matters:

Preamble, Contracting out of work, No discrimination, Union Security, No strike—No lock-out, Hours of work, Overtime, Premium Pay, Statutory holidays, Vacation with pay, Incentive and Production Standards, Rehabilitation and Pension Trust fund, Wages, Insurance Welfare Program, Store Purchases, Duration of Agreement, Established Practices, Preferential Seniority.

This Board is pleased to report that it was able to bring the parties together in a mutually acceptable settlement of all outstanding issues.

A Memorandum of Settlement was entered into and signed by the parties in the presence of the Conciliation Board and for purpose of record attached to the ribbon copy of this report as Appendix "A" will be found the original signed Memorandum of Settlement of which copies are attached as Appendix "A" to the carbon copies of this report.

Conclusion

This Board desires to record its appreciation of the fullest co-operation extended to it by the parties and their representatives which alone made possible the result.

Dated at Haileybury this 17th day of May, 1960.

(Sgd.) JOHN B. ROBINSON,
Chairman.

(Sgd.) D. B. ARCHER,
Member.

(Sgd.) DAVID MUNDELL,
Member.

APPENDIX "A"

Memorandum of Agreement signed before the Conciliation Board this 14th day of May, 1960, between Stanleigh Uranium Mining Corporation Limited and Local 5687 United Steelworkers of America.

The following items are agreed upon and shall, with the exception of item 8, be incorporated in a collective bargaining agreement, subject to agreement by the parties on all non-monetary clauses:

1. The collective bargaining agreement shall be for a term of three (3) years from May 16, 1960.

2. Wage rates in effect on the date hereof shall be increased by four (4) cents per

hour effective May 16, 1960; by an additional five (5) cents per hour effective May 16, 1961; and by an additional five (5) cents per hour effective May 16, 1962.

3. The work week shall consist of forty-two (42) hours.

4. Payment for work performed on the statutory holidays named in the old agreement shall be at one and one half (1½) times the applicable hourly rate, in addition to payment for the day.

5. Union security shall be the voluntary non-revocable check-off.

6. The increases in wage rates shall not be used to reduce incentive bonus.

7. The group insurance and welfare plan shall be improved in accordance with agreement reached, the cost, including the present Ontario Hospital Plan rates, to be borne equally by the employees and the Company.

8. A continuity bonus on the basis of six (6) dollars for each month of employment since date of last hiring, shall be provided by the Company and shall be payable to employees who remain with the Company as long as required by the Company, in the event of the closing of the mine, subject to the employee having a minimum of six (6) months' continuous service at the time of separation. If this bonus is paid by a company taking over this Company, the continuity bonus shall not be payable by Stanleigh Uranium Mining Corporation, Limited.

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between District No. 6, United Steelworkers of America (production employees) and Stanleigh Uranium Mining Corporation Limited, Elliot Lake, Ont.

The Board was under the Chairmanship of His Honour Judge John B. Robinson, Haileybury, Ont., who was appointed by the Minister on the joint recommendation of the other two members, David W. Mundell, Q.C., and David B. Archer, both of Toronto, nominees of the company and union respectively.

A settlement of the dispute was reached before the Board and the terms of settlement are contained in a Memorandum of Agreement which is incorporated in the Board report.

The text of the report is reproduced here.

Report of Board in Dispute between Consolidated Denison Mines Limited and United Steelworkers of America

During June the Minister of Labour announced that a settlement had been arranged by the Board of Conciliation and Investigation established to deal with the dispute between Consolidated Denison Mines Limited, Spragge, Ont., and its production workers represented by the United Steelworkers of America.

The Chairman of the Board was His Worship, Magistrate J. A. Hanrahan, of Windsor, and the other two members were George S. P. Ferguson, Q.C., and David B. Archer, both of Toronto, nominees of the company and union, respectively.

The report, which was signed by the Chairman and concurred in by the other

two members of the Board, advises that a settlement of the dispute has been reached before the Board in the form of a Memorandum of Agreement.

The terms of settlement contained in the Memorandum include: a 14-cent-an-hour increase spread over a three-year agreement, an improvement in the welfare plan, a continuity plan, improved vacations with pay, and adjustments in certain classifications and in overtime pay. The new collective agreement to be entered into is effective for three years from June 24, 1960.

The Status of Trade Unions in Canada

The explanation of the existence of trade unions in our society, how trade unions have been moulded by state intervention, controls on trade union activity and how these controls are applied, and the position of trade unions touching the rights of others are some of the questions dealt with in a new book entitled *The Status of Trade Unions in Canada*. The authors are James C. Cameron* and Frederick J. L. Young, respectively Professor and Assistant Professor of Industrial Relations at Queen's University.

The book is divided into chapters on Freedom of Association in Theory and Practice, The Status of Trade Unions in Britain, Legislative Powers in the Labour Field in Canada, Trade Union Status Under the Criminal Law, Early Developments in Collective Bargaining, The Growth of Trade Unions, The Use of the Administrative Board, The Problem of Uniformity, Other Aspects of Labour Relations Law, The Enforcement of Privileges and Obligations, and Trade Unions and the Rights of Others.

In the first chapter the authors have this to say about freedom of association:

"Competent observers seem to agree that the difference between the legal right of freedom to associate and the actual power to use that freedom effectively

stems from the fact that employers and employees are unequal in bargaining power. In the early stages of industrialization, legal freedom of association may be worthless to a group of employees seeking to improve working conditions, because the employer can easily replace them with unemployed individuals or agricultural workers eager to obtain factory employment. On the other hand, in a highly industrialized country, completely untrammelled freedom of association may cause the pendulum to swing to the other extreme. Powerful unions may be able to force policies upon employers, resulting in either bankruptcy of the employers or exploitation of the consuming public.

"It would seem, then, that the scope of effective exercise of freedom of association, like so many other democratic rights, defies accurate description. One may, however, make a general statement to the effect that legal and actual freedom of association must be ensured for employers and employees alike. One may also recognize that employees often require special legal privileges to counter the superior bargaining power of most employers"

*Prof. Cameron is retiring at the end of September (see page 778).

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada denies right to sue to unincorporated association in Quebec, in another decision deems employees of municipality in P.E.I. to have right to collective bargaining. N.S. Court upholds certification order

The Supreme Court of Canada ruled that under Article 81 of the Quebec Code of Civil Procedure (as it was before the 1960 amendments), neither the Montreal Joint Board of two local unions, which was an unincorporated body, nor the unincorporated local unions involved in the dispute could sue in their own names. The Court ruled also that the members of the Montreal Joint Board, being merely agents or mandatories of the local unions, could not bring a legal action acting as managers or trustees.

In another decision involving the municipality of Summerside, P.E.I., and a local of the International Brotherhood of Electrical Workers representing municipal employees of the electric light and power department, the Supreme Court of Canada ruled that there was no repugnancy between the P.E.I. Trade Union Act and the Summerside Incorporation Act and consequently the municipal employees involved in the dispute had the right to bargain collectively under the Trade Union Act.

In Nova Scotia, the Supreme Court (*in banco*) ruled that the decision of the Labour Relations Board whether or not an association is a trade union is not a decision on an issue collateral or preliminary to the granting of a certification order but an integral part of the main issue and is thus within the Board's jurisdiction and not open to review by the Court in *certiorari* proceedings.

Supreme Court of Canada . . .

. . . rules that under Quebec law unincorporated body has no legal capacity to sue in own name

On November 2, 1959, the Supreme Court of Canada, affirming the judgments of the courts below, ruled that the Montreal Joint Board, a group of 22 persons entrusted with the business of Local 205 and Local 262 of the International Ladies' Garment Workers' Union, and the Locals themselves,

have no legal status as a group or association to appear in a Court of Justice.

The action was brought by the Montreal Joint Board, an unincorporated board of two local unions, to recover union funds belonging to the parent international union and administered by the Board, which money was stolen by a bookkeeper employed by the Board. Locals 205 and 262 of the International Ladies' Garment Workers' Union, also unincorporated associations, joined as plaintiffs to obtain a judgment compelling the bookkeeper to pay the sum of \$14,193.34. The members of the Board, in bringing the suit, were acting not personally but as managers and trustees of the funds of these two locals.

The Superior Court dismissed the action. An appeal to the Quebec Court of Queen's Bench was dismissed on the ground that the Montreal Joint Board, being only a voluntary association, had no legal capacity to sue in its own name. Also, the Court held that the suit could not be brought in the name of the persons who comprised the Board because the funds stolen had not been entrusted personally to the members of the Board by the local unions. Moreover, since the members of the Board could not show that they were bound to indemnify the locals, no contract of deposit could be set up (L.G., March 1959, p. 289).

The judgment of the Supreme Court of Canada was rendered by Mr. Justice Fauteux. He noted that the dismissal of the action was based, in particular, on the provisions of Article 81 of the Quebec Code of Civil Procedure, which reads:

81. A person cannot use the name of another to plead, except the Crown through its recognized officers.

Tutors, curators and others representing persons who have not the free exercise of their rights, plead in their own name in their respective qualities. Corporations plead in their corporate name.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

These provisions were interpreted by the Judicial Committee of the Privy Council in *Porteous v. Reynar* (1887), 13 App. Cas. 120, as being applicable to mere agents or mandataries who are authorized to act for another or others, and who have no estate or interest in the subject of the trusts. But these provisions are not applicable to trustees in whom the subject of the trust has been vested in property and in possession for the benefit of third parties, and who have duties to perform in the protection or realization of the trust estate.

The evidence established that the funds fraudulently appropriated belonged to neither the Board nor to Locals 205 and 262 but to the International Ladies' Garment Workers' Union, the head office of which is in New York State. The evidence showed that the members of the Board had some management of the business of Locals 205 and 262, but were no more than agents or mandataries of the persons constituting Locals 205 and 262.

It was alleged that the Montreal Joint Board was a trustee and held the funds of the Locals as a trustee for the International Ladies' Garment Workers' Union. The word "trustee" admits of several interpretations, each of which may imply, in law, different obligations and rights for the person designated by this name. Under Quebec Civil Law, the words "trust" and "trustee" are peculiar to those acts of giving calling for conveyance of property to trustees for the benefit of persons profiting by the gift. But there must be legal evidence of a covenant, enabling the courts to decide whether, in law, there is a trust, and to determine the rights and obligations resulting from it for the parties. In the case at bar such evidence was not produced; therefore the members of the Board could not claim to have established that they were trustees.

Further, to prove that they were entitled to commence the action, the members of the Board claimed that they had an obligation to give an account of their administration and to put back the property claimed, which they received as managers of the affairs of Local 205 and Local 262. In Mr. Justice Fauteux's opinion this obligation to give an account, and to put back, is also that of the mere mandatory who, according to the provisions of Article 1713 C.C., is required to give an account of his administration and to restore and pay to the employer all that he has received under the authority of his mandate. This obligation, however, does not entitle the mandatory to plead in the name of the employer.

The members of the Board claimed also that they were responsible for the loss result-

ing from the offence of their employee, and thus liable to be sued by the third parties or the union itself; they thought that this gave them the right to sue the bookkeeper, in anticipation of the suit of which they may be the subject.

Assuming that this claim was founded in law and in fact, then, in Mr. Justice Fauteux's opinion, they could sue personally, and not acting as administrators and trustees of the Local unions 205 and 262.

In concluding, Mr. Justice Fauteux was of the opinion that the case was rightly judged and the members of the Board had not justified their right to commence the action against the bookkeeper. The Supreme Court of Canada dismissed the appeal and confirmed the judgments of the courts below. *Perreault et al. v. Poirier and Local 205 and Local 262, I.L.G.W.U.*, (1960), 23 D.L.R. (2d), Part 1, p. 61.

Supreme Court of Canada...

...rules P.E.I. municipality and its employees are subject to the province's Trade Union Act

On May 16, 1960, the Supreme Court of Canada, allowing an appeal from the decision of the Supreme Court of Prince Edward Island (in appeal), ruled that the Trade Union Act of the province constitutes valid legislative authority for trade unions to organize and bargain collectively. The Court ruled also that the employees of the electric light and power department of the Town of Summerside, represented by a local of the International Brotherhood of Electrical Workers as certified bargaining agent, have the right to bargain collectively with the municipality under the Trade Union Act.

The Town Council of Summerside refused to bargain collectively with Local 1432 of the IBEW certified as bargaining agent for its employees in the electric light and power department. The municipality argued that the Trade Union Act did not apply to the town employees because of specific powers given to the Town Council by the Act of Incorporation respecting hiring, dismissal and remuneration of employees. It was also argued that the Trade Union Act did not effectively legalize union activities in the province. The union applied for an order of *mandamus* to force the municipality to bargain.

The trial court dismissed the action, holding that a general statute like the Trade Union Act could not apply to a relationship governed by the terms of a special Act. The trial judge, however, did not accept as valid a contention that trade unions are illegal in the province (L.G., March 1956, p. 296).

On appeal it was held that although under the special act of incorporation the Town Council had exclusive unilateral power to deal with wages, salaries, appointments or hirings and dismissals of its employees, and in these respects it was not obliged to bargain collectively, the collective bargaining provisions of the Trade Union Act would apply to other relevant matters, such as hours of work, holidays, safety precautions, conditions of work and marginal benefits.

Also the Court ruled that the P.E.I. Trade Union Act must be construed as having removed any taint of civil disability or illegality from trade unions under the common law of restraint of trade (L.G., February 1959, p. 157).

The union appealed to the Supreme Court of Canada the part of the decision that excluded from the subjects of collective bargaining the topics of appointments or hirings, remunerations and dismissals. The municipality entered a cross-appeal from that part of the decision that held that the Trade Union Act of Prince Edward Island was effective to legalize trade union activities in the province and also from that part that held that certain topics of labour-management relations regarding municipal employees are subject to collective bargaining under the Act.

The judgment of the Supreme Court of Canada was rendered by Mr. Justice Ritchie, with whom the other judges concurred.

The Supreme Court was in agreement with the Court of Appeal that the Trade Union Act was effective to legalize trade union activities in the province.

Mr. Justice Ritchie rejected the contention that the taint of illegality that attached to trade unions in England in the 18th century was imported to Prince Edward Island with the original colonists and has never been removed by sufficient explicit legislative language and remains a part of the common law of Prince Edward Island.

Referring to the provisions of Sections 2 and 3 (1) of the Trade Union Act, which deal with the right of employees to form trade unions and the right to collective bargaining, he held that these provisions effectively constitute valid legislative authority for trade unions to organize and bargain collectively in the province.

Dealing with that part of the decision of the Court of Appeal that excluded from the subjects of collective bargaining the topics of appointments or hirings, remuneration and dismissals, Mr. Justice Ritchie recalled the argument in support of this decision, namely, that the Trade Union Act was inconsistent with the Town of Summerside Incorporation Act in that the above subjects

were specifically dealt with by By-law 326, which was validly passed under the latter statute. This by-law reads:

The salaries of Town officials, Firemen and all other Employees of the Town shall be such as the Town Council may from time to time determine and fix by resolution, and they shall remain in office during the pleasure of the Council, and should any vacancies occur, the Council may appoint others to take their place at any meeting of the Council.

The Court of Appeal took the position that by the provisions of this by-law "the topics of appointments or hirings, remunerations and dismissals" of employees were reserved to the Town Council and that the collective bargaining provisions of the Trade Union Act were trespassing on this reservation; they were, therefore, to this extent inapplicable to the Town because they formed part of a general statute, which must give way to the special provisions of the Summerside Incorporation Act.

The argument in the Court centred on the extent to which a general Act should give way to a special Act dealing with the same matter.

It appeared to Mr. Justice Ritchie that the position had been most clearly and correctly stated by Mr. Justice Duff (as he then was) in *Toronto Railway Company v. Paget*, 42 S.C.R. 488 at 491, where he said:

One possible view is that in such cases the provision in the general Act is to be wholly discarded from consideration. The other is that both provisions are to be read as applicable to the undertaking governed by the special Act so far as they can stand together, and only where there is repugnancy between the two provisions and then only to the extent of such repugnancy the general Act is to be inoperative. I think the latter is the correct view . . .

This view was reaffirmed by Mr. Justice Rinfret speaking for the majority of the Supreme Court in *City of Ottawa v. Town of Eastview* (1941) S.C.R. 448.

The right question to be asked, in the present case, was how far the two statutes could stand together in relation to their effect on the desire of the employees to bargain collectively with the Town of Summerside through their union representatives. Mr. Justice Ritchie was of the opinion that there was no repugnancy between these two statutes.

Section 62 of the Town of Summerside Incorporation Act provided that "officers" may be appointed by the Town Council and "shall hold office during pleasure" and that their removal, replacement and remuneration shall be at the pleasure of the Council. However, the Trade Union Act does not apply to "officers, officials or other employees employed in any confidential capa-

city" and the Town of Summerside Incorporation Act contains no such restriction with respect to employees generally. In fact, the only reference in that Act to the employment of employees deals specifically with those employed in the town electric plant and system, and is in the following broad language:

163. (2) The Town is empowered to employ such engineers, experts, agents and workmen as may be deemed necessary in surveying, evaluating, constructing, improving, extending and maintaining any such plant or system, and operating the same, and to lease, purchase or otherwise acquire such lands, rights, easements or privileges as may be deemed necessary for the purposes hereof.

It is true, Mr. Justice Ritchie added, that By-law 326 is capable of being construed as regulating conditions of employment of employees of the Town and as dealing with "topics of appointments or hirings, remunerations and dismissals," and it is also true that all such by-laws "shall be as legal and binding as if incorporated in and forming part of the Act" (s. 70) so long as they remain in force.

However, by Section 70 of the Act the Council has full authority "to make, ordain, enact, revise, alter and amend such by-laws as they may deem proper..." and this power includes the power to make such by-laws as may be deemed proper to comply with the terms of an agreement regulating the conditions of employment of its employees, provided that such provisions do not run contrary to the terms of the enabling statute.

If the Town Council sought to pass a by-law changing the terms of the employment of "officers," who are by statute declared to hold office "during pleasure," such regulations might conflict with Section 62 of the Incorporation Act. But in regulating the employment of the employees of the electric light and power department there is no statutory restriction on the powers of Council, who may make such by-laws to that end "as they deem proper."

In Mr. Justice Ritchie's opinion, there was no reason at law why the powers vested in the Town Council could not be employed in such manner as to enable the Town to conclude a binding collective agreement with the union acting on behalf of its employees in the electric light and power department. There is nothing, he added, in the Town of Summerside Incorporation Act to exclude the municipality from being required to bargain collectively and without restrictions with the union in accordance with the Trade Union Act, and if it could be shown that all the requirements of the Trade Union Act had been complied with

by the union, a *mandamus* should be issued to compel the Town Council to bargain collectively.

The Court allowed the union's appeal, and dismissed the Town Council's cross-appeal. *International Brotherhood of Electrical Workers, Local No. 1432 v. The Town of Summerside and A.G. of Prince Edward Island*. CCH Canadian Labour Law Reporter, para. 15,298.

Nova Scotia Supreme Court...

...dismisses application to quash certification order issued by N.S. Labour Relations Board

On March 26, 1960, the Nova Scotia Supreme Court (*in banco*), in *certiorari* proceedings, dismissed an application to quash a certification order issued to District No. 26 of the United Mine Workers.

The Court ruled that the Nova Scotia Labour Relations Board has jurisdiction to determine whether or not the union applying for certification is a "trade union" within the terms of the Trade Union Act. Further, the Court held, the finding of the Board that the union applying for certification was a trade union was not a collateral or preliminary matter essential to the Board's jurisdiction to adjudicate on a certification petition, but was an integral part of the Board's function, granted to it by the Act, when dealing with a certification application. Such finding of the Board was within its jurisdiction and thus unreviewable even if wrong.

An application was made to the Labour Relations Board by District No. 26, United Mine Workers of America, for certification under the Nova Scotia Trade Union Act as bargaining agent to represent a unit consisting of all the employees of Dominion Coal Co. Ltd., Glace Bay, N.S., eligible under the Act.

The application was made according to the Regulations under the Act, with the copies of the constitution of District No. 26 and that of the international union, United Mine Workers of America, attached. The application was opposed by the Central Auxiliary Workers Union, Glace Bay, and Local 2025, International Brotherhood of Electrical Workers, Glace Bay.

Hearings were held in March 1959, and the Board, being satisfied that a majority of the employees in the bargaining unit were members in good standing of District No. 26, and that the unit was appropriate for collective bargaining, issued on May 19, 1959 an order certifying District 26 as the bargaining agent for a bargaining unit consisting of all employees of the Dominion Coal Co. Ltd. in Nova Scotia, but excluding

all salaried employees and the company's employees under the jurisdiction of the Government of Canada.

The rival unions challenged the Board's decision in *certiorari* proceedings, asking the court to quash the certification order on the ground that the application for certification "should in law have been dismissed by the said Board on the ground that the applicant for certification was not a trade union within the meaning of the Trade Union Act, and that the said Board accordingly had no jurisdiction to grant certification . . ."

The motion was heard before Mr. Justice Patterson in September 1959, and in January 1960 he referred the matter to the court *in banco* (sitting as a full court).

The sole issue presented to the court was whether District No. 26 was a "trade union" within the Act, capable of being certified as a bargaining agent.

In support of the motion to quash the order, the following arguments were submitted. The Board committed an error of law manifest on the face of the order; the order was made without jurisdiction because it was based on an erroneous finding of a collateral or preliminary fact essential to its jurisdiction; Section 58 of the Act (the so-called privative section stating the finality of the Board's decisions regarding certain questions and among them whether an organization is a trade union) could not apply to errors of law *ex facie*, or exclude review of findings as to collateral or preliminary facts essential to jurisdiction as opposed to findings made in the exercise of jurisdiction.

Section 1 (s) of the Act defines "trade union" or "union" as "any organization of employees formed for the purpose of regulating relations between employers and employees which has a written constitution, rules or by-laws setting forth its objects and purposes and defining the conditions under which persons may be admitted as members thereof and continued in such membership."

Mr. Justice MacDonald in his reasons for judgment dealt first with the contention that there was an error of law on the face of the record. To substantiate this claim the constitutions of District No. 26 and of the international union were filed. It was not disputed that District No. 26 has been chartered by the international union or that its constitution was to be found, in part, in the constitution of the international union.

Both documents were scrutinized to determine whether District No. 26 is a body within the definition of a trade union.

In Mr. Justice MacDonald's opinion, the perusal of both constitutions showed that District 26 was an organization of employees "formed for the purpose of regulating relations between employers and employees"; that the constitution of the District "sets forth its objects and purposes" and "defines the conditions under which persons may be admitted as members thereof and continued in such membership." Members in a local are also members of the international and of the District that includes that local; both the locals and the District are chartered by the international. Regarding the members in the locals and in District 26, the power of collective bargaining has been vested in the officers of the District and in the District Convention, subject to the approval of all members concerned.

In the certification proceedings the primary function of the Board is to determine whether an organization is a trade union. Also the Board must investigate the union constitution to find out whether the alleged union members in the bargaining unit are "members in good standing" in the applicant union and whether the union is free from employer domination. The Board determines its own procedure and makes regulations as to what shall constitute proof of membership in good standing. In these matters the Board in making necessary determinations should have latitude and the courts should refrain from imposing technical requirements not contemplated by the legislation.

The contention in this case involved a technical question whether there was on the record a manifest error of law.

The applicable rule is that "where upon the face of the proceedings themselves it appears that the determination of the inferior tribunal is wrong in law, *certiorari* to quash will be granted. The tribunal is not obliged to set out . . . the reasons which led to its decision, but if it does state them the superior court will consider the question whether they are right in law, and if they are wrong in law, will quash the decision" (11 Hals. 3rd ed., p. 61).

Mr. Justice MacDonald noted that there is considerable scope for discussion as to what constitutes the record or face of the proceedings, which enables a court to sit in appeal from errors of law in the exercise of jurisdiction. In the case at bar the order by necessary implication did say that the Board did hold that District No. 26 was a trade union under the Act. This involved the determination of a question of law within the rule and that determination was not wrong in law. Consequently the first contention that there was an error of law on the face of the record had to be rejected.

Dealing with the contention that the Board's order was made without jurisdiction because it was based upon an erroneous finding (the finding being that District 26 was a trade union) as to a collateral or preliminary fact essential to the Board's jurisdiction, Mr. Justice MacDonald reviewed the body of case law involving the jurisdiction of labour relations boards. The following is the rule applicable to this situation: "The jurisdiction of an inferior tribunal may depend upon the fulfilment of some condition precedent (such as notice) or upon the existence of some particular fact." Such a fact is collateral to the actual matter and an inferior tribunal cannot, by a wrong decision with regard to such a collateral fact, give itself a jurisdiction which it would not otherwise possess.

On the other hand, "if the fact in question is not collateral, but a part of the very issue which the inferior tribunal has to inquire into, an order will not be granted, although the inferior tribunal may have arrived at an erroneous conclusion with regard to it . . . The distinction is between the case where jurisdiction is conferred on an inferior tribunal only upon condition that some particular state of facts exists and the case where the question of the existence of the fact is one of the issues of fact which the inferior tribunal is given jurisdiction to determine" (11 Hals., 3rd ed., paras. 116-17, pp. 59-60).

"The inferior tribunal must, indeed, decide as to the collateral fact, in the first instance; but the superior court may upon *certiorari* inquire into the correctness of the decision, and may quash the proceedings in the lower court if such decision is erroneous" (11 Hals., para. 270, p. 143).

However, "there may be tribunals which, by virtue of legislation constituting them, have the power to determine finally the preliminary facts on which the further exercise of their jurisdiction depends" (Hals, *ibid* at p. 59).

Mr. Justice MacDonald noted that Section 68 (1) of the Ontario Labour Relations Act, which is similar to Section 58 of the Nova Scotia Trade Union Act, has been held as rendering the decisions of the Board as to the questions listed therein final and that "there cannot be collateral decisions as to whether a person is a member of a trade union or . . . whether a trade union represents the employees" (the *Genaire* case, L.G. 1958, p. 1291). Also, in another decision, it was held that the Ontario Board had jurisdiction to entertain an application and to determine finally whether the applicant was a trade union (the *McCord* case, L.G. 1956, p. 1415).

In *The Queen v. Labour Relations Board* ((1955) 2 D.L.R. 681) the Nova Scotia Supreme Court stated that "the Board has been appointed for the very purpose of determining whether or not a unit is appropriate for collective bargaining. The Board had jurisdiction over the question, over the persons involved and the power and duty to determine the appropriateness of the unit. It is a question of fact."

The Supreme Court of Canada in *Labour Relations Board for B.C. v. Canada Safeway Ltd.* (L.G., 1953, p. 1170) ruled that the question whether workmen were employed in a confidential capacity was not one relating to a collateral matter but was for the Board to decide finally as part of the main issue and its decision thereon was not reviewable.

In *Labour Relations Board v. Traders' Service Ltd.* (L.G., January 1959, p. 58) the Supreme Court of Canada was faced with a certification order attacked as involving a wrong determination of an alleged collateral issue, namely, whether a group of workmen were employees of a particular employer. The majority of the Court, holding that the order could not be quashed, noted that the Board is required to determine whether a person is an employer or employee and that its decision is final and conclusive. Also the Court held that the Board's decision had not been as to a "collateral issue" but one within the main issue.

Mr. Justice Judson in this respect said:

There is no difference in principle between a determination of the capacity in which a person is employed and a determination of the question of the relation of employer and employee. Neither question is a collateral issue. There are no two issues here before the Board, the first whether a man is an employer and the second, whether he is the employer of a particular employee. The issue is a single one and entirely within the Board's jurisdiction. It was for the Board and the Board alone to make the finding on the one issue and this finding is not open to review by the Court.

Mr. Justice MacDonald noted that the Canadian cases referred to held that the several issues involved were not collateral but came within one or more of the clauses of sections making orders "final and conclusive." These sections are identical with or highly similar to section 58 of the Nova Scotia Trade Union Act. This conclusion applies also to the determination of the question whether an organization is a trade union. Further support for the conclusion that this type of question is not one collateral or preliminary to jurisdiction but an integral part of the Board's main function

to grant or reject certification may be found in various provisions of the Trade Union Act.

Various decisions and determinations which have to be made by the Board in the course of dealing with the application for certification must be regarded as having been made in the exercise of its jurisdiction and in discharge of the Board's duty to certify or refuse certification. In this sense it is unnecessary to rely upon Section 58 (which requires the Board to decide certain questions and its decision thereon is "final

and conclusive") as excluding *certiorari* for the reason that *certiorari* does not lie to review decisions of this nature.

The Court held that the decision of the Board whether District No. 26 was a trade union within the Act was on a matter within the Board's jurisdiction to determine, and unreviewable even if wrong. The application for *certiorari* was dismissed. *Re United Mine Workers of America, District No. 26*, (1960) 23 D.L.R. (2d), Part 5, p. 328.

Recent Regulations, Federal and Provincial

Alberta revises safety rules for grain elevators. British Columbia issues new regulations respecting wireless signalling devices used in logging operations

In Alberta regulations dealing with grain elevators, issued under the Factories Act and the Workmen's Compensation Act, lay down new requirements with respect to manlifts and personal protective equipment.

In British Columbia regulations under the Workmen's Compensation Act concerning wireless signalling devices used in logging operations provide that such equipment must be operated by competent workmen.

Other regulations deal with overtime rates in federal government construction contract work, and safety in oil and gas well drilling rigs in Alberta.

Previously, no overtime rate had been set by regulation under the Act. The Act limits hours to eight in the day and 44 in the week except in cases of emergency as may be approved by the Minister. The regulations respecting the fair wages policy (P.C. 2029) provide that, under special circumstances, the Minister may decide what are the current or fair and reasonable rates for overtime. The policy has been to instruct the contractor, where an overtime permit has been granted, to pay overtime rates at not less than one and one-half times the rates of wages required to be paid under the contract but there have been a few exceptions to this.

FEDERAL

Fair Wages and Hours of Labour Act

The Fair Wages and Hours of Labour Regulations (P.C. 1954-2030) have been amended by new provisions dealing with rates of wages for overtime in federal government construction contract work.

The new provisions, which were approved by P.C. 1960-715 and gazetted June 8, were made under authority of Section 6 of the Fair Wages and Hours of Labour Act, which permits the Governor in Council, on the recommendation of the Minister of Labour, to make regulations setting overtime rates for work covered by the Act.

One new provision states that, unless the Minister of Labour orders otherwise, employees working on federal government construction contracts must be paid time and one-half for hours worked beyond 44 in the week. Another provides that, if the Minister so orders, such employees must be paid the premium rate for all hours worked in excess of eight in the day.

The new provisions apply to contracts entered into after August 1, 1960.

PROVINCIAL

Alberta Factories Act

Oil and Gas Well Drilling Rigs

Alberta has issued under the Factories Act regulations governing the erection, operation and dismantling of oil or gas well drilling and servicing rigs and derricks.

The new regulation (Alberta Reg. 172/60), gazetted June 15, rescinds Alberta Reg. 328/57. Its provisions are more extensive than those rescinded, but are almost entirely the same as in Alberta Reg. 371/59 (L.G., Jan., p. 77), issued under the Workmen's Compensation Act.

The new regulation requires that where the factor of safety of a drilling line has been reduced to less than three, immediate and subsequent inspections must be made by the toolpusher and driller to ensure that the line is suitable for continued operations.

Another new requirement provides that all power driven mud pumps must be

equipped with a safety relief valve that will release in the event of excessive pressure.

The foregoing provisions are not contained in the regulation issued under the Workmen's Compensation Act.

Grain Elevators

Alberta Regulation 173/60, issued under the Factories Act respecting the construction, operation and maintenance of machinery and equipment in grain elevators, annexes and mills, was gazetted June 15, rescinding Alberta Reg. 327/57 (L.G. 1957, p. 190; *see also* 1953, p. 586).

The former provisions remain unchanged with the exception of certain requirements relating to manlifts.

A new provision states that for the suspension of manlift cars and counterweights only wire ropes of best plow steel or the equivalent may be used.

Where manlift cars and counterweights are suspended by more than one cable, each wire rope must be at least one-quarter inch in diameter. If three or more wire ropes are used, a safety device to stop and hold the car is not required.

The diameter of a sheave for a manlift cable must now be not less than 40 times the diameter of the wire rope used; the previous minimum diameter was 18 inches.

If the counterweight of a manlift is not entirely enclosed it must be so guided that it cannot become accidentally disengaged from the guides. Also, protection must be provided to a height of six feet on open sides at the work floor and other levels where a person might be struck by the counterweight.

Where manlift cars do not have a safety device to stop and hold the car, counterweights must be guided in open runways and a removable panel installed in the side of the car adjacent to the runway to facilitate inspection of the wire ropes.

Guide rails must now be of metal or straight grained fir or hardwood free from knots and checks. They must be attached to supporting members with bolts, lag screws or wood screws. Manilla ropes may not be used for manlift guides.

Platforms of manlifts with enclosed cars must be constructed of perforated material to enable the operator to have a clear view below the car.

Manlifts must be installed satisfactorily to obtain approval of the factory inspector and plans and specifications of employees' belt lifts must be submitted to the Chief Factory Inspector for approval before installation is begun.

Alberta Workmen's Compensation Act

Safety regulations governing the erection, maintenance and renovation of grain elevators, grain annexes, seed mills and seed cleaning plants, issued under the Alberta Workmen's Compensation Act as Regulation 144/60, were gazetted May 31. They apply to all employers and workmen concerned with these activities, and are effective July 1, 1960.

The new regulations make the employer responsible for ensuring that his workmen know and comply with these and other relevant safety regulations. They also require supervisors and foremen to see that employees work safely and under safe conditions. Workmen must use the safety equipment that the employer is obligated to supply and are forbidden to conduct themselves in a manner that endangers themselves or others.

The employer is required to provide a first aid kit according to the requirements of the Workmen's Compensation Board. The employer also has to provide safety hats for his workmen, and a suitable winter liner from November to March. Workmen must wear safety hats where there is danger of falling objects.

The employer must supply approved eye protective equipment, which his workmen must wear when handling material that is liable to injure or irritate the eyes, or when engaged on work where there is an eye hazard from flying objects or injurious light or heat rays.

Detailed requirements are set out for scaffolding for grain elevators, swing stage scaffolds, scaffolding of a balloon annex, and gin poles.

A special provision relates to the authority of inspectors where the regulations do not contain specific safety requirements in connection with the use of unsafe equipment, materials or tools, or the unsafe or improper use of tools or equipment, or unsafe working conditions. In these cases, an inspector is empowered to order an employer or operator to make whatever changes, improvements or repairs may be necessary to remove hazards to workmen or to reduce the possibility of accidents.

Except where this regulation provides otherwise, all other safety regulations of the Board and all other directions concerning the safety of workmen, persons or property set out in the legislation of Canada or the Province of Alberta apply to employers or workmen engaged in activities with which the new regulation deals.

(Continued on page 842)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at month-end and of initial and renewal claims during the month, average weekly number of beneficiaries, and amount of benefit payments all lower during May than in April, higher than in May 1959, statistics* show

Claimants† for unemployment insurance benefit on May 31 numbered 364,300, compared with 486,300 regular claimants on April 29, and 279,400 on May 29, 1959. The total of regular claimants was thus 25 per cent lower than at the end of April, but 30 per cent greater than at the end of May last year.

The decline in the number of claimants between April and May this year was slightly less than the 27-per-cent decrease last year.

On April 29 there were, in addition to the 486,300 claimants for regular benefit, 228,600 claimants for seasonal benefit. Seasonal benefit ended on May 21 this year, on May 16 last year. Data for May therefore cover only claimants for regular benefit, whereas the April figures covered both regular and seasonal claimants.

Initial and renewal claims for benefit during May numbered 165,600, which was 23 per cent less than the April total of 214,600, but 23 per cent greater than the figure of 134,000 in May last year.

Of the 110,200 initial claims for May, it is estimated that some 45 per cent were from claimants who had exhausted regular benefit and wanted to be considered again for regular benefit or for an extension of benefit under seasonal provisions.

The average weekly number of beneficiaries was estimated at 560,800 for May, 732,900 for April and 485,800 for May 1959.

Benefit payments totalled \$52.2 million in May, down 15 per cent from the \$61.8 million in April. During May 1959 benefit payments amounted to \$40.4 million.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

The average weekly benefit payment was \$22.17 for May, \$22.18 for April and \$20.81 for May 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May showed that insurance books or contribution cards had been issued to 3,512,840 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At May 31 employers registered numbered 328,328, an increase of 778 since April 30.

Enforcement Statistics

During May 6,440 investigations were conducted by enforcement officers across Canada. Of these, 3,865 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 126 were miscellaneous investigations. The remaining 2,449 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 146 cases, 10 against employers and 136 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,950.*

*These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Fund

Revenue received in May totalled \$25,-187,592.93† compared with \$22,194,917.24† in April and \$18,831,693.78 in May 1959. Benefits paid in May totalled \$52,213,-

351.82† compared with \$61,767,880.26† in April and \$40,446,281.55 in May 1959. The balance in the Unemployment Insurance Fund on May 31 was \$299,293,511.04†; on April 30 it was \$324,986,215.82† and on May 31 last year \$432,847,911.14.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1739, May 19, 1960

Summary of the Main Facts: The claimant, married, 45 years of age, filed a renewal application for benefit on May 25, 1959 and was registered for employment as a paper cutter. He stated therein that he had worked as such for a printing firm in Toronto, Ontario, from February 1, 1959, to May 21, 1959, when he was dismissed because he could not "get along with the boss." His rate of pay at the time of separation was \$2.25 an hour. The employer submitted his own version of the employee's separation on Form UIC 479 and stated:

This man left; was not laid off or fired. Told Foreman he has been trying for three weeks to get fired so that he could collect unemployment insurance. Was told several times to fill out time sheet and his answer to me was I'll quit first, so in my opinion, he quit. If I were to fire him I would have done so at once, not letting him finish the day.

The insurance officer notified the claimant on June 4, 1959 that he was disqualified from receipt of benefit for the period May 24, 1959 to June 27, 1959 inclusive, because, in his opinion, he had voluntarily left his employment without just cause (section 60 (1) of the Act).

In response to a request from the local office for further information, the claimant on June 5, 1959 stated as follows:

It was impossible to fill out a time sheet because I never got dockets with half the jobs I did. My boss was unreasonable in every way—I could never satisfy him.

Also I did not quit voluntarily. I was given my wages and my insurance book at closing time the last day. I took it to mean I was fired. (Exhibit 4).

The claimant based his appeal to a board of referees on a letter which a controller of the city of Toronto wrote to the local office on July 21, 1959 and which reads, in part, as follows:

(The claimant) states that no one can work for this man, that he is impossible to get along with, that as many as five men start there in one day and "all leave the same day." He says

"even his foreman... had to quit at the end of six months." (Apparently he now works at... Company as a proof reader.)

(The claimant) says that (the employer) stands behind the men all day swearing and cursing at them. He says that (the employer's) statement that he quit voluntarily is not true. He said he put up with this for four months and was then dismissed. He complains that you disqualified him for unemployment insurance and that you are sending other men to this impossible situation with which he was obliged to contend...

I would be pleased if you would investigate (the claimant's) complaint and ascertain if your Department has done him an injustice in cutting off his unemployment insurance in this case. (Exhibit 5).

The board of referees which heard the case on January 14, 1960 by a majority decision dismissed the appeal and confirmed the disqualification which had been imposed by the insurance officer. The board stated in its decision that the claimant and the employer attended the hearing but added little to the evidence already contained in the submissions. The majority of the board was also of the opinion that the evidence "contained herein and given by (the employer) that the claimant stated that he would quit first before filling out proper time sheets was acceptable" and that, therefore, in its opinion, he did, in fact, leave his employment without just cause within the meaning of the Act.

The dissenting member of the board contended that, inasmuch as the evidence given by the employer and the claimant was contradictory, any doubt that might exist in the case should be resolved in favour of the claimant.

The claimant appealed to the Umpire on February 12, 1960 on the same grounds as those contained in Exhibit 4 herein quoted.

In view of the contradictory statements made by the parties, the claimant was requested to obtain individual statements from two or three of the former or present

†All figures for April and May of this year are subject to change.

employees of the printing firm as to the unsatisfactory working conditions which allegedly existed there. The claimant answered in the following manner: "I am unable to get such statements as you request. Note attached advertisement which appears nightly in the newspapers" (the advertisement has to do with an offer of employment for pressmen at his former employer's premises).

In a letter dated March 28, 1960 the claimant denied that he had told the foreman he had tried to get dismissed in order to collect unemployment insurance. He pointed out that he could not have made such a statement to the foreman since there was no foreman at the time of his dismissal. In regard to the filling out of time sheets and his separation from the employ of the company he stated:

The last day I worked for this man, he came and said here is a time sheet, you will have to make it out, and . . . well like it or not. And I said to him, you told me before I would not have to make any time sheets out, because I never received half the dockets for the jobs I done, therefore I could not make out a time sheet, but he just walked away. That was 2:30 in the afternoon. He could have come to me and tried to explain how I could fill a time sheet but he never even came back.

At quitting time the head pressman came to me when I was going home, and handed me my pay and Insurance Book, therefore I took it for granted I was fired.

The Chief of the Claims Division of the Commission submitted a report of an investigation that had been carried out at the plant of the claimant's former employer. This report reads in part:

I visited the plant of the . . . and had interviews with . . . the General Manager and two of his employees . . .

(One of those employees) has been employed for over ten years and (the other one) for four years. Both stated that all jobs had dockets for costing same and employees made out time sheets from dockets.

(The manager) admits swearing at (the claimant) but explained the circumstances, which were—Although (the claimant) had been warned against the practice, he insisted on operating the electric paper guillotine by jamming one of the push buttons so that the machine could be operated by activating the remaining switch with one hand and feeding the paper stock with the other hand. This machine is equipped with this safety device to protect the workers' fingers and hands and (the manager) himself has lost three fingers from his hand in an accident with a paper cutting machine, so he naturally feels quite strongly on the subject of safety.

(One of the employees) stated (the claimant) used to plug safety switch on one side of cutting machine so he could operate with one hand, and he had heard (the manager) swearing at him for doing so.

I saw pay roll sheets for Mr. . . . who was hired as Superintendent at \$125 per week. He earned an average of \$150 per week for the ten weeks he was employed but left on his own accord because he did not feel capable to run plant.

Considerations and Conclusions: It is not clear from the evidence whether the claimant voluntarily left his employment or lost it by reason of his own misconduct.

If he voluntarily separated, it was without just cause, in that the difficulties and unpleasantness he had with the employer stemmed from his lack of co-operation and could have been easily remedied by a change of attitude on his part. If, on the other hand, he was dismissed, it was by reason of his own misconduct, inasmuch as he was not operating his machine in accordance with the employer's instructions, particularly with regard to his own safety. Moreover, he was not filling out his time sheets as directed, which he had no reasonable excuse for not doing as two of his fellow workers of several years' service stated that dockets were supplied for all jobs.

In either event, he was subject to disqualification under section 60 (1) of the Act and I, therefore, maintain the majority decision of the board of referees.

Decision CUC-44, June 16, 1960

Summary of the Main Facts: The applicant in the present case, viz., the Shaw Steamship Company Limited of Halifax, Nova Scotia, operates several boats which are usually engaged in the shipping of freight. However, one or more may go on a sealing expedition during the sealing season in the very early part of the spring. This operation, which generally lasts for approximately eight weeks, is, however, broken off when a full cargo is obtained or when the sealing captain decides it is no longer profitable to continue the hunt due to the daily number of seals having been caught. The sealing crew is paid one-third of the gross landed value of the total catch and the remaining two-thirds goes to the company, which supplies the equipment, food and lodging, as well as the ship.

In March and part of April 1958, the said company operated the vessel *Arctic-Sealer* for the purpose of hunting seals on the ice floes in the Gulf of St. Lawrence and the North Atlantic Ocean. The crew totalled about 69 members, of which approximately 58 were engaged in the actual sealing operation. Not all the sealers were fishermen. Some were farmers, some were lumbermen and some were from various occupations. Most of them, however, resided in Newfoundland.

The records indicate that the company had insured the regular crew members under the Unemployment Insurance Act but not the sealers, the company taking the stand that the latter were not employed under a contract of service.

It seems that inquiries were made at the Commission's local office in St. John's, Newfoundland, by members of the sealing crews of the *Arctic-Sealer* as to their eligibility for unemployment insurance in that, according to the district auditor of the Commission, "other sealing vessels operating under similar conditions from Newfoundland had insured their crews".

On September 24, 1958 the district auditor informed the company, by letter, that the crews of the sealing vessels, including all the sealers, were considered to be employed under a contract of service and thereby engaged in insurable employment, and that, under such conditions, the company was required to make unemployment insurance fishing contributions in respect of them.

On October 18, 1958 the president of the company replied to the district auditor. He stated in his letter that the company had decided not to make a sealing voyage in March 1959. He also said:

This will leave 75 Newfoundlanders unemployed, and they will miss the opportunity of making 20,000.00/25,000.00 as we just are not interested in sending a vessel to the icefields, if we have to collect unemployment from the sealers who are on shares, and to also contribute towards this ourselves. We find it hard to understand why we have to provide a ship, take a \$35,000 gamble on outfitting for sealing, and then to become involved in collecting unemployment contributions, paying an equal amount ourselves, when the sealers are in with us on the venture as far as seals secured, but are free of all obligations should the venture suffer a loss. We at any rate won't be involved in your new ruling as our M/V *Arctic-Sealer* will make no Sealing Voyage in 1959.

On January 29, 1959 the company advised the district auditor that, for reasons of its own, it had decided to again send the *Arctic-Sealer* on a sealing voyage and wished to be informed of the company's position in the matter of contributions in respect of the sealers. The company contended in its letter that it should not be required to make contributions to the Unemployment Insurance Fund in respect of them since the "sealers share in the venture" and "are partners with us" therein.

On February 6, 1959 the Chief Coverage Officer of the Commission replied to the company's letter of January 29, 1959 and said "... in our opinion, the men employed in your sealing operations are employed under a contract of service and therefore

entitled to unemployment insurance stamps in respect of this work. However, you have the right to request a formal decision on this matter by the Unemployment Insurance Commission...".

The President of the said company completed Form UIC 593, "Application for Determination of Question under the Unemployment Insurance Act" and stated therein that the sealing master and not the company, had the right to exercise control as to the method of performance of duties by the sealers and "that sealing crews operating on a share basis are working for their own interest and therefore it is our contention that they are not entitled to unemployment stamps". The Commission, however, did not render a decision on the question but instead, pursuant to section 33 of the Act, referred it to the Umpire for decision and informed the interested parties accordingly.

The agreement (Exhibit 32) which covered the crew of the *Arctic-Sealer* for the 1958 sealing season reads as follows:

This Agreement entered into at . . . between . . . owners of the Good Ship or Vessel called the . . . and . . . Master of the said Ship and the several persons whose names are signed hereto as crew of the said Ship.

Witnesseth that the several persons undersigned agree to proceed on a sealing voyage in the said ship and to serve in the several capacities set opposite their respective names. The crew shall come into service on the . . . day of March, 19 . . . without notice and proceed to sea whenever the Master may deem fit. Each man shall assist in trimming coal or handling ballast and do any work in connection with the voyage required of him. Each man shall in all respects exert himself to the best of his ability for the good of the voyage and be at all times obedient to the lawful commands of the Master and officers, whether on board, at sea, on shore, or on the ice in all respects as if shipped on wages, and should any man neglect or be found incompetent for the proper performance of his duties in any respect (except by reason of sickness) he shall be entitled to only such share of proceeds of the voyage as the Master may allow him. Should any man be drunk or disorderly, or refuse to obey the lawful commands of the Master or Officer in charge before leaving port on the voyage, he may be dismissed by the Master, and shall not be entitled to any share of the proceeds of the voyage or other compensation; nor shall any man be entitled who shall absent himself after coming into service, at any time until the final termination of the voyage without leave of the Master. Any man failing to proceed on the voyage after signing articles shall not be entitled to any share of the proceeds of the voyage. Any embezzlement or wilful or negligent loss or destruction of any part of the ship's cargo, stores or equipment shall be made good to the Owners out of the earnings of the party so offending, or conniving at such offence, without prejudice to any other remedy which the Owners may have for same. In case of any gun or rifle being wilfully or carelessly lost or damaged during the voyage, the loss or damage shall be made good to the Owners by

deduction from the crew's share of the proceeds of the voyage. Engineers and firemen shall not be required to go upon the ice, except by order of the Master. In the event of the Master named in this agreement being prevented by sickness or other cause from proceeding upon or prosecuting the voyage, this agreement shall be in all respects in force and binding as between the undersigned and the Master who may be appointed in his stead.

1. The Master, Officers and Crew further agree to use special care to keep the seals of all classes free from coal-dust or other uncleanness of any kind and free from running fat, keeping the said seals iced down if necessary to prevent running.

2. In consideration of this Agreement being in all respects well and faithfully performed, the said crew are to receive as remuneration for their services at the final termination of the voyage or each trip if there be more than one (which shall include the discharging and weighing off of seals) every man an equal share or portion, according to the number of the crew; Master, Officers, engineers and firemen included, of one-third of the value of the seals brought in and delivered from the vessel, one full man's share having been first deducted from the said Value (for distribution amongst the Officers as the Master may deem fit). A man's share in lieu of a man's share to Master, shall be given to the firemen to be equally divided between them. From the share due each man shall be deducted and retained the amount of his account with the Owners. The Owners do not bind themselves to give any outfit or crop to the crew, but in the event of such being issued, the price charged shall be one-third over the retail cash price of such articles issued, which one-third shall be deemed to be full compensation for the risk run, and any balance remaining unpaid by the said crew at the termination of the voyage shall be cancelled. It is agreed that the whole of the seals shall be landed at such places as Owners of ship may direct, immediately upon arrival of the ship.

3. It is agreed between the Owners and the crew that the crew's one-third share of the value of the seals shall be calculated on the basis of per hundredweight for young harps, per hundredweight for young hoods, per hundredweight for bedlamers, and per hundredweight for old harps and old hoods, subject to the usual deductions for tare and damaged skins. The weighing off and assorting shall be done under superintendence of the Second Hand or a Master Watch or other person or persons representing the crew and a wharfinger or other person or persons appointed to represent the Owners.

4. It is expressly understood and agreed that no member of the sealing crew may collect on his own account or make private arrangement for the procuring of "flippers" from the seals taken on the sealing voyage to which this Agreement applies. Any "flippers" taken on the said voyage may be taken only under instructions from and at the discretion of, the Master.

5. If any man absents himself without the leave of the Master in charge or neglects his duty until all the seals are landed, he shall incur a fine of Two Dollars (\$2.00) per day for every day he is absent from or neglects such duty, and the same shall be deducted from his share of the proceeds of the voyage.

6. If any man shall sign a false name or a name not his own and shall proceed in the said vessel personating or representing himself to be another, it shall be in the option of the Master or Owners to withhold from him any share of the proceeds of the voyage.

7. The voyage shall consist of either one or two trips and shall continue until the first day of May if the Master or Owners so desire. If the ship puts into port and makes a second trip, the Master may discharge any man or men he pleases before sailing on the second trip, but all men hereby agree to sail on a second trip if the Master so desires and requests them, and no man's services shall be considered terminated until the ship has remained at the fishery until May 1, before bearing up for port, unless the Master releases him sooner . . .

On January 15, 1960 at the Umpire's request, the Chief of the Coverage Division of the Commission sent to various employers engaged in sealing operations, a letter asking them to express their views and any representation they might wish to make in connection with the matter in question. A similar letter was also sent to the Canadian Labour Congress.

On January 22, Christensen Canadian Enterprises Limited, Montreal, Que., wrote that it had paid unemployment insurance contributions for the members of the sealing crews of its sealing vessels. On January 27, Karl Karsen and Co. Limited, Halifax, N.S., replied that it had done likewise. On February 8, A. Andras, Director of Legislation, Canadian Labour Congress, submitted an elaborate and interesting statement of observations to the Umpire to the effect that, in the opinion of the Congress, the sealing crews of the Shaw Steamship Company Limited were employed under a contract of service and, therefore, were engaged in insurable employment.

On June 8, 1960 the Umpire heard the case in Halifax, N.S. Among those who were present at the hearing were A. M. Shaw, representing Shaw Steamship Company Limited; J. Denker, secretary-treasurer of the *Arctic-Sealer* ventures; K. Henriksen, representing Karl Karlsen and Co. Ltd. and Christensen Canadian Enterprises Ltd.; James A. Power, Senior Counsel, Dept. of the Attorney General, Province of Newfoundland; and F. G. Power, an officer of the Legal Branch of the Unemployment Insurance Commission.

Considerations and Conclusions: I wish to express my appreciation of the able manner in which those who appeared before me, regardless of the interest which they represented, stated their views in respect of the present issue, viz., whether the members of the sealing crews of the Shaw Steamship Company Limited whose conditions of employment are regulated by the agreement

produced as exhibit 32 are employed under a contract of service and are, therefore, in insurable employment.

I also wish to reiterate the following statement which I made during the course of the hearing, that the applicable provisions of Regulation 191, which governs the present case, make it a condition that the members of a crew engaged in catching seals are insurable as fishermen only if they are members of "a crew engaged under a contract of service for that purpose" and that, in my opinion, in determining whether the members of the applicant's sealing crews in question are employed under a contract of service, I am bound by section 25 (a) of the Act to disregard the manner in which the members of those crews are paid.

Now, the stipulations of the aforementioned agreement other than those related to the manner in which the members of the sealing crews are paid definitely establish

a relationship of master and servant between the Shaw Steamship Company Limited and those members in that, during the whole of the sealing expeditions concerned, the members of the crews are "in all respects as if shipped on wages" under the supervision of the company's representative, *viz.*, the ship's master, whether "on board, at sea, on shore, or on the ice". For example, they agree "to serve in the several capacities set opposite their respective names" in the agreement and to be "at all times obedient to the lawful commands of the Master and officers", failing which they "may be dismissed by the Master".

In view of the foregoing, I consider that the members of the applicant's sealing crews whose conditions of employment are regulated by the aforementioned agreement are "engaged under a contract of service" within the meaning of that expression in paragraph (c) of Regulation 191 (1), and, therefore, I decide that they are employed in insurable employment.

Recent Regulations

(Continued from page 836)

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations has granted the fresh fruit and vegetable industry its usual seasonal exemption from the operation of the Hours of Work Act, thereby permitting employees in this industry to work longer hours during the period June 1 to November 30, inclusive.

The regulation was gazetted June 16 as B.C. Reg. 120/60.

British Columbia Workmen's Compensation Act

British Columbia has issued Safety Regulation 115/60 concerning wireless signalling devices used in logging operations. It was gazetted June 2.

"Wireless signalling device" is defined as any device, equipment or thing utilizing radio frequency transmission to control or direct the movement of any equipment.

The employer is required to assign a competent workman to operate a wireless signalling device. An untrained person may operate it only in an emergency.

The workman operating a wireless signalling device must be trained in the correct method of operation and he is forbidden to operate it in any other manner.

When the operator is transmitting signals he is required to locate himself out of danger of lines, logs, or other hazards. He must not give a signal until all persons are in a safe position.

No wireless signalling device may be installed until the probability of accidental activation has been eliminated.

Repairs, alterations or adjustments to a wireless signalling device, except changing the battery, must be done by a competent technician.

If a wireless signalling device is not functioning properly it must be removed from services and fixed.

Wireless signalling devices using an audio-frequency tone or tones as part of the signal must have the audio-frequency of the tone or tones clearly marked on the exterior of the case of the transmitter and receiver.

The employer must ensure prior to use that a wireless signalling device will not affect or be affected by any other wireless signalling device within a 10-mile radius.

The regulation forbids voice radio transmission to signal any rigging into motion.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during June Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 244 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 230 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	2	\$ 9,272.00
Defence Production	79	107,508.00
Public Works	2	8,499.00
RCMP	9	120,859.50
Transport	2	461,389.43

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during June

During June the sum of \$22,197.74 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 337 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any questions which may arise with regard thereto.)

Department of Agriculture

Grand Pre Marsh N S: J G Webster Construction Ltd, construction of dyke &/or drainage works, Project NS 8.

Central Mortgage and Housing Corporation

St John's Nfld: Conniston Construction Co Ltd, site improvement & planting for 146 housing units, FP 6/55. *Campbellton N B:* C H Boutilier, exterior painting of 79 housing units (VR 1/48 & VR 2/48). *Camp Gagetown N B:* Conniston Construction Co Ltd, site improvement clean-up (Job 65/54). *Branford Ont:* Burnley Contractors, *exterior painting. *Deep River Ont:* M J Sulphur & Son Ltd, construction of cafeteria extension to new hotel (AECL 28/60). *Delhi Ont:* Carl C Schaum, site improvement & planting for 12 housing units (FP 1/58). *Goderich Ont:* Earl Pulleyblank, site improvement & planting for 14 housing units (FP 4/58). *Ottawa Ont:* M J Lafortune Construction Ltd, construction of 82 housing units & 21 apartment units. *St Thomas Ont:* A N Martin, *exterior painting. *Windsor Ont:* Isack Construction Ltd, construction of 50 housing units (FP 5/59). *Wingham Ont:* Carl Henry, *exterior painting. *Edmonton Alta:* Alph's Decorating Ltd, exterior painting of 22 apartment bldgs at Highlands Court.

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Valley Plumbing & Heating Ltd, renovations to Shubenacadie IRS. *Sarnia Indian Agency Ont:* F J Miller Construction Ltd, construction of houses, Sarnia Indian Reserve. *Sault Ste Marie Indian Agency Ont:* Alex Wray & Sons Ltd, installation of new dishwashing unit, Shingwauk IRS. *Dauphin Indian Agency Man:* F W Sawatzky Ltd, alterations & additions to Sandy Bay IRS (phase one), west shore of Lake Manitoba. *Portage la Prairie Indian Agency Man:* Semans Plumbing & Heating Ltd, heating & plumbing alterations to IRS, Portage la Prairie. *Crooked Lake Indian Agency Sask:* E S Michels Lumber Co, construction of two-bedroom teacher's residence, Ochapowace Reserve; Valentine Schlamp & George Mitchell, construction of one-classroom Indian day school, Ochapowace Reserve. *Duck Lake Island Agency Sask:* E S Michels Lumber Co, construction of two-bedroom teacher's residence. White Cap Sioux Reserve; John Del Frari, construction of one-classroom Indian day school, White Cap Sioux Reserve. *File Hills Qu'Appelle Indian Agency Sask:* E S Michels Lumber Co, construction of three-bedroom teacher's residence, Standing Buffalo Reserve; Hahn Construction, construction of two-classroom Indian day school, Standing Buffalo Reserve; E S Michels Lumber Co, construction of three-bedroom teacher's residence, Pasqua Reserve; Hahn Construction,

construction of two-classroom Indian day school, Pasqua Reserve. *Pelly Indian Agency Sask*: E S Michels Lumber Co, construction of two-bedroom teacher's residence, Key Reserve; William Stoesz, construction of one-classroom Indian day school, Key Reserve. *Saddle Lake Indian Agency Alta*: Rusco Windows & Doors Ltd, supply & installation of metal windows, Blue Quills IRS, St Paul. *Kootenay Indian Agency B C*: Marysville Contractors, construction of three Indian houses, Shuswap & Tobacco Plains Reserves, Athalmer & Grasmere.

Defence Construction (1951) Limited

Torbay Nfld: E P Electric Products Co, installation of underground power feeders to transmitter bldg, RCAF Station. *Bedford N S*: Maritime Sand & Gravel Co Ltd, construction of earth fill reservoir & connection to existing system, RCN Ammunition Depot. *Dartmouth N S*: Modern Construction Ltd, rehabilitation of runways & taxiways, RCN Air Station, *Shearwater*. *Halifax N S*: Francis Hankin & Co Ltd, demolition & rebuilding radial brick chimney, HMC Dockyard. *Clinton Ont*: The Ellis Don Ltd, construction of skating rink bldg, RCAF Station. *North Bay Ont*: Standard Paving Ltd, widening of concrete area fronting hangars 1 & 2, RCAF Station. *Uplands Ont*: Foster Wheeler Ltd, supply, fabrication & erection of steam generating unit & appurtenances, RCAF Station; Avro Aircraft Ltd, *installation of controls, Group IV, for high speed wind tunnel, NAE; The Gas Machinery Co (Canada) Ltd, *completion of residual work & supply & installation of air drying plant for air supply plant, NAE. *Comox B C*: The Bay Co (B C) Ltd, supply & installation of fire protection water main & hydrants, RCAF wharf. *Esquimalt B C*: The Bay Co (B C) Ltd, installation of water softening & de-ionizing equipment in bldg 175, HMC Dockyard; The Bay Co (B C) Ltd, installation of mechanical services on Seaward Defence Jetty. *near Fort St John B C*: Sandy Construction Ltd, restoration of PGE bridge over Peace River, Mile 35, Alaska Hwy. *near Taylor B C*: Columbia Bitulithic Ltd, asphalt paving of approaches to new Peace River Bridge & Taylor Hill, Alaska Hwy. *Frobisher Bay N W T*: The Tower Co Ltd, construction of HF/DF installation at NRS & construction of Naval Communications Bldg.

Building and Maintenance

Chatham N B: Dean Nursery & Tree-Form Ltd, clearing, chemical weed & brush control & soil sterilization, RCAF Station. *Centralia Ont*: Donald M Hawkins Ltd, exterior painting of 91 PMQs, RCAF Station. *Camp Borden Ont*: D M Hawkins Ltd, exterior painting of 20 bldgs; F W Hill & Co, exterior painting of 180 PMQs, RCAF Station. *Downsview Ont*: M G Reed & Associates Ltd, relocation of fire alarm control & watchman's report system, RCAF Station. *Rockcliffe Ont*: Presley Painting & Decorating Co Ltd, exterior painting of 152 PMQs, RCAF Station. *Trenton Ont*: Walker Painting & Decorating Co Ltd, exterior painting of 11 bldgs, RCAF Station. *Gimli Man*: Norlen Painting & Decorating, exterior painting of 59 bldgs, RCAF Station. *Whitehorse Y T*: Jim Howatt, exterior painting of 90 PMQs, RCAF Station.

Department of Defence Production

Greenwood N S: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Sydney N S*: Highland Painting Contractors, sanding & refinishing floors & interior & exterior painting of Bldg No 12-1, Point Edward Naval Base. *Moncton N B*: Rayner Construction Co Ltd, supply & laying seal coat asphalt, etc, No 5 Supply Depot, RCAF Station. *Bagotville Que*: Gustave Morin, exterior painting of 54 PMQs, RCAF Station. *Montreal Que*: Singer Plumbing & Heating Co, modification to heating system, 6769 Notre Dame St East. *Quebec Que*: Couverture & Ventilation Ltee, re-roofing of Commissariat Bldg, La Citadelle. *Senneterre Que*: Valere Bolduc, interior painting of PMQs, RCAF Station. *Seven Islands Que*: J Yvon Paradis, interior painting of five 4-bedroom houses & nine 3-bedroom houses, RCAF Station, Moisie. *Sherbrooke Que*: Joseph Labrecque, application of galvanized iron roofing, William St Armoury. *Clinton Ont*: C A McDowell & Co, replacing mud sills, floor joists, sub-flooring & tile with concrete sill & concrete floor, RCAF Station. *Rockcliffe Ont*: O'Leary's (1956) Ltd, repairs to roads, RCAF Station; O'Leary's (1956) Ltd, repairs to sidewalks & driveways, PMQ Area 5, RCAF Station. *Uplands Ont*: A G Reed, supply & installation of two electric motor drive on existing induced draft fan, Central Heating Plant, Bldg 309, RCAF Station. *Gimli Man*: G D Shrader, interior painting of 30 PMQs, RCAF Station; Tallman Construction Co Ltd, repairs to overshoot areas, RCAF Station. *Shilo Man*: Wm Ditchfield, cutting grass (Camp area & residential area), Military Camp; Maple Leaf Construction Ltd, asphalt paving & seal coating of section of Douglas Road, Military Camp. *Moose Jaw Sask*:

A Larsen, repointing, repairing, cleaning & waterproofing of stone, brickwork & copings, etc, Armoury. *Winnipeg Man*: Ideal Decorating Co, *redecorating interior of 18 rental units, RCAF Station. *Ralston Alta*: Coxson Decorating, exterior painting of 50 PMQs; Bill Hoppes & Co Ltd, exterior painting of bldgs, Suffield Experimental Station. *Comox B C*: Courtenay Decorators, exterior painting of 49 PMQs, RCAF Station. *Nanaimo B C*: Larry Rafter, exterior painting of 17 bldgs, Military Camp. *Vancouver B C*: J T Devlin & Co Ltd, interior painting, South Jericho; Pearson Construction Co Ltd, repair of wharf; Continental Painters and Decorators, exterior painting of 42 PMQs, RCAF Station, Sea Island.

Department of Justice

Joyceville Ont: Ball Bros Ltd, construction of feed room & silo bldg No 48, Joyceville Institution. *Stony Mountain Man*: Louis Ducharme & Associates Ltd, construction of stores bldg No C-17, Manitoba Penitentiary.

National Harbours Board

Halifax N S: Blunden Supplies Ltd, construction of central stores & workshop bldg, Ocean Terminals; Geocon Lee, gunite repairs to exterior walls & interior concrete surfaces, Pier 2 Shed; Nelson Bros Welding Ltd, changes to waterside wall, Shed 20; Standard Paving Maritime Ltd, paving areas at Ocean Terminals; Standard Paving Maritime Ltd, reconstruction of marginal road near Pier "B". *Montreal Que*: The Foundation Co of Canada Ltd, repairs to crib foundations of wharf at Section 33; A Janin & Co Ltd, construction of abutment, piers & prestressed concrete superstructure, Section 7B, Champlain Bridge; Miron Construction Ltd, paving of wharf area at Section 42; Miron Construction Ltd, paving of wharf areas at Sections 45, 47, 48 & 49. *Three Rivers Que*: Rosaire Dufresne Inc, construction of ships' water supply system.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Wm Matheson, *extension of existing hot water heating system & electrical system to Administration Bldg addition, Ingonish Beach; Stephens Construction Ltd, construction of toilet & laundry bldg at Ingonish Camp Ground. *Quebec Que*: Service Paysagiste National Ltee, *landscaping below Governor General's Terrace. *St Lin Que*: Marin & Frere Construction Engineer, *construction & painting of wooden fence around Sir Wilfrid Laurier National Historic Park. *Point Pelee National Park Ont*: Wm Pimiskern Ltd, construction of entrance gateway, Administration bldg, roadways, parking areas & area lighting at Park entrance. *Prince Albert National Park Sask*: Barzeele & Burkosky Ltd, supplying, hauling, heating & spraying of asphalt on streets & roads within Park. *Banff National Park Alta*: Horton Steel Works Ltd, construction of elevated steel water tank for Tunnel Mountain campground. *Elk Island National Park Alta*: Elhard Electric Enterprises, *electrical work for water treatment plant; Everall Engineering Ltd, supplying, hauling, heating & spraying asphalt on roads.

Department of Public Works

Frenchman's Cove Nfld: Benson Builders Ltd, repairs to breakwater. *Terra Nova National Park Nfld*: McNamara Construction of Newfoundland Ltd, sub-base, base course & bituminous stabilized base course, Mile 0—10, Trans-Canada Hwy. *Charlottetown P E I*: H Avarid Loomer Co Ltd, installation of over-fire jets in three boilers, federal bldg. *Fishing Cove P E I*: Norman N MacLean, construction of breakwater. *Skinner's Pond P E I*: Ralph Ford, construction of landing. *Victoria P E I*: L E Wellner Jr, repairs to wharf. *Wood Islands P E I*: Eastern Enterprises Ltd, harbour improvements (construction of west breakwater). *Bedford Basin N S*: T C Gorman (Nova Scotia) Ltd, construction of jetty—Part B, Oceanographic & Hydrographic Research Station. *Canso N S*: Antigonish Construction Co Ltd, harbour improvements (The Tickle—wharf construction). *Caribou N S*: Diamond Construction (1955) Ltd, harbour improvements & repairs. *Port Hood N S*: Chisholm Construction Co Ltd, construction of breakwater. *Weymouth North N S*: Liverpool Lumber Co Ltd, wharf reconstruction. *Burnt Church N B*: Leandre Breau, repairs to retaining wall. *Green Point N B*: La Construction Baie Chaleur Ltee, breakwater repairs. *Wilson's Beach N B*: J W McMulkin & Son Ltd, improvements to breakwater-wharf. *Cacouna East Que*: Construction St Patrice Ltee, wharf repairs. *Hudson Que*: S R Wilson, construction of post office. *Hudson Heights Que*: S R Wilson, construction of post office. *Hull Que*: Bedard-Girard Ltd, modification & additions to fire alarm system, National Printing Bureau. *Lauzon Que*: Geo T Davie & Sons Ltd, scraping & painting of rolling caisson entrance gate, Lorne Dry Dock. *Pointe Basse Que*: La Cie De

Construction Arseneau, breakwater repairs. *Quebec Que*: E G M Cape & Co (1956) Ltd, construction of postal terminal bldg. *Riviere au Renard Que*: Hector Blouin, repairs to protection work. *Ste Croix Que* Plessis Construction Ltd, extension of protection wall. *Ste Emmelie (Leclercville) Que*: Plessis Construction Ltd, extension of protection wall. *St Jean I O Que*: Les Entreprises Cap Diamant Ltee, construction of protection walls. *St Laurent I O Que*: Les Travaux St Laurent Enrg, construction of protection walls. *St Pascal de Kamouraska Que*: Leon Laplante, addition & alterations to Post Office. *New Liverpool Que*: Arthur Simoneau, extension of protection wall. *St Romuald Que*: Plessis Construction Ltd, extension of protection wall. *Chapleau Indian Agency Ont*: P E Boudreau Contracting, construction of one classroom school addition & 3-bedroom staff unit in Mober. *Cobourg Ont*: W B Bennett Paving Ltd, paving of East Pier. *Hawkestone Ont*: Ruliff Grass Construction Co Ltd, wharf extension. *Johnstown Ont*: Fort Construction & Equipment Ltd, construction of shed. *Manitoulin Island Indian Agency Ont*: Wm J Ferguson, construction of two 3-bedroom staff units in Wikwenikong. *Meaford Ont*: Ruliff Grass Construction Co Ltd, replacement of waling (West Side). *Ottawa Ont*: Federal Air Conditioning & Refrigeration Ltd, supply & installation of air conditioning system in Joint Intelligence Security Bureau Compound, "A" Bldg, Defence Research Board, Cartier Square; A Lanctot Construction Co Ltd, alterations to certain areas of basement, first & mezzanine floors of RCMP Headquarters, Tremblay Rd; Goldstein Bros, installation of buzzer system, RCMP Headquarters; Louis G Fortin Construction, alterations in connection with move of Electronics & Radiometric Laboratories from 2nd floor, East Wing, to 1st floor, West Wing, Department of Mines & Technical Surveys, 555 Booth St. *Pointe au Baril Ont*: J B Darlington, repairs to public wharf. *Sparrow Lake Ont*: B & J Fawcett, replacement of wharf. *Sturgeon Falls Ont*: Paul M Lechlitrer, repairs to wharf. *Walpole Island Ont*: McMillan's Marine Services, harbour improvements (wharf, breakwater & dredging). *Winnipeg Man*: Kraft Construction Co Ltd, construction of storage area in crawl space, General Post Office. *Indian Head Sask*: Buildcon Ltd, construction of federal bldg. *Banff National Park Alta*: W C Wells Construction Co Ltd, application of bituminous concrete pavement, Mile 0 to 14, Trans-Canada Hwy. *Edmonton Alta*: Robert Holzer, alterations to first floor, Immigration Bldg. *Nanton Alta*: Bird Construction Co Ltd, construction of post office. *Saddle Lake Indian Agency Alta*: Robert Holzer, construction of three-bedroom staff unit & extension to sewer system for Dept of Citizenship & Immigration, Cold Lake. *Whitcourt Alta*: Thos Koziak, construction of new Post Office bldg. *Ahousat B C*: Quinney & Fuller Construction Ltd, construction of additional classroom & new staff unit. *Alliford Bay (Kwuna Point) B C*: Pacific Piledriving Co Ltd, construction of approach & float. *Brentwood Bay B C*: Pacific Piledriving Co Ltd, approach reconstruction. *Esperanza B C*: West Coast Ventures Ltd, construction of wharf. *Glacier National Park B C*: Square M Construction Ltd & Coleman Collieries Ltd, construction of snow-shed No 1, Mile 11.01, Trans-Canada Hwy; W C Arnett & Co Ltd, grading & culverts, Mile 6 to Mile 9.7, Trans-Canada Hwy; Shaw Construction Co Ltd, producing & placing sub-base course (Class 3), Mile 0 to Mile 7, Trans-Canada Hwy; Premier Construction Co Ltd, producing & placing sub-base course (Class 3), Mile 16 to Mile 27.3, Trans-Canada Hwy. *Huntingdon B C*: Scotland & Adamson Paving Ltd, alterations & renovations to parking & traffic areas—Customs & Immigration Bldg. *Mount Revelstoke National Park B C*: Dawson Wade & Co Ltd, base course (class 1) & bituminous stabilized base course—Mile 0 to Mile 7.7, Trans-Canada Hwy. *Queen Charlotte City B C*: Fred Atkins, float renewal. *Sidney B C*: Vickery Construction Ltd, construction of temporary customs warehouse. *Vancouver B C*: C J Oliver (V I) Ltd, conversion of existing theatre bldg to Postal Station "E". *Victoria B C*: E J Hunter & Sons, construction of dark room & observers' room, etc, Dominion Astrophysical Observatory; M P Paine Co, alterations to basement, first & second floors, Customs Bldg. *Yoho National Park B C*: Shaw Construction Co Ltd, bituminous stabilized base course, Mile 1—18, Banff-Windermere Hwy, Banff National Park, Alta & Kootenay National Park B C, & double seal coat, Emerald Lake Road. *Carmacks Y T*: St Laurent Construction Ltd, construction of RCMP detachment quarters & power house. *Whitehorse Y T*: Gorham's Painting Supplies, exterior painting, Valley View Housing; Jim Howatt, exterior painting & repairs to federal bldg.

Contracts Containing the General Fair Wages Clause

Codroy Nfld: The J P Porter Co Ltd, dredging. *Glovertown Nfld*: L Briffett & Sons, plumbing repairs, federal bldg. *Wesleyville Nfld*: Harvey & Co Ltd, supply & installation of fuel tank, public bldg. *Bedford Basin N S*: The J P Porter Co Ltd, dredging. *Little River N S*: Dunn Construction Co Ltd, dredging. *Pictou N S*: Ferguson Industries Ltd, construction & delivery of single screw diesel launch. *Saint John N B*: Saint John Dry Dock

Co Ltd, construction of twin screw diesel tug. *Dorval Que*: Richard & B A Ryan Ltd, alterations to post office. *Hull Que*: L Cayer & Sons Ltd, repairs to plaster, Printing Bureau; Duford Ltd, repairs to windows, Printing Bureau. *Montreal Que*: Daniels & Mannard Ltd, exterior painting, National Film Board; Rowe Bros & Co Ltd (Canada), installation of partitions, National Revenue Bldg. *Deseronto Ont*: McIntosh Bros Ltd, installation of linoleum floor covering, federal bldg. *Fort Erie Ont*: A C Horn Co Ltd, general alterations, federal bldg. *Hamilton Ont*: Hepperle Electric, improvements to lighting system, public bldg. *Kingsville Ont*: Dean Construction Co Ltd, dredging. *Lakefield Ont*: Trent Valley Excavators, ground improvements, federal bldg. *Niagara Falls Ont*: A C Horn Co Ltd, repairs to stonework, Customs Bldg. *Ottawa Ont*: Ottawa Mechanical Services Ltd, ground improvements, Experimental Farm; Samuel Lampert & Co Ltd, installation of roof, exhaust fans, Food & Drug Laboratory, Tunneys Pasture; Leo Lariviere, supply & installation of metal partitions, Bureau of Statistics, Tunneys Pasture; B G Electric, improvements to lighting system, Bureau of Statistics, Tunneys Pasture; Aerodyne Ltd, installation of air conditioning units, No 1 Temporary Bldg; Paul Flooring, installation of linoleum floor covering No 8 Temporary Bldg; Able Construction Ltd, improvements to outside lighting, East Block, Parliament Bldgs; Sam Lampert & Co Ltd, alterations to ventilation system, East Block, Parliament Bldgs; Foster Wheeler, repairs to boiler, Central Heating Plant; Shore & Horwitz Construction Ltd, ground improvements, Rideau Hall; McFarlane & Leblanc, repairs to lighting system, Elgin Bldg; T P Crawford, repairs to lighting system, 30 Lydia St; J L Dugal & Son, exterior repairs, Woods-Canadian Bldg; Ottawa Mechanical Services Ltd, installation of radiators, Woods-Canadian Bldg; Shore & Horwitz Construction Ltd, general alterations, Postal Station "D"; Rene Cleroux, repairs to heating system, Daly Bldg; Shore & Horwitz Co Ltd, alterations to 601 Booth St; Leo Lariviere, exterior repairs, DVA Bldg; Aerodyne Ltd, repairs to air conditioning system, Union Station. *Port Credit Ont*: Russell Construction Ltd, dredging. *Vancouver B C*: J T Devlin & Co Ltd, exterior repairs, DVA Bldg; Gulf Coast Construction Co Ltd, alterations to federal bldg. *Victoria B C*: Victoria Machinery Depot Co Ltd, construction & delivery of hopper scow for Dredge PWD No 251. *Hay River N W T*: Yukon Construction Co Ltd, construction of prefabricated steel warehouse & machine shop bldg.

Department of Transport

Horse Chops Nfld: W Burton & Son Ltd, construction of double bungalow, fog alarm bldg & retaining wall & demolition of existing dwelling & fog alarm bldg. *Stephenville Nfld*: Pinsent Construction Co Ltd, construction of earth fill for soil erosion prevention. *Montague P E I*: John Wilson, construction of monitoring station. *Cape Roseway N S*: Cameron Contracting Ltd, construction of reinforced concrete light tower & demolition of existing tower. *St Paul Island N S*: R G McDougall Ltd, construction of two single dwellings, concrete light tower, storage bldg, etc. *Three Rivers Que*: E J Persons Construction, development of Airport. *Malton Ont*: Dynamic Construction Ltd, supply & installation of 1000 KVA, 27.6 KV substation. *Hastings Ont*: John M Donald, construction of lockmaster's dwelling, lock No 18, Trent Canal. *Uplands Ont*: Northwest Industries Ltd, *modernization of radio equipment in Departmental Aircraft Registration No CF-DOT. *Regina Sask*: Smith Bros & Wilson Ltd, construction of power house. *Swift Current Sask*: J A Chalmers Co Ltd, construction of single staff dwelling, type W-10. *Edmonton Alta*: Northgate Construction Co Ltd, construction of combined maintenance garage, firehall & airport service bldg; McRae & Associates Construction Ltd, construction of control tower, IFR & equipment rooms in prefabricated metal bldg, International Airport. *Lethbridge Alta*: McGregor Telephone & Power Distribution Co Ltd, rehabilitation of electrical distribution system & related work at Airport. *Fort St John B C*: McGregor Telephone & Power Construction Co Ltd, replacement of power poles in power distribution system & minor revamping of distribution, Airport. *Prince Rupert B C*: A C McEachern Ltd, additional development of Airport (Digby Island). *Saturna Island B C*: M & G Construction Ltd, construction of single dwelling (Strait of Georgia). *Vancouver B C*: Hall & Dixon Construction, construction of remote receiver bldg & related work; Henry J Kaiser Co (Canada) Ltd, Tallman Construction Co Ltd & Gilpin Construction Co Ltd, additional development of Airport.

The St. Lawrence Seaway Authority

St Catharines Ont: Port Weller Dry Docks Ltd, repairs to fender boom No 20, Welland Canal.

PRICES AND THE COST OF LIVING

Consumer Price Index, July 1960

Canada's consumer price index (1949=100) declined 0.1 per cent from 127.6 to 127.5 between the beginning of June and July this year. A year earlier the index stood at 125.9.*

The decline was due to lower indexes for food, clothing and other commodities and services. The household operation index was unchanged, and the shelter index was up fractionally.

The July indexes reflect the effect of changes in provincial sales taxes in Newfoundland and Prince Edward Island.

The food index moved from 120.8 to 120.5, a decrease of 0.2 per cent in the month, to stand slightly above the July 1959 level of 119.2. Lower prices were reported for potatoes, tomatoes, bananas and cabbage. Meats were generally higher, and egg prices rose from 47 cents to 52 cents a dozen.

The shelter index increased 0.1 per cent from 143.8 to 143.9; rents were unchanged but the home-ownership component moved higher.

The clothing index edged downward 0.1 per cent from 110.9 to 110.8 in response to sale prices for women's spring coats, cotton piece goods and some price decreases for items of men's clothing.

The household operation index was unchanged at 123.0 as higher prices for coal, electricity, some new models of appliances, household supplies and utensils and equipment were balanced by sale prices for furniture and lower prices for fuel oil and some appliances.

Lower prices for new passenger cars, gasoline and radios offset higher prices for newspapers and phonograph records and the other commodities and services index declined 0.1 per cent from 137.7 to 137.6.

Group indexes one year earlier (July 1959) were: food 119.2, shelter 141.7, clothing 109.7, household operation 122.7, and other commodities and services 134.9.

City Consumer Price Indexes, June 1960

Consumer price indexes (1949=100) increased in seven of the ten regional cities between May and June.† Increases ranged from 0.2 per cent in Halifax, Winnipeg and

Saskatoon-Regina to 0.7 per cent in Ottawa, the Saint John index was unchanged, and declines of 0.1 per cent and 0.3 per cent were recorded in Edmonton-Calgary and Vancouver, respectively.

Food indexes were higher in seven cities but down in Saint John, Edmonton-Calgary and Vancouver. Shelter indexes showed mixed results: five increased, two decreased and three were unchanged. Clothing indexes were up in six cities, down in two and unchanged in two regional cities. Household operation indexes were higher in eight of the ten regional cities, unchanged in one and slightly lower in the remaining city. Other commodities and services indexes were also higher in eight regional cities, unchanged in one and down in the other regional city.

Regional consumer price index point changes between May and June were as follows: Ottawa +0.9 to 128.6; Montreal +0.6 to 127.8; Toronto +0.4 to 130.2; St. John's +0.3 to 116.2*, Saskatoon-Regina +0.3 to 123.7; Halifax +0.2 to 127.0; Winnipeg +0.2 to 125.0; Vancouver -0.4 to 127.7; Edmonton-Calgary -0.1 to 123.2. Saint John remained unchanged at 128.6.

Wholesale Price Index, June 1960

Canada's general wholesale price index (1935-39=100) for June stood at 231.9, slightly above the preceding month's 231.3 and last year's figure of 230.6. During the month increases in three major commodity groups offset decreases in the other five.

The animal products group index advanced 2.0 per cent from 241.1 to 246.0, and was the principal cause of the rise in the general wholesale index in June. The non-ferrous group index climbed 0.3 per cent from 179.7 to 180.3; the vegetable products group index was slightly higher in June.

Lower crude oil and coal prices led to a decrease of 0.5 per cent in the non-metallic minerals group index from 185.5 in May to 184.6 in June. During the same period the iron products group index declined by 0.3 per cent from 256.6 to 255.8 as scrap iron and steel prices dropped 5.5 per cent below the June 1959 level. The textile products group index declined 0.2

*See Table F-1 at back of book.

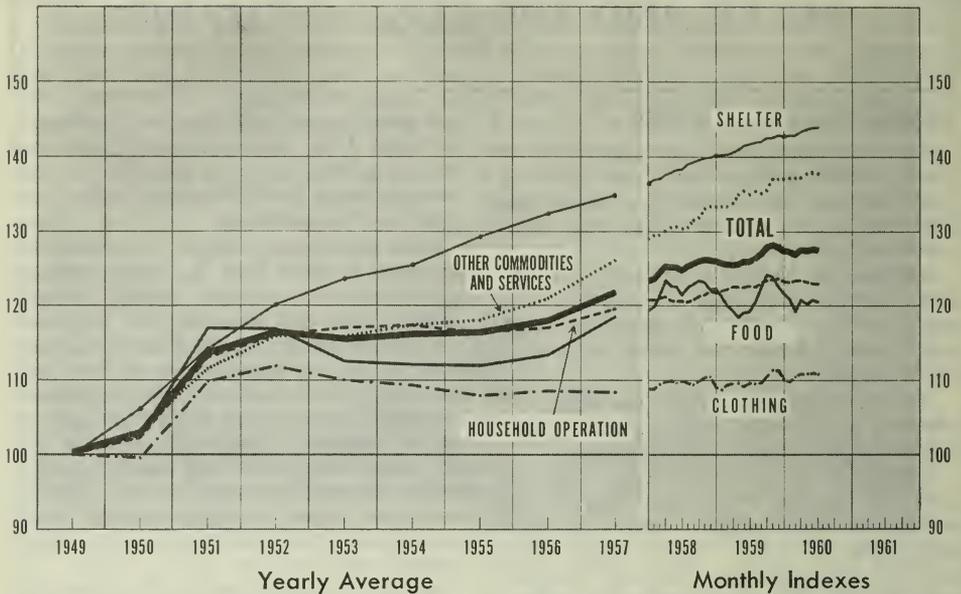
†See Table F-2 at back of book.

*On base June 1951-100

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



per cent from 231.4 to 230.9. Chemical products and wood products each recorded decreases of 0.1 per cent or less.

U.S. Consumer Price Index, June 1960

The United States consumer price index (1947-49=100) rose to a record 126.5 in June, 0.2 per cent higher than the May index, 126.3. The June index was 1.6 per cent higher than a year earlier.

Higher food prices were again mainly responsible for the increase, even though they rose less than normally for the month. The food index rose 0.5 per cent during the month. All other groups were unchanged or only slightly higher.

U.K. Index of Retail Prices, May 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) remained unchanged at 110.3 between mid-April and mid-May.

The 50th anniversary of the opening of the first national employment exchanges in Great Britain under the Labour Exchanges Act, 1909, occurred on February 1.

Beginning with 62 offices on February 1, 1910, by the end of that year there were 146 offices receiving a total of about 50,000 vacancies a month, and filling about 40,000. Placements reached a record figure of more than 2,700,000 in 1938.

At present there are a little more than 900 employment exchanges and more than 100 sub-offices and branch offices.

With the introduction in 1911 of unemployment insurance for some 2,000,000 workers, the labour exchanges became responsible for issuing unemployment insurance cards and for paying unemployment insurance benefit when claims were made.

In the early years of the exchange service, the number of employment exchanges

steadily increased until the whole country was covered by a network of local offices. In recent years the employment exchange machinery has been continuously adjusted to meet current needs.

The full employment that has continued since the last war has meant that unemployment has been mainly confined to certain areas, although within some of those areas it has been fairly severe. In such districts, the exchanges help those willing to move to other parts of the country to find work, by paying fares, lodging allowances, and the cost of moving.

Today the employment exchanges, together with the Professional and Executive Register, the Technical and Scientific Register, and the Nursing Appointments Offices, provide an employment service for the whole range of employees from professional and scientific workers to unskilled labourers.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (Numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 1942.

Annual Reports

1. CIVIL SERVICE CLERICAL ASSOCIATION. *Annual Report, 1959*. London, 1960. 2 parts.
2. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1959*. Winnipeg, 1960. Pp. 29.
3. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ending March 31, 1959*. Halifax, Queen's Printer, 1959. Pp. 73.
4. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Fourth Annual Report for the Fiscal Year ended March 31, 1959*. [Charlottetown, 1960?] Pp. 34.
5. ST. LAWRENCE SEAWAY AUTHORITY. *Annual Report for the Fiscal Year ended December 31, 1959*. Ottawa, Queen's Printer, 1960. Pp. 30.

Economic Conditions

6. GILMOUR, DONALD R. *Developing the "Little" Economies*. [A survey of area development programs in the United States. New York, Committee for Economic Development, 1960] Pp. 200.
Describes economic development programs of public and private agencies in the U.S. during 1957 and 1958.
7. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1959*. Bangkok, 1960. Pp. 169.
8. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1959; Including Studies of the Economic Significance of the Public Sector in Some Western European Economies and Development Problems in Southern Europe and Ireland*. Geneva, 1960. 1 Volume (various pagings).
9. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1960 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the*

United States, Eighty-sixth Congress, Second Session, pursuant to Sec. 5(a) of Public Law 304 (79th Congress). Feb. 1, 2, 3, 4, 5 and 16, 1960. Washington, GPO, 1960. Pp. 517.

Employment Management

10. NORGRÉN, PAUL HERBERT. *Employing the Negro in American Industry; a Study of Management Practices*, by Paul H. Norgren [and others] New York, Industrial Relations Counselors, 1959. Pp. 171.

Discusses management practices of 44 American companies employing Negroes. Includes such topics as recruitment and selection, placement and orientation, job progress, on-the-job relationships and the factor of unions.

11. OCHELTREE, KEITH. *Reducing Sick Leave Abuse*. Chicago, Public Personnel Association, 1959. Pp. 36.

Examines sick leave practices and problems, present systems of control, and suggests new approaches to sick leave control.

12. PHELPS, ORME WHELOCK. *Discipline and Discharge in the Unionized Firm*. Berkeley, University of California Press, 1959. Pp. 149.

Deals with industrial discipline in the unionized firm where discipline must conform to the requirements of a union contract. A good deal of the material in the book is taken from arbitration awards.

Industry—Location

The following eight surveys were prepared and published by the Industrial Development Branch of the Department of Industry and Development of Alberta in 1959 and 1960 in Edmonton.

13. Alix. Pp. 12.
14. Boyle. Rev. 1960. Pp. 10.
15. Evansburg. Pp. 11.
16. High River. Pp. 18.
17. Hinton. Pp. 16.
18. Mirror. Rev. 1959. Pp. 11.
19. Stony Plain. Rev. 1959. Pp. 12.
20. Waskatenu. Rev. 1960. Pp. 12.

Labour Laws and Legislation

21. PRITT, DENIS NOWELL. *The Law versus the Trade Unions*, by D. N. Pritt and Richard Freeman. London, Lawrence & Wishart, 1958. Pp. 128.

A survey of British labour legislation along with comments on various legal cases involving labour unions.

22. U. S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Summary Guide of the Labor-Management Reporting and Disclosure Act*. Washington, Dept. of Labor, 1960. Pp. 8.

Labour Supply

23. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Proceedings of the 23rd Annual Meeting, Charleston, S.C., October 12-15, 1959*. Washington, 1960. Pp. 80.

24. U.S. CONGRESS. SENATE. SPECIAL COMMITTEE ON UNEMPLOYMENT PROBLEMS. *Report of the Special Committee on Unemployment Problems pursuant to S. Res. 196, 86th Congress, together with Minority and Additional Views*. Washington, GPO, 1960. Pp. 194.

"The report... contains recommendations which the committee believes will help eliminate persistent unemployment in certain places and among certain workers."

Labouring Classes

25. BIRD, DILLARD EUGENE. *The Guarantee of Work and Wages*. Ann Arbor, University Microfilms, 1958. Microfilm copy (positive) of typescript. Collation of the original: vii, 307 1. Thesis—Ohio State University.

A critical examination of guaranteed annual wage plans. Includes several case studies.

26. CANADA. DEPARTMENT OF LABOUR. *Canadian Labour in the Struggle against Employment Discrimination*. Ottawa, Queen's Printer, 1960. Pp. 11.

Describes the efforts and accomplishments of the labour movement in Canada in fighting discrimination in employment. Includes ten short case histories.

27. GROGAN, WILLIAM. *John Riffe of the Steelworkers: American Labor Statesman*. New York, Coward-McCann, 1959. Pp. 256.

John Riffe (1904-1958) was last Executive Vice-President of the Congress of Industrial Organizations, before its merger with the American Federation of Labor, and an official of the United Steelworkers of America.

28. WORLD CONGRESS ON THE PREVENTION OF OCCUPATIONAL ACCIDENTS. 2d, BRUSSELS, 1958. *Proceedings . . . Brussels, 19-24 May 1958*. [Brussels] Association des Industriels de Belgique [1960] Pp. 604.

Sponsored by the Association des Industriels de Belgique and Association Nationale pour la Prevention des Accidents du Travail, with the co-operation of the International Labour Office.

Social Security

29. NATIONAL COUNCIL OF SOCIAL SERVICE. *People and Work; Co-operation for Social Welfare in Industrial Communities. Preparatory Studies for the British National Conference on Social Work at the Victoria Rooms, Clifton, Bristol, 10-13 April 1960*. London, 1960. Pp. 74.

30. NATIONAL OLD PEOPLE'S WELFARE COUNCIL. *Preparation for Retirement; or,*

Adjustment to Ageing; a Report. London, National Council of Social Service, 1959. Pp. 18.

31. SOCIAL SECURITY CONFERENCE. 1ST, NIAGARA FALLS, ONT., 1959, *Papers presented to the Canadian Labour Congress First Social Security Conference, Niagara Falls, November 30, December 1-2, 1959*. Ottawa [1959] 1 Volume (various pagings). economy.

Contents: A Unified Concept of Social Security, by Arthur J. Altmeyer. Social Security in Canada today—its Gaps and Deficiencies, by John S. Morgan. Health Insurance: its Prospects in Canada, by Malcolm G. Taylor. Voluntary Programs to Meet Current Health Needs, by Leonard S. Rosenfeld. Private Plans: Present Problems, Future Role, by Samuel Eckler.

Women

32. CANADA. DEPARTMENT OF LABOUR. *Occupational Histories of Married Women working for Pay in Eight Canadian Cities*. Ottawa, Queen's Printer, 1959 [i.e. 1960] Pp. 74.

Prepared for the Women's Bureau by the Economics and Research Branch.

An analysis of the work history of a sample of married women from their first job to the present. Includes several selected individual work histories.

33. COUNCIL OF SCIENTIFIC MANAGEMENT IN THE HOME. *Housework with Satisfaction*. Edited by Mildred Wheatcroft. London, National Council of Social Service, 1960. Pp. 77.

34. GLENN, HORTENSE (McCLELLAN). *Attitudes of Women regarding Gainful Employment of Married Women*. Ann Arbor, University Microfilms, 1958. Microfilm copy (positive) of typescript. Collation of the original: viii, 81 1. Thesis—Florida State University.

Based on a survey carried out in a small southern U.S. community among 247 women. The consensus of opinion was that it was all right for a married woman to work if she had no children; if she disliked housework; if her housework didn't keep her busy; if she preferred associations with people outside the home; and, if she had no dependents. Most of the women interviewed disapproved of employment for mothers of pre-school children.

35. INTERNATIONAL WOMEN WORKERS' CONFERENCE, GENEVA, 1959. *Minutes of the International Women Workers' Conference . . . held in Geneva, . . . 19-22 October, 1959*. Geneva, International Union of Food, Drink and Tobacco Workers' Associations, 1959. Pp. 112.

Representatives from fifteen countries attended this conference which was sponsored by the International Union of Food, Drink, and Tobacco Workers' Associations. Some of the items on the agenda were: international trade union work for women; problems of trade union

work for women; equal pay for equal work; and, the ILO and women workers' problems.

36. RUSHER, ELFRED, MAXINE. *A Study of Women in Office Management Positions, with Implications for Business Education*. Ann Arbor, University Microfilms, 1958. Microfilm copy (positive) of typescript. Collation of the original: x, 173 1. Thesis—Ohio State University.

The author examines the characteristics, duties, basic problems, traits necessary for advancement, opportunities for promotion, and educational background of women employed in office management positions.

37. U. S. WOMEN'S BUREAU. *Programs and Services of the Women's Bureau; How to use them*. Washington, GPO, 1960. Pp. [16].

Miscellaneous

38. EMPLOYERS' ASSOCIATION OF GREATER CHICAGO. *Industrial Relations Survey, February 1960*. Chicago, 1960. Pp. 24.

39. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Scientist*. London, HMSO, 1960. Pp. 48.

Output per man-hour in the private sector of the United States economy increased during the years 1947-58 at an average annual rate of 3.1 per cent according to one estimate, and 3.5 per cent according to another. These estimates, which are based on data obtained from different sources, are given in a report issued by the U.S. Bureau of Labour Statistics, entitled "Trends in Output per Man-Hour in the Private Economy 1909-58."

One of the sets of data used in the study was gathered by the Bureau and supplemented by data obtained from other sources, and the other was taken from the census statistics. The higher of the two estimates given above was based on data obtained from the latter source. Both estimates are calculated according to the constant dollar value of the gross national product for the private sector of the economy.

The most remarkable feature of the post-war period was the striking performance of agriculture, in which productivity increased by more than 6 per cent a year. In non-agricultural industries the average gain was 2.4 per cent based on BLS data and 2.9 per cent based on census data.

In the nonagricultural sector productivity increased by 2.9 per cent in manufacturing and by 2.3 per cent in non-manufacturing

Partial Contents: Introducing Science. Scientists in Varied Roles. Some Aspects of Science. Qualifications and Training. Careers for Women Scientists. Fields of Employment and Prospects. To be a Scientist?

40. INTERSTATE CONFERENCE ON LABOR STATISTICS. 17th, KNOXVILLE, TENN., 1959. *Proceedings of 17th Interstate Conference on Labor Statistics, July 7-10, 1959, Knoxville, Tennessee*. Washington, U.S. Bureau of Statistics, 1960. Pp. 200.

Some of the topics discussed at this conference were price statistics, their construction, and the analysis of their movements; manpower and occupational statistics; and, quality control of statistical measurement.

41. NATIONAL COUNCIL OF SOCIAL SERVICE. *Help for the Handicapped, an Enquiry into the Opportunities of the Voluntary Services*. London, 1958. Pp. 114.

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Small Orders: Problems and Solutions*, by Earl L. Bailey. New York, 1960. Pp. 36.

Describes the different types of small orders, the problems involved in handling them and five methods adopted to solve the problem.

during the period, calculated on the basis of the BLS data.

The annual average changes varied considerably from year to year, ranging from almost nothing to nearly 8 per cent. During periods of economic expansion, the report points out, gains were above average; they were below average during periods of stationary or declining activity.

The report also deals with output per man-hour during the last 50 years. During the period from 1909 to 1958 output nearly tripled being equal to an average increase of a little less than 2½ per cent per year. The acceleration shown during the more recent period is stated to have been due principally to the performance of agriculture.

Among the factors in the long-term growth of output per man-hour given by the report are: advances in technology, in plant and equipment per worker, and in electric energy used per man-hour, research and development, and the growth of clerical, professional, administrative and other non-production workers in manufacturing.

During the period 1947 to 1956, while the number of persons engaged in private industry increased from an index number of 124 to one of 135, the index of total plant and equipment employed increased from 126 to 182. The index of equipment alone increased from 143 in 1947 to 264 in 1956.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	854
Table B-1—Labour Income.....	855
Tables C-1 to C-6—Employment, Hours and Earnings.....	856
Tables D-1 to D-5—Employment Service Statistics.....	860
Tables E-1 to E-4—Unemployment Insurance.....	866
Tables F-1 and F-2—Prices.....	868
Tables G-1 to G-4—Strikes and Lockouts.....	869

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 21, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,391	121	441	1,780	2,379	1,104	566
Agricultural.....	682	*	58	124	171	297	29
Non-Agricultural.....	5,709	118	383	1,656	2,208	807	537
Males.....	4,752	102	339	1,336	1,714	832	429
Agricultural.....	636	*	55	121	159	272	26
Non-Agricultural.....	4,116	99	284	1,215	1,555	560	403
Females.....	1,639	19	102	444	665	272	137
Agricultural.....	46	*	*	*	12	25	*
Non-Agricultural.....	1,593	19	99	441	653	247	134
All Ages.....	6,391	121	441	1,780	2,379	1,104	566
14-19 years.....	589	14	46	201	193	99	36
20-24 years.....	813	21	59	260	272	136	65
25-44 years.....	2,943	55	182	817	1,119	495	275
45-64 years.....	1,818	29	135	453	702	327	172
65 years and over.....	228	*	19	49	93	47	18
<i>Persons with Jobs</i>							
All status groups.....	5,992	92	410	1,630	2,268	1,067	525
Males.....	4,402	73	310	1,203	1,621	799	396
Females.....	1,590	19	100	427	647	268	129
Agricultural.....	675	*	58	122	168	296	28
Non-Agricultural.....	5,317	89	352	1,508	2,100	771	497
Paid Workers.....	4,887	73	324	1,367	1,949	723	451
Males.....	3,443	55	234	978	1,352	492	332
Females.....	1,444	18	90	389	597	231	119
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	399	29 ⁽¹⁾	31	150	111	37	41
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,368	154	468	1,549	1,758	909	530
Males.....	1,109	43	107	308	329	193	129
Females.....	4,259	111	361	1,241	1,429	716	401

*Less than 10,000.

⁽¹⁾ The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended May 21, 1960		Week Ended April 23, 1960		Week Ended May 16, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	431	416	547	523	364	349
Without Jobs.....	399	385	517	494	334	321
Under 1 month.....	75	—	90	—	61	—
1—3 months.....	119	—	174	—	102	—
4—6 months.....	135	—	191	—	99	—
7—12 months.....	50	—	43	—	50	—
13—18 months.....	*	—	*	—	10	—
19—and over.....	13	—	12	—	12	—
Worked.....	32	31	30	29	30	28
1—14 hours.....	10	10	*	*	*	*
15—34 hours.....	22	21	21	21	21	20

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.
* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4	191.7	1,482.3
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug.....	45.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.4*	296.5*	74.7*	634.7*	1,243.3*	204.4	1,461.1
March.....	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April*.....	44.6*	423.2*	145.1*	.....	.....	.....	.....	.....	.....	1,486.6*
May†.....	45.3	426.5	147.8	.....	.....	.....	.....	.....	.....	1,525.8

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at May, 1960 employers in the principal non-agricultural industries reported a total employment of 2,767,123. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹				Index Numbers (1949 = 100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
				\$				\$
Averages								
1955	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
May	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.63
March	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April*	114.8*	204.2*	176.9	75.98	108.9*	196.5*	178.3*	78.40*
May†	118.8	209.6	175.5	75.38	110.6	198.0	177.0	77.83

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959
				\$	\$	\$
Provinces						
Newfoundland.....	107.5	105.4	107.2	68.02	66.90	65.13
Prince Edward Island.....	114.9	114.4	108.7	56.95	52.75	55.63
Nova Scotia.....	87.4	92.8	94.0	62.74	62.97	59.88
New Brunswick.....	90.0	96.3	91.2	63.05	63.51	60.05
Quebec.....	113.5	112.3	113.7	73.35	72.77	70.55
Ontario.....	117.5	116.9	118.5	78.67	77.99	75.98
Manitoba.....	106.4	105.0	107.6	71.05	70.78	69.38
Saskatchewan.....	119.8	115.6	124.0	71.34	71.39	69.22
Alberta (including Northwest Territories).....	145.7	146.0	146.2	76.96	77.42	75.00
British Columbia (including Yukon).....	114.6	113.0	114.5	83.24	81.96	80.02
Canada.....	114.8	114.2	115.7	75.98	75.37	73.26
Urban Areas						
St. John's.....	121.0	114.4	119.5	56.19	55.41	55.41
Sydney.....	72.3	91.4	86.5	76.23	76.81	73.42
Halifax.....	113.7	118.6	115.0	61.57	62.45	59.83
Moncton.....	92.9	91.5	96.1	59.60	59.45	56.76
Saint John.....	100.6	110.0	92.2	60.54	62.38	56.65
Chicoutimi-Jonquiere.....	115.9	109.8	105.2	89.34	88.89	87.05
Quebec.....	108.4	106.4	109.1	64.09	63.38	61.82
Sherbrooke.....	97.3	98.0	99.9	63.68	62.99	59.41
Shawinigan.....	101.5	102.5	94.2	83.87	80.91	79.08
Three Rivers.....	110.8	109.0	112.4	68.71	68.32	67.49
Drummondville.....	74.0	74.8	76.1	61.45	60.95	60.67
Montreal.....	122.4	120.2	122.6	74.65	74.11	71.65
Ottawa—Hull.....	121.0	118.7	121.0	69.64	69.45	67.64
Kingston.....	108.7	108.0	110.2	73.86	72.91	69.80
Peterborough.....	97.3	96.5	100.2	84.07	83.33	81.29
Oshawa.....	185.3	184.4	179.5	92.36	86.36	83.62
Toronto.....	128.8	127.8	129.1	78.80	78.27	76.49
Hamilton.....	112.4	112.1	110.5	84.53	83.94	81.12
St. Catharines.....	109.2	109.5	110.8	85.88	85.44	83.39
Niagara Falls.....	95.8	93.1	97.1	79.27	79.57	77.28
Brantford.....	83.2	83.7	92.4	72.28	71.48	70.61
Guelph.....	122.7	122.3	124.1	70.30	69.66	67.89
Galt.....	113.9	115.1	111.6	67.13	68.76	65.69
Kitchener.....	120.1	120.2	117.8	71.63	70.85	68.68
Sudbury.....	143.2	142.4	136.1	89.82	88.82	87.04
Timmins.....	91.8	92.6	91.7	68.29	69.49	66.81
London.....	122.2	121.5	121.8	71.16	71.09	69.24
Sarnia.....	125.9	120.5	107.3	101.90	97.20	94.91
Windsor.....	78.0	78.2	80.7	86.69	86.23	82.95
Sault Ste. Marie.....	148.3	147.2	138.0	94.44	93.97	90.13
Ft. William—Pt. Arthur.....	103.2	96.9	109.9	76.17	74.38	71.51
Winnipeg.....	108.3	106.4	108.2	68.02	67.91	66.53
Regina.....	127.8	123.0	130.3	69.00	68.26	66.37
Saskatoon.....	133.2	126.2	130.0	67.30	67.26	66.16
Edmonton.....	179.7	175.1	180.4	72.36	72.26	70.43
Calgary.....	165.2	162.4	163.3	72.45	72.30	70.12
Vancouver.....	115.4	113.8	116.2	81.40	80.71	78.83
Victoria.....	112.9	110.6	115.2	74.78	74.85	72.73

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959
Mining	113.5	121.8	120.6	94.29	94.35	90.70
Metal mining.....	136.7	138.5	139.3	95.75	95.82	93.39
Gold.....	72.6	72.6	72.6	75.44	76.44	74.18
Other metal.....	196.4	199.9	201.5	102.75	102.39	99.84
Fuels.....	74.3	97.2	90.7	95.06	95.39	89.85
Coal.....	32.5	49.6	48.5	69.97	73.29	69.96
Oil and natural gas.....	254.2	302.1	256.7	110.27	111.01	105.38
Non-metal.....	123.4	118.3	125.1	84.02	84.07	78.95
Manufacturing	108.8	109.0	109.5	78.48	78.04	75.69
Durable goods.....	114.6	115.0	114.9	84.35	83.74	81.32
Non-durable goods.....	103.9	103.8	104.8	72.98	72.69	70.41
Food and beverages.....	106.8	103.2	106.0	70.63	70.46	68.96
Meat products.....	132.5	130.0	134.7	78.72	78.85	78.29
Canned and preserved fruits and vegetables.....	77.3	70.8	72.8	65.50	67.18	64.18
Grain mill products.....	102.0	100.7	103.4	75.90	74.13	70.83
Bread and other bakery products.....	108.9	108.5	106.9	66.72	65.71	66.28
Distilled and malt liquors.....	98.9	97.1	101.0	92.99	92.05	87.89
Tobacco and tobacco products.....	77.7	89.2	99.7	77.71	71.76	69.97
Rubber products.....	103.7	105.0	103.3	79.95	79.71	79.15
Leather products.....	81.2	84.8	88.5	50.60	52.41	50.11
Boots and shoes (except rubber).....	87.8	82.8	95.6	47.49	50.05	47.48
Textile products (except clothing).....	76.9	78.0	79.5	62.37	62.28	60.26
Cotton yarn and broad woven goods.....	68.4	70.4	76.1	59.20	59.05	55.55
Woollen goods.....	60.5	62.0	57.5	57.88	58.18	57.81
Synthetic textiles and silk.....	83.4	84.8	81.7	68.87	68.69	66.62
Clothing (textile and fur).....	88.6	91.3	92.4	48.58	49.19	47.07
Men's clothing.....	88.9	91.2	93.8	47.25	48.19	45.98
Women's clothing.....	96.1	99.0	97.1	50.35	50.70	49.38
Knit goods.....	70.8	73.3	78.9	47.96	48.50	46.22
Wood products.....	100.6	102.3	102.4	67.97	67.25	64.91
Saw and planing mills.....	101.1	103.6	102.9	70.66	69.71	66.92
Furniture.....	108.6	110.0	110.5	64.64	64.51	62.52
Other wood products.....	83.5	82.0	84.5	60.87	59.67	59.27
Paper products.....	120.7	119.8	120.5	90.11	89.69	86.85
Pulp and paper mills.....	121.0	120.0	121.3	96.86	96.61	92.88
Other paper products.....	120.0	119.4	118.5	75.57	72.80	71.32
Printing, publishing and allied industries.....	124.1	123.4	120.1	83.28	85.39	81.90
Iron and steel products.....	108.9	108.9	107.9	88.39	88.19	85.71
Agriculture implements.....	79.2	78.8	80.8	88.76	87.92	88.78
Fabricated and structural steel.....	151.4	148.8	160.1	89.63	89.30	86.61
Hardware and tools.....	102.7	101.8	97.6	79.20	79.43	77.40
Heating and cooking appliances.....	97.5	100.3	102.0	75.30	76.19	73.44
Iron castings.....	93.6	95.2	98.6	84.51	83.62	81.92
Machinery, Industrial.....	119.4	118.4	114.2	85.37	85.23	82.67
Primary iron and steel.....	125.3	126.0	115.1	100.81	100.31	97.71
Sheet metal products.....	106.6	104.3	109.7	86.43	86.59	83.91
Wire and wire products.....	118.5	119.2	117.9	89.42	89.51	86.61
Transportation equipment.....	112.9	113.6	116.3	89.75	88.07	85.57
Aircraft and parts.....	239.2	240.0	262.0	94.23	93.80	88.32
Motor vehicles.....	115.6	117.7	111.2	99.65	95.57	94.08
Motor vehicles parts and accessories.....	109.3	110.6	115.0	88.61	87.28	84.61
Railroad and rolling stock equipment.....	64.6	63.6	69.5	80.13	78.93	78.15
Shipbuilding and repairing.....	139.1	140.3	138.1	82.39	81.40	81.37
Non-ferrous metal products.....	128.6	129.1	124.2	88.89	88.36	85.71
Aluminum products.....	141.7	140.1	133.9	84.30	83.93	82.20
Brass and copper products.....	102.9	105.6	111.4	84.19	84.05	79.57
Smelting and refining.....	151.0	150.8	138.5	96.23	96.20	94.38
Electrical apparatus and supplies.....	134.8	135.9	132.8	84.07	84.23	81.41
Heavy electrical machinery.....	108.5	109.4	110.9	91.83	90.67	87.56
Telecommunication equipment.....	210.9	214.9	203.6	82.52	81.62	79.18
Non-metallic mineral products.....	138.2	133.9	140.0	79.74	79.86	78.34
Clay products.....	92.7	91.5	101.9	74.78	75.35	72.66
Glass and glass products.....	148.9	146.7	144.4	76.71	76.63	75.69
Products of petroleum and coal.....	133.7	134.7	139.4	116.88	114.65	111.23
Petroleum refining.....	136.8	136.7	142.1	117.59	115.59	112.08
Chemical products.....	133.1	131.2	126.6	90.17	89.74	85.55
Medicinal and pharmaceutical preparations.....	119.8	119.5	118.7	79.98	79.51	75.32
Acids, alkalis and salts.....	149.9	147.8	140.7	102.43	100.88	97.97
Miscellaneous manufacturing industries.....	129.4	128.7	125.5	69.64	69.65	67.23
Construction	111.0	102.1	120.1	79.83	80.40	75.45
Building and general engineering.....	109.2	101.9	120.0	87.49	87.76	82.81
Highways, bridges and streets.....	113.9	102.4	120.2	67.79	68.43	63.61
Electric and motor transportation.....	130.9	129.7	126.5	80.19	79.48	76.32
Service	140.2	138.1	134.5	53.46	52.73	50.34
Hotels and restaurants.....	126.2	124.4	123.0	41.22	40.98	39.97
Laundries and dry cleaning plants.....	115.1	111.8	113.0	57.83	45.92	45.75
Industrial composite	114.8	114.2	115.7	75.98	75.37	73.26

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.3	42.2	41.4	2.12	2.09	2.04	87.42	88.02	84.70
Metal mining.....	41.5	42.3	42.0	2.19	2.16	2.13	90.87	91.30	89.44
Gold.....	41.9	43.3	42.9	1.67	1.65	1.62	69.96	71.33	69.13
Other metal.....	41.3	41.9	41.6	2.39	2.35	2.32	98.70	98.63	96.76
Fuels.....	38.7	41.8	39.3	2.00	1.97	1.90	77.45	82.33	74.42
Coal.....	38.1	40.9	38.9	1.74	1.75	1.72	66.36	71.65	66.84
Oil and natural gas.....	39.5	43.1	39.7	2.32	2.28	2.22	91.77	98.27	88.13
Non-metal.....	42.9	42.4	41.9	1.88	1.90	1.81	80.60	80.45	75.76
Manufacturing	40.5	40.5	40.7	1.79	1.78	1.72	72.37	71.94	70.01
Durable goods.....	40.9	40.7	41.0	1.94	1.93	1.86	79.24	78.60	76.38
Non-durable goods.....	40.1	40.3	40.3	1.63	1.62	1.58	65.58	65.38	63.63
Food and beverages.....	40.4	40.2	40.9	1.60	1.60	1.56	64.39	64.08	63.83
Meat products.....	39.9	40.2	40.9	1.85	1.85	1.82	73.87	74.25	74.62
Canned and preserved fruits and vegetables.....	38.9	38.9	39.4	1.43	1.46	1.40	55.50	56.83	55.40
Grain mill products.....	41.9	40.7	41.1	1.69	1.68	1.62	70.77	68.47	66.68
Bread and other bakery products.....	42.2	42.0	42.8	1.44	1.42	1.41	60.50	59.67	60.20
Distilled liquors.....	39.0	38.5	40.3	2.02	2.00	1.87	78.62	77.20	75.46
Malt liquors.....	39.3	38.5	39.0	2.23	2.22	2.12	87.54	85.55	83.01
Tobacco and tobacco products.....	40.0	38.7	39.6	1.80	1.70	1.62	72.06	65.82	64.03
Rubber products.....	40.6	40.5	41.3	1.82	1.83	1.79	74.11	74.00	73.94
Leather products.....	37.4	39.7	39.6	1.20	1.20	1.17	45.01	47.61	46.13
Boots and shoes (except rubber).....	36.5	39.6	39.4	1.16	1.15	1.12	42.38	45.68	44.03
Other leather products.....	39.2	40.0	40.1	1.30	1.30	1.27	50.93	52.08	51.08
Textile products (except clothing).....	41.9	42.2	42.0	1.34	1.33	1.29	55.91	56.09	54.04
Cotton yarn and broad woven goods.....	40.4	40.7	40.1	1.35	1.35	1.27	54.65	54.95	50.84
Woolen goods.....	42.2	42.8	43.4	1.24	1.24	1.21	52.48	53.13	52.63
Synthetic textiles and silk.....	43.1	43.7	43.3	1.43	1.41	1.37	61.52	61.60	59.37
Clothing (textile and fur).....	38.0	38.6	38.1	1.14	1.14	1.10	43.18	44.04	42.00
Men's clothing.....	37.7	38.5	37.5	1.14	1.15	1.12	42.89	44.20	41.96
Women's clothing.....	36.8	36.9	37.7	1.21	1.22	1.16	44.68	45.05	43.63
Knit goods.....	39.9	40.8	40.0	1.06	1.06	1.04	42.41	43.34	41.67
*Wood products.....	41.0	40.9	41.3	1.58	1.57	1.50	64.84	64.08	61.93
Saw and planing mills.....	40.5	40.3	40.4	1.70	1.68	1.60	68.72	67.51	64.84
Furniture.....	41.7	41.9	42.5	1.43	1.42	1.37	59.51	59.59	58.13
Other wood products.....	42.1	42.2	43.1	1.33	1.32	1.27	55.82	55.62	54.89
Paper products.....	41.3	40.9	40.7	2.03	2.04	1.99	83.92	83.49	81.00
Pulp and paper mills.....	41.4	41.2	40.6	2.18	2.19	2.14	90.17	89.98	86.74
Other paper products.....	40.9	40.3	41.0	1.63	1.63	1.57	66.80	65.75	64.47
Printing, publishing and allied industries.....	39.3	39.6	39.5	2.16	2.17	2.07	85.11	85.88	81.88
*Iron and steel products.....	40.7	40.7	41.0	2.07	2.06	1.99	84.07	83.95	81.62
Agricultural implements.....	40.0	39.9	41.8	2.08	2.07	2.03	83.37	82.37	84.73
Fabricated and structural steel.....	40.4	40.4	41.2	2.04	2.03	1.94	82.38	82.15	79.87
Hardware and tools.....	41.6	41.9	41.6	1.77	1.77	1.73	73.60	74.06	71.94
Heating and cooking appliances.....	39.6	40.3	40.6	1.77	1.77	1.71	70.01	71.13	69.26
Iron castings.....	40.8	40.5	41.4	1.98	1.97	1.90	80.76	79.73	78.46
Machinery, Industrial.....	41.8	41.7	41.3	1.92	1.91	1.87	80.13	79.79	77.31
Primary iron and steel.....	40.4	40.2	40.3	2.41	2.40	2.33	97.30	96.67	93.94
Sheet metal products.....	40.3	40.4	40.8	2.02	2.02	1.94	81.51	81.56	79.19
*Transportation equipment.....	41.3	40.7	40.9	2.05	2.04	1.97	84.84	82.84	80.68
Aircraft and parts.....	42.8	42.8	40.7	2.04	2.02	1.95	87.22	86.35	79.24
Motor vehicles.....	41.7	40.1	41.0	2.26	2.23	2.15	94.13	89.60	88.35
Motor vehicle parts and accessories.....	41.4	40.7	41.1	2.03	2.02	1.95	84.05	82.32	80.24
Railroad and rolling stock equipment.....	39.7	39.3	39.6	1.96	1.94	1.93	77.85	76.48	76.31
Shipbuilding and repairing.....	41.1	40.7	42.1	1.97	1.96	1.90	80.87	79.74	80.18
*Non-ferrous metal products.....	40.7	40.5	40.4	2.05	2.05	1.98	83.51	82.92	80.20
Aluminum products.....	41.3	41.4	41.4	1.81	1.80	1.73	74.94	74.75	71.74
Brass and copper products.....	40.6	40.1	40.2	1.93	1.93	1.86	78.34	77.51	74.77
Smelting and refining.....	40.4	40.3	40.3	2.25	2.26	2.20	91.05	90.81	88.79
*Electrical apparatus and supplies.....	40.2	40.4	40.4	1.83	1.84	1.78	73.75	74.27	71.83
Heavy electrical machinery and equipment ¹	40.4	40.1	39.7	2.05	2.03	1.98	82.77	81.50	78.52
Telecommunication equipment.....	40.6	40.3	40.2	1.66	1.64	1.61	67.23	66.26	64.85
Refrigerators, vacuum cleaners and appliances.....	39.6	40.1	41.4	1.86	1.88	1.74	73.59	75.52	72.14
Wire and cable.....	41.2	41.2	42.0	2.00	2.02	1.96	82.40	82.96	82.40
Miscellaneous electrical products.....	39.8	40.8	40.4	1.73	1.75	1.69	69.03	71.54	68.26
*Non-metallic mineral products.....	41.8	41.9	42.7	1.78	1.78	1.73	74.46	74.48	73.78
Clay products.....	41.4	41.6	41.6	1.66	1.67	1.61	68.63	69.68	66.99
Glass and glass products.....	41.1	41.5	42.4	1.77	1.75	1.71	72.63	72.53	72.33
Products of petroleum and coal.....	41.1	40.9	41.2	2.54	2.49	2.43	104.10	101.82	100.12
Chemical products.....	40.9	40.7	40.8	1.95	1.94	1.84	79.64	78.97	74.97
Medicinal and pharmaceutical preparations.....	40.2	40.2	40.3	1.50	1.49	1.43	60.52	59.83	57.48
Acids, alkalis and salts.....	41.1	40.6	41.0	2.24	2.24	2.17	92.08	90.86	88.94
Miscellaneous manufacturing industries.....	41.3	41.7	41.4	1.47	1.46	1.42	60.69	60.74	58.68
Construction	39.1	39.8	39.6	1.97	1.97	1.84	76.85	78.28	72.84
Building and general engineering.....	39.5	40.0	40.1	2.13	2.12	1.99	84.32	84.75	79.66
Highways, bridges and streets.....	38.3	39.4	38.5	1.65	1.67	1.55	63.12	65.82	59.81
Electric and motor transportation.....	43.6	43.4	43.6	1.82	1.82	1.74	79.29	78.79	75.74
Service	39.6	38.9	39.6	1.03	1.03	1.00	41.07	39.90	39.58
Hotels and restaurants.....	39.2	38.8	39.3	1.01	1.01	0.98	39.65	39.02	38.62
Laundries and dry cleaning plants.....	41.7	39.9	41.4	1.00	0.98	0.97	41.52	39.56	40.12

¹Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours & Hourly Earnings: Prices & Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1959						
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960						
January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March.....	40.5	1.78	71.94	172.4	126.9	135.9
April(1).....	40.5	1.79	72.37	173.4	127.5	136.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

*Figures adjusted for holidays. The actual figures for December 1959 are 33.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960(1).....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960(1).....	17,102	15,883	32,985	258,736	131,940	390,676

*Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1960⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				April 29 1960	May 29 1959
Agriculture, Fishing, Trapping	2,087	312	2,399	+ 1,148	+ 203
Forestry	4,557	9	4,566	+ 2,453	+ 3335
Mining, Quarrying and Oil Wells	1,191	52	1,243	- 49	+ 66
Metal Mining.....	613	22	635	- 33	91
Fuels.....	339	16	355	- 113	+ 102
Non-Metal Mining.....	134	3	137	+ 111	+ 19
Quarrying, Clay and Sand Pits.....	14	1	15	- 2	- 11
Prospecting.....	91	10	101	- 12	+ 47
Manufacturing	3,564	2,000	5,564	+ 279	- 1,538
Foods and Beverages.....	353	241	594	- 149	- 462
Tobacco and Tobacco Products.....	3	8	11	- 1	17
Rubber Products.....	25	13	38	+ 5	36
Leather Products.....	56	91	147	+ 27	57
Textile Products (except clothing).....	98	115	213	+ 2	64
Clothing (textile and fur).....	112	722	834	+ 171	145
Wood Products.....	305	60	365	- 88	345
Paper Products.....	128	49	177	- 14	88
Printing, Publishing and Allied Industries.....	169	104	273	+ 84	78
Iron and Steel Products.....	582	128	710	+ 7	136
Transportation Equipment.....	461	64	525	+ 49	77
Non-Ferrous Metal Products.....	207	66	273	- 89	36
Electrical Apparatus and Supplies.....	390	115	505	+ 112	86
Non-Metallic Mineral Products.....	126	37	163	+ 53	85
Products of Petroleum and Coal.....	61	9	70	+ 22	85
Chemical Products.....	363	103	466	+ 63	114
Miscellaneous Manufacturing Industries.....	125	75	200	+ 25	27
Construction	1,730	100	1,830	+ 191	- 326
General Contractors.....	1,231	69	1,300	+ 137	195
Special Trade Contractors.....	499	31	530	+ 54	131
Transportation, Storage and Communication	1,370	336	1,706	- 168	- 147
Transportation.....	928	140	1,068	- 391	228
Storage.....	26	15	41	+ 17	21
Communication.....	416	181	597	+ 206	102
Public Utility Operation	151	59	210	+ 58	+ 61
Trade	2,509	2,482	4,991	+ 246	- 242
Wholesale.....	815	534	1,349	- 129	96
Retail.....	1,694	1,948	3,642	+ 375	146
Finance, Insurance and Real Estate	774	866	1,640	+ 244	+ 13
Service	4,197	11,405	15,602	+ 2,153	- 779
Community or Public Service.....	715	2,416	3,131	+ 205	85
Government Service.....	1,887	807	2,694	+ 400	232
Recreation Service.....	92	117	209	- 91	133
Business Service.....	561	515	1,076	+ 183	381
Personal Service.....	942	7,550	8,492	+ 1,456	118
GRAND TOTAL	22,130	17,621	39,751	+ 6,555	+ 646

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JUNE 2, 1960⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	3,974	2,120	6,094	8,721	2,386	11,107
Clerical Workers.....	1,421	3,968	5,389	17,781	52,576	70,357
Sales Workers.....	1,498	1,168	2,666	7,537	17,945	25,482
Personal and Domestic Service Workers.....	1,499	8,111	9,610	34,938	23,540	58,478
Seamen.....	5		5	1,726	3	1,729
Agriculture, Fishing, Forestry (Ex. log).....	2,119	162	2,281	4,258	524	4,782
Skilled and Semi-Skilled Workers.....	9,354	1,114	10,468	187,625	26,725	214,350
Food and kindred products						
(incl. tobacco).....	78	20	98	1,407	903	2,310
Textiles, clothing, etc.....	90	740	830	4,355	16,416	20,771
Lumber and lumber products.....	4,862	3	4,865	28,995	153	29,148
Pulp, paper (incl. printing).....	57	5	62	1,206	599	1,805
Leather and leather products.....	31	45	76	1,818	1,827	3,645
Stone, clay and glass products.....	9		9	722	53	775
Metalworking.....	529	25	554	17,182	1,267	18,449
Electrical.....	171	5	176	4,081	1,439	5,520
Transportation equipment.....	26		26	960	157	1,117
Mining.....	154		154	2,396		2,396
Construction.....	861		861	48,800	6	48,806
Transportation (except seamen).....	744	14	758	33,744	62	33,806
Communications and public utility.....	39		39	1,042	7	1,049
Trade and service.....	250	217	467	5,272	2,151	7,423
Other skilled and semi-skilled.....	1,294	28	1,322	24,748	1,289	26,037
Foremen.....	103	12	115	3,811	382	4,193
Apprentices.....	56		56	7,086	14	7,100
Unskilled Workers.....	1,902	567	2,469	126,990	29,149	156,139
Food and tobacco.....	58	81	139	4,434	7,019	11,453
Lumber and lumber products.....	146	4	150	16,149	446	16,595
Metalworking.....	178	8	186	7,204	881	8,085
Construction.....	770		770	61,139	2	61,141
Other unskilled workers.....	750	474	1,224	38,064	20,801	58,865
GRAND TOTAL.....	21,772	17,210	38,982	389,576	152,848	542,424

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 2, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959
Newfoundland	276	277	578	17,816	26,946	18,608
Corner Brook.....	32	37	21	4,324	5,320	4,186
Grand Falls.....	6	18	3	1,365	3,182	1,504
St. John's.....	238	222	554	12,127	17,944	12,918
Prince Edward Island	241	435	139	2,392	5,180	2,597
Charlottetown.....	139	120	97	1,445	3,206	1,477
Summerside.....	102	315	42	947	1,974	1,120
Nova Scotia	992	826	961	20,670	33,324	21,606
Amherst.....	27	30	8	1,146	1,476	676
Bridgewater.....	38	42	35	1,220	2,118	757
Halifax.....	466	402	619	5,660	7,108	5,312
Inverness.....	.....	.....	.....	693	1,408	690
Kentville.....	277	184	116	2,044	3,706	2,433
Liverpool.....	17	17	8	498	890	524
New Glasgow.....	38	64	37	2,273	4,247	2,188
Springhill.....	.....	.....	.....	821	1,391	1,197
Sydney.....	28	37	31	3,472	5,562	4,841
Truro.....	50	20	30	1,251	2,296	1,356
Yarmouth.....	51	30	71	1,592	3,122	1,722
New Brunswick	1,514	1,483	804	21,665	37,869	21,668
Bathurst.....	15	13	2	3,236	5,322	1,634
Campbellton.....	485	30	44	2,427	3,514	2,600
Edmundston.....	136	287	17	1,266	3,167	1,620
Fredericton.....	172	169	148	1,952	3,187	2,188
Minto.....	93	47	21	469	1,019	688
Moncton.....	283	332	320	4,320	8,620	3,838
Newcastle.....	1	189	1	2,525	3,868	2,712
Saint John.....	218	164	191	2,647	3,763	2,565
St. Stephen.....	29	13	16	1,261	1,844	1,768
Sussex.....	28	25	31	422	930	545
Woodstock.....	54	214	13	1,140	2,635	1,510
Quebec	12,096	6,419	8,973	182,051	256,181	167,137
Alma.....	13	41	38	2,301	3,202	2,529
Asbestos.....	5	6	28	579	992	757
Baie Comeau.....	51	78	.....	.....	1,272	.....
Beauharnois.....	15	24	35	1,116	1,543	1,068
Buckingham.....	138	104	75	1,055	1,809	1,257
Causapscal.....	62	419	14	2,602	3,937	2,524
Chandler.....	25	3	13	1,497	2,513	1,537
Chicoutimi.....	105	73	99	1,964	2,966	2,129
Cowansville.....	80	72	.....	350	609	.....
Dolbeau.....	194	7	18	1,967	3,338	2,207
Drummondville.....	31	28	27	2,251	2,909	1,970
Farnham.....	57	193	168	706	913	858
Forestville.....	442	3	386	1,091	2,030	2,170
Gaspé.....	26	48	16	1,489	2,517	1,775
Granby.....	95	16	59	1,608	2,029	1,209
Hull.....	66	84	121	2,573	5,424	1,983
Joliette.....	167	59	117	3,941	5,762	3,167
Jonquière.....	62	61	91	2,347	3,154	2,654
Lachute.....	16	15	30	819	1,174	721
La Malbaie.....	46	68	60	1,646	2,910	1,654
La Tuque.....	1,036	20	179	900	1,376	830
Lévis.....	49	33	102	3,785	5,672	3,789
Louiseville.....	33	23	15	997	1,925	1,014
Magog.....	24	11	.....	423	692	384
Maniwaki.....	157	153	21	775	1,951	773
Matane.....	364	19	12	2,976	4,861	1,856
Mégantic.....	10	3	3	887	2,081	1,297
Mont-Laurier.....	29	14	6	926	1,862	879
Montmagny.....	15	10	28	2,142	3,016	1,996
Montreal.....	4,747	2,436	4,625	66,477	78,327	59,133
New Richmond.....	64	8	8	1,734	2,739	1,454
Port Alfred.....	35	10	12	1,093	1,435	982
Quebec.....	703	738	773	11,665	17,203	12,132
Rimouski.....	139	96	137	3,961	5,981	3,497
Rivière du Loup.....	160	27	66	4,817	8,060	3,505
Roberval.....	172	83	30	1,964	2,771	1,763
Rouyn.....	50	34	19	4,831	5,953	4,291
Ste. Agathe.....	79	33	39	817	2,001	822
Ste. Anne de Bellevue.....	82	63	75	965	1,427	816
Ste. Thérèse.....	46	34	25	2,096	3,019	1,541
St. Hyacinthe.....	174	115	70	2,338	3,239	1,172
St. Jean.....	47	55	65	2,304	3,241	1,693
St. Jérôme.....	81	40	112	1,747	2,799	880
Sept-Îles.....	354	273	212	2,573	2,991	1,737
Shawinigan.....	77	43	29	4,803	6,337	5,135
Sherbrooke.....	283	212	209	4,131	6,537	4,413
Sorel.....	56	67	83	1,771	3,063	2,406
Thetford Mines.....	59	34	67	1,769	2,594	2,097
Trois-Rivières.....	173	187	243	3,347	6,524	4,157

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 2, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959
Quebec—Cont'd						
Val d'Or.....	28	19	25	2,537	3,895	1,635
Valleyfield.....	26	23	35	2,358	3,017	2,101
Victoriaville.....	35	38	33	2,173	3,182	1,709
Ville St. Georges.....	1,013	43	216	3,217	5,407	3,079
Ontario	10,441	10,202	12,146	176,371	229,781	147,292
Arnprior.....	77	27	105	232	523	227
Barrie.....	58	43	49	1,342	1,772	1,086
Belleville.....	53	138	91	1,945	2,543	1,523
Bracebridge.....	177	104	263	955	1,858	800
Brampton.....	36	29	82	1,283	2,053	2,002
Brantford.....	116	125	125	3,055	3,359	1,639
Brockville.....	35	34	33	496	805	353
Carleton Place.....	5	4	18	192	470	250
Chatham.....	60	61	547	2,450	2,933	2,028
Cobourg.....	59	40	15	876	946	586
Collingwood.....	18	11	24	417	987	569
Cornwall.....	134	239	168	3,350	4,422	2,989
Elliot Lake.....	63	53	244	419	495	643
Fort Erie.....	16	29	24	548	627	505
Fort Frances.....	60	101	45	467	957	432
Fort William.....	106	191	79	1,944	3,342	1,952
Galt.....	102	81	112	1,226	1,494	1,179
Gananoque.....	40	61	18	224	429	184
Goderich.....	25	12	40	374	701	247
Guelph.....	31	54	51	2,183	2,309	1,463
Hamilton.....	811	871	786	13,556	15,722	11,480
Hawkesbury.....	15	25	21	631	1,103	741
Kapuskasing.....	186	9	27	1,370	2,203	1,231
Kenora.....	56	74	34	483	1,214	463
Kingston.....	168	137	101	2,065	2,545	1,699
Kirkland Lake.....	70	75	83	1,330	2,115	986
Kitchener.....	102	130	142	2,547	3,213	1,617
Leamington.....	60	22	34	1,151	1,416	1,001
Lindsay.....	11	24	17	415	841	648
Listowel.....	28	27	25	359	574	242
London.....	603	595	704	5,001	6,206	3,773
Long Branch.....	209	174	284	3,360	4,973	2,836
Midland.....	30	16	54	516	1,103	413
Napanee.....	10	6	5	518	856	465
Newmarket.....	41	44	80	1,687	2,106	1,129
Niagara Falls.....	60	83	73	1,900	2,643	2,055
North Bay.....	42	70	41	1,920	2,823	1,513
Oakville.....	73	86	113	828	1,073	653
Orillia.....	30	28	35	795	1,263	547
Oshawa.....	131	99	170	4,482	4,819	2,221
Ottawa.....	915	811	1,302	5,821	8,109	4,719
Owen Sound.....	71	55	28	1,414	2,138	1,054
Parry Sound.....		2	1	359	749	386
Pembroke.....	118	111	123	1,815	2,689	1,385
Perth.....	51	38	25	421	855	463
Peterborough.....	158	126	202	3,403	4,387	2,472
Picton.....	9	4	17	247	556	266
Port Arthur.....	403	437	266	3,016	5,927	3,312
Port Colborne.....	15	13	12	930	1,189	800
Prescott.....	34	45	29	798	1,197	643
Renfrew.....	10	13	10	430	700	441
St. Catharines.....	259	182	185	3,667	4,845	2,659
St. Thomas.....	52	51	86	1,142	1,474	924
Sarnia.....	109	111	48	2,028	2,819	2,156
Sault Ste. Marie.....	252	192	296	3,177	3,069	2,223
Simcoe.....	119	102	94	679	1,810	680
Sioux Lookout.....	16	17	5	202	416	315
Smiths Falls.....	16	68	43	312	545	313
Stratford.....	41	43	62	782	1,237	836
Sturgeon Falls.....	25	19	12	815	1,536	1,103
Sudbury.....	212	283	253	4,525	5,890	4,285
Tillsonburg.....	26	24		363	909	
Timmins.....	80	153	121	2,743	3,649	2,505
Toronto.....	2,568	2,652	3,166	50,974	59,997	41,505
Trenton.....	51	55	58	993	1,155	704
Walkerton.....	56	77	51	595	958	436
Wallaceburg.....	6	5	8	728	1,015	427
Welland.....	80	75	17	2,099	2,170	1,749
Weston.....	196	140	226	4,139	4,794	4,007
Windsor.....	402	206	241	7,570	9,693	6,867
Woodstock(3).....	84	60		1,292	1,468	
Manitoba	3,206	2,684	3,165	19,073	30,543	17,713
Brandon.....	231	352	276	1,451	2,812	1,350
Dauphin.....	25	54	17	903	2,231	950
Flin Flon.....	61	36	35	206	321	226
Portage la Prairie.....	61	88	71	903	1,431	780
The Pas.....	116	193	64	344	506	405
Winnipeg.....	2,712	1,961	2,702	15,266	23,242	14,002

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 2, 1960

SOURCE: FORM U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959
Saskatchewan	1,687	1,390	1,376	13,384	23,313	10,806
Estevan.....	50	69	52	275	647	322
Lloydminster.....	41	72	14	393	651	235
Moose Jaw.....	197	221	178	1,022	1,714	707
North Battleford.....	31	53	40	963	1,498	582
Prince Albert.....	98	115	84	1,504	3,044	1,747
Regina.....	832	301	523	2,583	5,425	2,234
Saskatoon.....	201	307	297	3,895	5,290	2,396
Swift Current.....	85	85	83	323	853	378
Weyburn.....	36	30	29	184	582	236
Yorkton.....	116	137	76	2,242	3,609	1,969
Alberta	5,878	4,194	5,829	29,401	41,190	21,531
Blairmore.....	27	2	5	369	696	683
Calgary.....	1,474	1,093	1,575	9,072	11,279	5,049
Drumheller.....	32	24	28	504	823	587
Edmonton.....	2,528	2,612	2,547	14,370	20,577	11,977
Edson.....	31	35	34	508	916	515
Grande Prairie.....	41	41	.....	1,135	1,379	.....
Lethbridge.....	1,467	128	1,290	1,674	2,560	1,145
Medicine Hat.....	177	119	245	617	1,042	566
Red Deer.....	101	140	105	1,152	1,918	1,009
British Columbia	2,651	2,490	3,831	59,601	72,105	54,262
Chilliwack.....	54	78	59	1,217	1,620	1,005
Courtenay.....	65	18	49	938	990	762
Cranbrook.....	50	44	19	921	1,635	842
Dawson Creek.....	10	15	14	1,039	1,423	1,505
Duncan.....	42	38	31	570	754	522
Kamloops.....	10	5	39	941	1,615	1,093
Kelowna.....	26	19	29	1,106	1,529	1,048
Kitimat.....	37	105	4	225	252	248
Mission City.....	21	27	32	1,124	1,303	829
Nanaimo.....	29	27	41	998	1,061	915
Nelson.....	18	28	38	745	1,151	803
New Westminster.....	403	242	260	8,348	9,198	6,805
Penticton.....	19	10	41	1,121	1,497	1,292
Port Alberni.....	19	23	14	570	731	745
Prince George.....	59	44	125	2,841	3,739	3,075
Prince Rupert.....	22	11	36	1,167	1,730	1,135
Princeton.....	15	20	11	283	452	313
Quesnel.....	25	36	.....	1,608	2,029	.....
Trail.....	115	124	60	947	1,196	987
Vancouver.....	1,328	1,098	2,552	26,749	30,559	24,213
Vernon.....	51	61	75	1,452	2,483	1,510
Victoria.....	160	156	261	4,366	4,622	4,117
Whitehorse.....	73	261	41	325	536	493
Canada	38,982	30,400	37,862	542,424	756,432	483,220
Males.....	21,772	15,913	19,758	389,576	581,558	342,605
Females.....	17,210	14,487	18,044	152,848	174,874	140,615

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for May 28, 1959 due to changes in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: FORM U.I.C. 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (5 months).....	347,614	238,230	109,384	24,434	89,634	122,938	78,475	32,133
1960 (5 months).....	336,069	228,860	107,209	30,605	91,733	111,589	70,667	31,475

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MAY 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	22.7	95,321	1,269,954
Prince Edward Island.....	3.2	13,578	275,645
Nova Scotia.....	25.7	107,857	2,198,857
New Brunswick.....	28.7	120,772	2,585,391
Quebec.....	194.9	818,477	18,315,464
Ontario.....	168.8	709,135	15,608,139
Manitoba.....	22.5	94,314	2,043,395
Saskatchewan.....	15.9	66,722	1,440,135
Alberta.....	27.2	114,074	2,657,960
British Columbia.....	51.2	215,030	4,910,640
Total, Canada, May 1960.....	560.8	2,355,280	52,205,580
Total, Canada, April 1960.....	732.9	2,785,064	61,767,881
Total, Canada, May 1959.....	485.8	1,943,207	40,446,281

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MAY 31, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percentage Postal	May 29, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	364,323	81,072	35,015	57,387	49,336	38,126	33,407	60,980	32.6	279,431
Male.....	258,117	58,322	24,949	42,449	36,976	27,745	23,109	44,567	36.5	190,443
Female.....	106,206	22,750	10,066	14,938	12,360	10,381	10,298	25,413	23.1	88,988
Newfoundland.....	9,295	1,142	702	1,388	1,361	1,296	1,292	2,114	71.1	9,122
Male.....	8,229	984	636	1,265	1,237	1,173	1,145	1,789	73.8	8,118
Female.....	1,066	158	66	123	124	123	147	325	50.6	1,004
Prince Edward Island.....	1,046	167	74	136	115	107	129	318	59.1	1,032
Male.....	732	113	50	104	92	74	89	210	64.6	753
Female.....	314	54	24	32	23	33	40	108	46.2	279
Nova Scotia.....	18,626	5,842	2,530	2,265	1,679	1,506	1,570	3,234	33.0	13,782
Male.....	15,733	5,348	2,336	1,927	1,347	1,148	1,216	2,411	32.2	11,190
Female.....	2,893	494	194	338	332	358	354	823	37.6	2,592
New Brunswick.....	14,167	2,180	1,131	2,858	2,097	1,623	1,247	3,031	59.4	12,715
Male.....	11,237	1,662	937	2,534	1,809	1,351	929	2,015	62.3	10,150
Female.....	2,930	518	194	324	288	272	318	1,016	48.4	2,565
Quebec.....	120,681	23,801	10,640	18,760	18,899	14,401	11,029	23,151	36.7	93,431
Male.....	87,285	16,117	7,194	13,921	15,339	11,533	8,274	14,907	42.0	66,197
Female.....	33,396	7,684	3,446	4,839	3,560	2,868	2,755	8,244	23.0	27,234
Ontario.....	122,049	30,802	12,106	18,198	14,855	11,275	10,768	24,045	22.6	91,193
Male.....	79,996	21,591	8,046	12,125	9,761	7,214	6,826	14,433	24.0	55,516
Female.....	42,053	9,211	4,060	6,073	5,094	4,061	3,942	9,612	20.0	35,677
Manitoba.....	13,180	2,229	1,101	2,210	1,879	1,768	1,527	2,466	26.4	9,586
Male.....	8,566	1,494	767	1,475	1,214	1,110	913	1,593	32.6	5,861
Female.....	4,614	735	334	735	665	658	614	873	14.7	3,725
Saskatchewan.....	7,274	1,231	669	1,197	1,035	944	895	1,703	51.3	5,883
Male.....	5,206	833	452	852	759	655	586	1,069	58.5	3,756
Female.....	2,468	398	217	345	276	289	309	634	36.0	2,127
Alberta.....	19,762	4,199	2,000	3,836	2,861	2,090	1,911	2,865	36.9	14,857
Male.....	14,660	3,123	1,552	3,144	2,101	1,476	1,353	1,911	40.8	10,826
Female.....	5,102	1,076	448	692	760	614	558	954	25.4	4,031
British Columbia.....	37,843	9,479	4,062	6,539	4,555	3,116	3,039	7,053	27.4	27,830
Male.....	26,473	7,057	2,979	5,102	3,317	2,011	1,778	4,229	30.2	18,116
Female.....	11,370	2,422	1,083	1,437	1,238	1,105	1,261	2,824	20.9	9,714

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MAY, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,610	3,144	466	4,919	4,259	660	813
Prince Edward Island.....	467	367	100	557	497	60	71
Nova Scotia.....	8,356	3,981	4,375	11,205	10,266	939	1,217
New Brunswick.....	5,919	4,552	1,367	7,416	6,488	928	1,367
Quebec.....	50,373	35,200	15,178	54,424	46,826	7,598	13,007
Ontario.....	61,769	39,523	22,246	62,689	52,558	10,131	15,140
Manitoba.....	5,400	3,939	1,461	6,230	5,052	1,178	878
Saskatchewan.....	3,211	2,403	808	4,191	3,513	678	565
Alberta.....	8,101	5,518	2,583	9,809	7,935	1,874	1,847
British Columbia.....	18,424	11,610	6,814	19,264	15,313	3,951	4,295
Total, Canada, May 1960.....	165,635	110,237	55,398	180,704	152,707	27,997	39,200
Total, Canada, April 1960.....	214,623	149,886	64,737	232,894	204,557	28,337	54,269
Total, Canada, May 1959.....	134,389	86,997	47,392	145,714	118,597	27,117	26,086

*In addition, revised claims received numbered 40,113.

†In addition, 40,381 revised claims were disposed of. Of these, 3,352 were special requests not granted and 1,329 were appeals by claimants. There were 6,354 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—April.....	4,219,800	3,504,900	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900
June.....	3,974,000	3,753,500	220,500
May.....	4,072,900	3,630,000	442,900(1)

(1) The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months the count is of the number of claimants having an unemployment register in the "Live File" on the last working day of the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1960

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	June 1959	May 1960	June 1960					
(1) St. John's, Nfld.....	114.7	115.9	116.2	114.6	115.7	107.6	110.0	128.0
Halifax.....	125.6	126.8	127.0	116.7	134.2	120.5	129.5	140.1
Saint John.....	126.9	128.6	128.6	120.1	138.9	119.5	124.3	143.4
Montreal.....	126.1	127.2	127.8	125.9	145.8	105.3	118.8	138.4
Ottawa.....	126.2	127.7	128.6	121.5	148.6	114.1	122.5	137.8
Toronto.....	128.5	129.8	130.2	120.3	153.2	114.2	123.8	140.4
Winnipeg.....	123.1	124.8	125.0	119.1	134.4	117.6	120.2	134.3
Saskatoon—Regina.....	122.6	123.4	123.7	117.7	124.5	123.0	125.5	129.3
Edmonton—Calgary.....	122.2	123.3	123.2	113.6	124.4	120.1	127.9	133.4
Vancouver.....	127.1	128.1	127.7	118.7	138.7	117.0	132.1	136.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May 1959 issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1955-60

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05

* Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS JUNE 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	24	530
Fishing.....			
Mining.....	2	390	570
Manufacturing.....	24	4,276	32,910
Construction.....	9	1,722	5,580
Transportation, etc.....	2	249	370
Public utilities.....			
Trade.....	4	631	13,140
Service.....	1	17	160
All industries.....	43	7,309	53,260

TABLE G-3.—STRIKES AND LOCKOUTS JUNE 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	3	379	1,240
New Brunswick.....			
Quebec.....	8	868	7,110
Ontario.....	23	4,904	27,440
Manitoba.....	1	93	2,050
Saskatchewan.....	3	128	1,620
Alberta.....			
British Columbia.....	4	697	13,440
Federal.....	1	240	360
All jurisdictions.....	43	7,309	53,260

TABLE G-1.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1960.

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			June	Accu- mulated	Termina- tion Date	
MINING— <i>Coal—</i> Acadia Coal Co., Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	350	530	530	June 18 June 21	Work assignment~Return of workers pending discus- sion of grievance.
MANUFACTURING— <i>Rubber Products—</i> General Tire & Rubber Co., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	271	2,710	2,710	June 15 June 29	Wages, hours~9¢ an hour increase retroactive to May 16, \$30. in lieu of retroactive pay to April 1, 1960.
Kaufman Rubber Co., Kitchener, Ont.	Rubber Workers Loc. 88 (AFL-CIO/CLC)	575 (125)	2,590	2,590	June 25	Wages, union recognition, modified union shop, check-off of union dues~
<i>Wood products—</i> Canadian Office and School Fur- niture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	241	360	360	June 17 June 20	Wages, fringe benefits~ Return of workers, further negotiations.
<i>Iron and Steel Products—</i> Otaco Limited, Orillia, Ont.	Steelworkers Loc. 4657 (AFL-CIO/CLC)	230	5,060	5,060	June 1	Wages, union security~
<i>Transportation Equipment—</i> DeHavilland Aircraft of Canada, Downsview, Ont.	Auto Workers Loc. 112 (AFL-CIO/CLC)	1,230	8,610	8,610	June 16 June 27	Wages, fringe benefits~8¢ an hour increase effective immediately; 7¢ an hour effective June 22, 1961; 4¢ an hour for skilled trades; other changes.
<i>Electrical Apparatus and Sup- plies—</i> Canadian Aviation Electronics Dorval, Que.	I.U.E. Loc. 522 (AFL-CIO/CLC)	455	3,410	3,410	June 9 June 20	Wages~7% wage increase.
R.C.A. Victor, Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	272	540	540	June 20 June 22	Wages, seniority preference for technicians~5¢ an hour this year, 5¢ an hour next year; retroactive to Jan. 17, 1960; compromise in regard to seniority pre- ference.
<i>Non-Metallic Mineral Products—</i> Regent Refining (Canada), Port Credit, Ont.	Oil Workers Loc. 16-593 (AFL-CIO/CLC)	156	390	390	June 3 June 8	Refusal to deliver oil to strike-bound plant~Ret- urn of workers.
Three Glass Manufacturing Firms, Montreal, Que.	Painters Loc. 1135 (AFL-CIO/CLC)	140	280	280	June 6 June 8	Hours, overtime pay~ Return of workers.
CONSTRUCTION— Toronto Federation of Painting Contractors, Toronto, Ont.	Painters (AFL-CIO/CLC)	1,500	4,500	34,500	May 4 June 6	Wages~10¢ an hour imme- diately; 10¢ an hour Nov. 1st.; 10¢ an hour May 1st, 1961; 10¢ an hour May 1st, 1962.
Mannix Co., Abbotsford, B.C.	Plumbers Loc. 170, (AFL-CIO/CLC)	100	300	300	June 6 June 9	Signing of new agreement~ Return of workers.
TRANSPORTATION, ETC. Anglo-Newfoundland Development, Botwood, Nfld.	St. John's Longshoremen (Ind.)	240	360	360	June 10 June 11	Pay for waiting time~ Payment agreed upon.
TRADE— Three Hardware Firms, New Westminster, Vancouver, B.C.	Retail, Wholesale Employees Loc. 535 (AFL-CIO/CLC)	555	12,210	21,990	May 6	Wages, seniority, fringe benefits~

Figures in parenthesis indicate the number of workers indirectly affected.

Here's VALUE

**A 50% Reduction under This Special
GROUP SUBSCRIPTION OFFER**

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

For
Only

\$1.00

Per
Subscription

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.



A list of names and addresses of subscribers must accompany each order
(A convenient order blank is printed overleaf)



Send remittance by cheque or postal money order, payable to the Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE, Department of Labour, Ottawa.



CANADA

THE

LABOUR GAZETTE

1900

60TH ANNIVERSARY

1960



Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 9

SEPTEMBER 30, 1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Vol. LX, No. 9	CONTENTS	September 30, 1960
	Employment Review	873
	Collective Bargaining Review	886
	Notes of Current Interest	892
	House of Commons Debates of Labour Interest: A Guide ..	895
	60th Anniversary	896
	1960 Report, Unemployment Insurance Advisory Committee	902
	Industrial Health and Safety Legislation, 1960	905
	Participation of Women in Trade Unions	909
	Study Refutes Argument against Hiring Older Workers	910
	50 Years Ago This Month	912
	Teamwork in Industry	913
	Industrial Relations and Conciliation:	
	Certification Proceedings	914
	Conciliation Proceedings	923
	Canadian Railway Board of Adjustment No. 1	934
	Labour Law:	
	Legal Decisions Affecting Labour	939
	Recent Regulations under Provincial Legislation	945
	Unemployment Insurance:	
	Monthly Report on Operations	947
	Decisions of the Umpire	948
	Labour Conditions in Federal Government Contracts	951
	Prices and the Cost of Living	956
	Publications Recently Received in Department's Library	958
	Labour Statistics	961

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

The estimated number of persons with jobs in August was 6,301,000, which represents a slight rise from the previous month after allowing for seasonal movements. With this moderate improvement, employment was back to the level of last spring—the highest point reached in the irregular advance that has been in progress for more than two years.

Most of the increase during the month was in manufacturing and trade. Food-processing industries in particular hired large numbers of women workers as fruit and vegetable crops in Ontario and Quebec reached maturity. At the same time, however, most of the automobile and parts industry was closed down for model changeover. These temporary plant shutdowns were reflected in an increase in the number of workers on temporary layoff and in the number of jobseekers in Ontario.

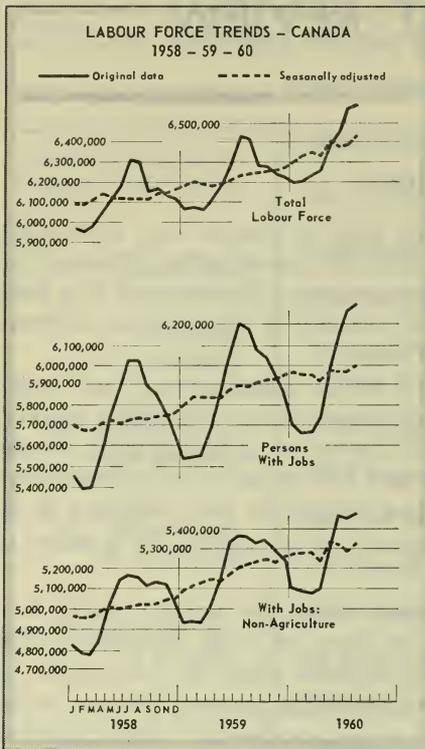
The most noticeable employment decline during the month was in construction, which does not normally start to drop off until September. The reduced level of housebuilding has had a substantial effect on the number of workers employed this year and may have altered the seasonal pattern in the industry. Most reports indicate that activity in non-residential construction has held up well so far this year.

These industrial changes resulted in an unequal distribution of demand for men and women workers. The employment increase during the month was among women; the number of men employed actually decreased slightly. As is often the case, most of the women who were hired came from outside the labour force and not from the unemployed. Many of the men who were laid off, on the other hand, stayed in the labour force, to increase the number of unemployed.

The estimated number seeking work in August was 322,000, an increase of 11,000 from the previous month. Such an increase is not unusual at this time of year. As a rule, the level of unemployment changes by less than 5 per cent over the July-September period before rising seasonally. It is likely, therefore, that the ratio of workseekers to the labour force will not fall much below the 4.9 per cent of August, a rate considerably higher than last year.

Review of Labour Market Developments, 1959-60

The labour force has been growing at an increasing rate this year, after making relatively modest gains during 1958 and 1959. In August, the total was about 198,000 higher than a year ago, a gain of 3 per cent. This was close to the annual increase in 1957, a year of unusually heavy immigration. The labour force growth this year was achieved without any significant increase in immigration.



Employment has moved ahead in a somewhat uneven fashion this year: a large increase this spring, and very little change since. In August, the number of persons with jobs was about 115,000 higher than a year earlier. All of the employment expansion was in non-farm industries, and women accounted for more than four-fifths of the over-all gain. Farm employment continued its long-term decline this year, although the rate appears to have slowed down during the third quarter. The number of persons with farm jobs in the Prairie region was actually higher this summer than in 1959. This is in marked contrast to the substantial declines of most postwar years.

Unemployment was higher than last year through the spring and summer months, the margin increasing steadily as job opportunities failed to keep pace with the growth of the labour force. Over the year, the largest increases have been in British Columbia, Ontario, Quebec and the Prairies, in that order. Unemployment in the Atlantic region changed very little during the past year.

The accelerated growth of the labour force stemmed mainly from an unusually large number of female entrants; they accounted for 57 per cent of the total gain over the year. The year-to-year increase of 113,000 in the female labour force was a more-than-proportionate gain and was much larger than in any previous 12-month period. During the past seven years the average annual increase in the number of women in the labour force was only about half this amount. Much of the growth in the labour force can be attributed to the demand for women workers in services and trade. There has been little appreciable change in the growth rate of the adult female population.

Except for persons 65 and over, all age groups shared in the expansion of the female labour force. Almost half of the increase was among women in the 45-64 age group, a considerably higher proportion than in most years, even when age shifts in the population are taken into account. Women in this age group form probably the largest labour reserve; only about one quarter of this age group participate actively in the labour market. It is not surprising, therefore, that the increasing demand for female workers has attracted a considerable number of persons into the labour market who would have remained outside the labour force under more stringent employment conditions.

The 25-44 year age group accounted for a little less than one-quarter of the increase in the female labour force. Only about 28 per cent of the females in this age group are in the labour force, but more than in other groups are fully

occupied at home, so that the potential reserve is smaller than in the 45-64 group. Women under 25 also accounted for a relatively small part of the increase, partly because of a drop in participation of teen-age girls.

(Estimates in Thousands)

	August 1960	August 1959	Change
The Labour Force			
<i>Total</i>	6,623	6,425	+198
14-19 years	800	775	+ 25
20-24 years	824	799	+ 25
25-44 years	2,944	2,892	+ 52
45 years and over	2,055	1,959	+ 96
<i>Males</i>	4,928	4,843	+ 85
14-19 years	482	466	+ 16
20-24 years	543	538	+ 5
25-44 years	2,279	2,258	+ 21
45 years and over	1,624	1,581	+ 43
<i>Females</i>	1,695	1,582	+113
14-19 years	318	309	+ 9
20-24 years	281	261	+ 20
25-44 years	665	634	+ 31
45 years and over	431	378	+ 53
Persons With Jobs			
<i>Total</i>	6,301	6,186	+115
14-19 years	723	716	+ 7
20-24 years	773	757	+ 16
25-44 years	2,826	2,807	+ 19
45 years and over	1,979	1,906	+ 73
<i>Males</i>	4,659	4,645	+ 14
14-19 years	429	425	+ 4
20-24 years	499	503	- 4
25-44 years	2,176	2,183	- 7
45 years and over	1,555	1,534	+ 21
<i>Females</i>	1,642	1,541	+101
14-19 years	294	291	+ 3
20-24 years	274	254	+ 20
25-44 years	650	624	+ 26
45 years and over	424	372	+ 52
Persons Without Jobs and Seeking Work			
<i>Total</i>	322	239	+ 83
14-19 years	77	59	+ 18
20-24 years	51	42	+ 9
25-44 years	118	85	+ 33
45 years and over	76	53	+ 23

The total male labour force showed an increase of 1.8 per cent during the past 12 months, compared with a gain of 1.3 per cent in the preceding 12-month period. This advance stemmed in part from the fact that a larger proportion of adult men participated in the labour force. The rates were substantially higher than a year ago among persons 25 and over and slightly lower than a year ago in the younger age groups. Participation rates for men in the 25-44 age group increased most noticeably, from 95.6 to 98.1.

Employment gains this year have been almost entirely confined to the service-oriented industries. In the goods-producing industries total employment in August was lower than a year ago as losses in construction and manufac-

turing more than offset an increase in forestry. Employment in mining showed virtually no change over the year despite the considerable drop in uranium and coal mining.

The service industry has grown at a remarkable rate during the past year. Employment in August was about 124,000 higher than a year ago, which represents a gain of 9.4 per cent. About two thirds of the increase was among women. Employment expansion in trade, finance, insurance and real estate resulted in a net gain of 39,000 during the past year, about the same increase as in the preceding 12-month period.

Employment in the construction industry was some 47,000 lower in August than a year ago. The decline over the year was fairly general across the country, reflecting the generally lower level of housebuilding activity. Housing starts in the first eight months showed a decline of 35 per cent from the corresponding period in 1959. Non-residential construction appears to have held up fairly well and the outlook for this sector of the industry was generally strong. The value of contracts awarded during the first seven months was substantially higher than last year for all major types of non-residential construction. Contracts for engineering construction registered a most marked improvement.

Weaknesses have developed in certain parts of manufacturing during the past year, resulting in fairly widespread reductions in employment. Total manufacturing employment in August was estimated to be about 14,000 lower than a year ago. Durable goods industries accounted for most of this decline. The largest staff reductions occurred in iron and steel products, transportation equipment, wood, leather and rubber products. Employment in almost all of the iron and steel products industries showed a year-to-year decline, but was nonetheless almost uniformly higher than two years ago. Aircraft and aircraft parts and railway rolling stock were mainly responsible for the employment decline in the transportation equipment industry. The employment situation in the automotive industry has been obscured by temporary shutdowns for model changeover. The slowdown in automobile production occurred somewhat earlier this summer than usual, after a fairly brisk first and second quarter.

Employment in non-ferrous metals, chemicals and paper products strengthened somewhat during the past year. In non-ferrous metals the employment gains in aluminum products and smelting and refining were more than enough to offset substantial losses in brass and copper products.

The number of persons without jobs and seeking work was 322,000 in August, an increase of 83,000 over the year. The year-to-year increase in unemployment was mainly among men. Male job-seekers in August numbered 269,000, which was 71,000 higher than a year ago. Men in all age groups shared in the increase but the greatest relative gain was among persons 45 and over. Men between 20 and 24 showed the smallest percentage rise. This group normally accounts for the smallest number of jobseekers.

The number of women seeking work in August, accounting for 13 per cent of the total, showed an increase of 12,000 over a year ago. Teen-age girls figured most prominently in the increase. Unemployment is normally highest in this age group.

Of the total jobseekers in August, 93,000 had been seeking work for less than a month, 128,000 for one to three months, 48,000 for four to six months and 53,000 for more than six months.

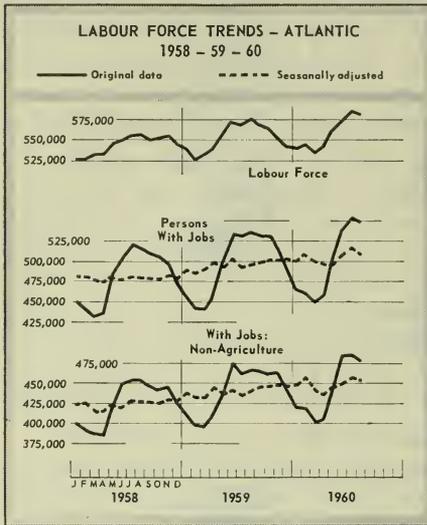
CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Montréal Québec-Lévis Toronto Vancouver-New Westminster	Calgary Edmonton → HALIFAX Ottawa-Hull → ST. JOHN'S Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Oshawa	Brantford Corner Brook → CORNWALL Farnham-Granby Guelph Joliette Kingston Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sydney Trois-Rivières Victoria	Fort William- Port Arthur Kitchener → LONDON Sudbury → TIMMINS- KIRKLAND LAKE	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Barrie Chatham RIVIÈRE-DU-LOUP ← Thetford-Mégantic- St. Georges	Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Belleville-Trenton Brampton Bridgewater Campbellton Central Vancouver Island Chilliwack Drummondville Fredericton Lindsay Newcastle Okanagan Valley Owen Sound PEMBROKE ← Prince George Rimouski STE. AGATHE- ST. JEROME ← St. Hyacinthe St. Jean ST. STEPHEN ← Sorel Valleyfield Victoriaville	Bathurst Beauharnois Bracebridge Cranbrook Dauphin Dawson Creek Drumheller Edmundston Galt Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute- Ste. Thérèse Listowel Medicine Hat Montmagny North Bay Portage la Prairie Prince Rupert → QUEBEC-NORTH SHORE St. Thomas → SAULT STE. MARIE → SIMCOE Stratford → SUMMERSIDE Swift Current Trail-Nelson → TRURO Walkerton Weyburn Woodstock, N.B. Woodstock- Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 983.

Manpower Situation in Local Areas

ATLANTIC



The Atlantic region witnessed a modest revival in economic activity this summer after almost a year of very little change. From May to August the number of persons with jobs rose by some 48,000, compared with an average increase of 31,000 during the corresponding period of the past ten years. Forestry and construction were mainly responsible for the employment strengthening this summer. The trade and service industries also expanded somewhat more than seasonally, though the rate of growth was considerably lower than for the country as a whole. Manufacturing employment showed little over-all change, with a mixture of gains and losses among individual industries.

Forestry employment in July and August averaged more than one third higher than in the same period last year and more than one fourth higher than two years ago. The increase in job opportunities appears to have been entirely confined to pulpwood logging. Lumbering activity showed a declining trend, reflecting a slowdown in residential construction. Forest fires, which began interrupting logging operations toward the end of August, caused considerable damage to tree stands in all four provinces in the region. However, except in Newfoundland and the Shelburne area in Nova Scotia, the fires were under control by mid-September.

Increased activity in non-residential construction this summer has more than made up for a decline in housebuilding. Highway and street construction reached a notably higher level than last year, particularly during the early part of the summer. Housebuilding activity during July and August was well below the previous year.

Shipbuilding and pulp and paper mills have shown some employment strengthening during recent months. However, the employment situation in railway rolling stock and iron and steel industries weakened between the second and third quarter. In other parts of manufacturing employment changes followed the usual seasonal pattern.

Coal mines in Nova Scotia continued to experience periodic shutdowns this summer as increasing competition from other fuels reduced the demand for coal. The first of a series of shutdowns began in the summer of 1958 and indications are that periodic shutdowns will continue during the next few months.

Total unemployment in the region showed little year-to-year change, though in certain areas it was higher than in 1959. At the end of August the classification of the 21 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 10 (4); in balance, 11 (17).

Local Area Developments

St. John's (metropolitan): Group 3. The harbour development project has boosted construction employment in this area. Most construction contracts in Goose Bay were nearly completed at the end of August but job prospects remained fairly bright as a large housing project was scheduled to get underway early in September. Total employment in the area was slightly higher this summer than last year.

Halifax (metropolitan): Group 3. Housebuilding activity has held up better in this area than in other parts of the region; during the first six months of 1960, starts were 9 per cent higher than in the previous year. Manufacturing employment was maintained at a fairly high level this summer. The only sizeable layoff in manufacturing occurred at the Dartmouth shipyards, where 150 workers were released in July after the completion of several refit jobs. Total employment in August was slightly higher than last year, with small gains in trade and service.

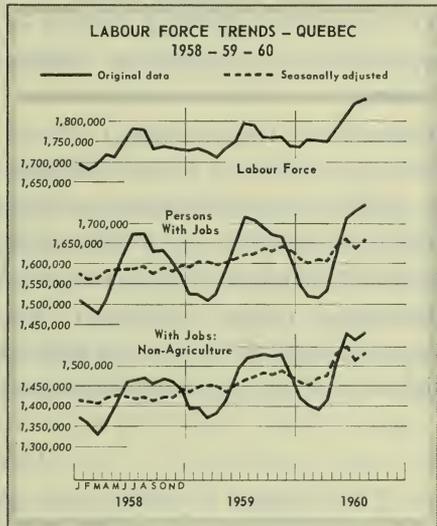
QUEBEC

This year the employment increase in Quebec has been greater than seasonal. Most of this expansion occurred during the second quarter of the year; some levelling off was apparent in the third quarter. The increase in job opportunities occurred in industries employing relatively large numbers of female workers. Between March and August the number of women employed rose by almost 10 per cent, more than double the long-term average.

Employment on farms showed the usual rise but in August was down 23,000 from a year earlier. In non-farm activities employment was some 63,000 higher in August than a year earlier. Much of the over-all increase was in the trade, finance and service industries, which have a fairly heavy concentration of female workers.

Labour requirements in pulpwood logging strengthened appreciably during the summer and by August employment was one-third higher than last year. In mining, employment has shown little non-seasonal change so far this year after a fairly rapid recovery in 1959.

Manufacturing employment showed a smaller expansion between the second and third quarter this year than in 1959, mainly because of a drop in certain non-durable goods industries. Employment in the clothing and leather goods industries in the March-August period was markedly lower than in 1959. There were offsetting gains, mainly in the food and beverage, transportation equipment and non-ferrous metal products industries. The aircraft and shipbuilding industries were particularly busy. Production of aluminum reached close to capacity levels during the second quarter of the year and employment was substantially higher than in 1959.



Total construction employment in the March-August period moved close to the level of the previous year. Although residential construction activity showed little improvement from the low level of the second quarter, strong non-residential construction activity maintained employment at a high level.

Unemployment remained higher than last year, with the increase concentrated mainly among male workers. The increase in unemployment was widely distributed, affecting most of the labour market areas of the region. At the end of August the labour market area classification was as follows (last year's figures in brackets): in moderate surplus, 19 (11); in balance, 5 (13).

Local Area Developments

Montreal (metropolitan): Group 2. Total industrial employment showed very little change during the summer. In manufacturing a lower level of employment in clothing, leather and tobacco industries was offset by gains in food and beverage, printing, chemical and transportation equipment plants. In the latter, both aircraft and shipbuilding industries showed employment gains over the year, more than offsetting declines in the railway rolling stock sector. Increased non-residential construction activity nearly counterbalanced the decline in housing.

Quebec-Levis (metropolitan): Group 2. Industrial employment showed a strong advance in this area and at mid-year was 2 per cent higher than a year earlier. A decline in manufacturing employment, caused mainly by a lower level of activity in clothing and leather plants, was more than offset by a gain in the transportation, trade and service industries.

Shawinigan (major industrial): Group 2. Employment during the summer remained close to 10 per cent higher than a year earlier owing to the continuing high level of activity in almost all parts of this area's industrial complex.

ONTARIO

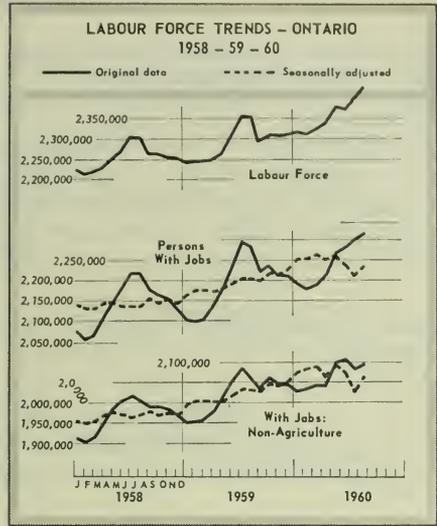
The increase in employment in Ontario between the second and third quarter was much less than in the previous five years, for both males and females. This development stems partly from a relatively early changeover period in the automobile industry; plants in Oshawa, Windsor, Oakville and St. Catharines all began slowing down about a month earlier than usual. Declines in textiles and electrical apparatus and supplies were also responsible for some staff reductions in manufacturing. In addition, residential construction remained at a low level, adversely affecting employment among the suppliers and producers associated with housing. Slight employment declines occurred also in the transportation, storage and communication industry; the logging and lumbering industry continued at a normal pace and most mines operated at a stable level.

The number of persons with jobs in August was 31,000 higher than a year earlier, a somewhat smaller margin than in most previous months of this year. The make-up of this increase differed markedly from the usual pattern.

All of the gain is attributable to the increasing number of women entering the labour force, mainly into the trade and service industries. Men's employment, on the other hand, is down slightly from a year ago, owing to declines in most goods-producing industries.

Employment in agriculture has followed the usual seasonal pattern. In August the estimated number with farm jobs was 220,000, about the same as a year earlier.

There was some improvement from the second quarter in the level of unemployment but the estimate remained higher than that of last year. In August, the area classification of the 34 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 2 (2); in moderate surplus, 16 (7); in balance, 16 (25).



Local Area Developments

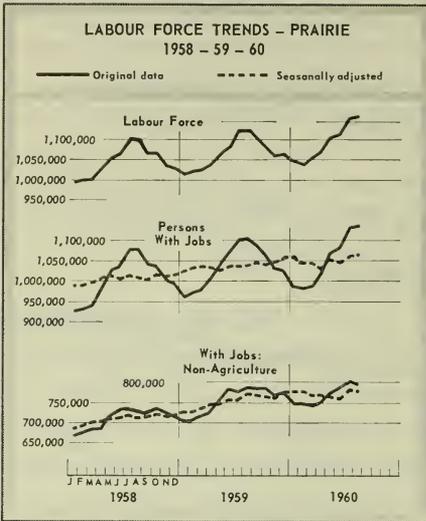
Toronto (metropolitan): Group 2. Although unemployment declined from the second quarter, it remained somewhat higher than last year. The continued low level of residential construction was mainly responsible for the year-to-year increase in unemployment. Weaknesses have persisted also in certain parts of manufacturing, notably transportation equipment and metal working plants. The trade and service industries showed more than seasonal gains in employment. Total employment in the area is currently a little lower than last year.

Windsor (metropolitan): Group 1. Employment in automobile plants was greatly reduced in the third quarter to allow for model changeover. There was also a decrease in employment in food and beverage processing plants, but the number of those employed in the trade and service industries showed improvement. Total employment was down about 6 per cent from a year earlier.

Hamilton (metropolitan): Group 2. After a summer improvement, registrations for employment at the National Employment Service office in Hamilton rose in August. This development reflects further employment reductions in agricultural implement and electrical apparatus plants, and also a slowdown of operations at Studebaker-Packard for retooling. Other industries, notably iron and steel and construction, operated at stable levels. Total employment in the area was at about the same level as a year earlier.

Brantford (major industrial): Group 2. There was a continuing reduction of staff by the agricultural implement plants and slackness existed in other parts of the iron and steel industry. On the other hand, construction continues ahead of 1959.

PRAIRIE



After a strong seasonal upswing from the second to the third quarter, the number of persons with jobs in the Prairie region was estimated at 1,137,000 in August. This was 30,000 higher than in August 1959, and in year-to-year terms it compares favourably with last April, when the gain from the preceding April amounted to only 6,000. Most of this year-to-year improvement occurred in agriculture, in which employment was 15,000 lower than a year earlier in April but 20,000 higher in August. On the other hand, the estimate of 797,000 in non-agricultural industries marked a gain of only 10,000 from the corresponding month of 1959; the year-to-year gain was down from a figure of more than 40,000 early in 1960.

Hot, dry weather in mid-summer caused some downward revisions of earlier crop forecasts. At harvest time a crop about equal to the average of the past 10 years was anticipated.

The number of housing units under construction at the beginning of August was 34 per cent less than a year earlier, and this reduction in residential construction was instrumental in holding construction employment 5 to 10 per cent below year-earlier levels. Some large projects, however, imparted offsetting strength to construction and associated activities. Under construction were gas and oil gathering pipelines, distributing systems, and pumping stations, and also four hydro projects—on the Brazeau River in Alberta, at Outlook and Squaw Rapids in Saskatchewan, and at the Grand Rapids in Manitoba.

At the beginning of the third quarter manufacturing employment was down about 4 per cent from a year earlier. The losses were widely distributed, with the heaviest reduction in iron and steel products, transportation equipment, and products of petroleum and coal. Transportation also engaged fewer workers than in 1959, partly owing to the consolidation of railway maintenance shops that accompanied the change from steam to diesel locomotion. Oil drilling and mining held generally steady except for the closure of a uranium mine in northern Saskatchewan.

Offsetting employment gains were registered in the non-goods-producing industries. Services, trade, and finance all gained substantially to bring about an increase of 1.3 per cent in non-agricultural employment from the year-earlier August level.

Unemployment dropped seasonally during the second quarter, then remained relatively stable well above the year-earlier levels. In all 20 labour market areas the demand and supply of labour were in balance at the end of August, the same as a year earlier.

Local Area Developments

Edmonton (metropolitan): Group 3. A substantial decline in housebuilding resulted in a surplus of construction workers. Food and beverages manufacturing and iron and steel products also showed some declines from a year earlier.

Calgary (metropolitan) and **Saskatoon** (major agricultural): Group 3. Improved business and institutional construction combined with a relatively small decline in housebuilding brought construction employment in the current year above year-earlier levels. This improvement, along with steady gains in trade and services, offset some loss in manufacturing to raise total employment in these two centers well above the 1959 levels.

Fort William-Port Arthur (major industrial): Group 3. Employment in shipbuilding and the bus and aircraft plant was lower than in mid-1959, but waterfront transportation activity was at about the same level. Employment in logging and in pulp and paper mills in the area immediately north and west of Lake Superior was ahead of year-earlier levels through the seasonal low early in the second quarter and after the seasonal upswing late in the second quarter.

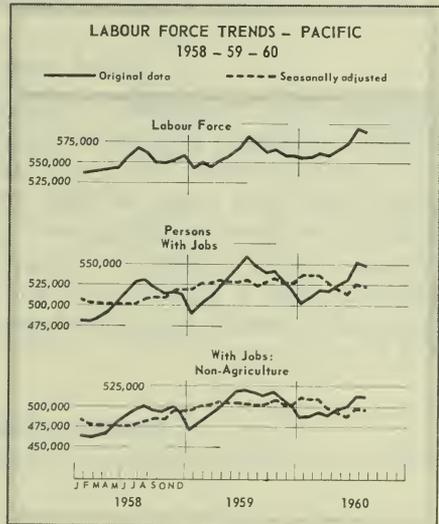
PACIFIC

In August the estimate of persons with jobs in the Pacific region, at 548,000, was about even with the estimate of a year earlier. This marked some improvement over the end of the second quarter, when the estimate was 16,000 lower than a year earlier, but compared unfavourably with the first quarter, when the estimate was substantially higher than at the same time in 1959. In year-to-year terms a substantially higher number were employed in agriculture in August; in non-agricultural industries there were fewer workers employed.

A sharp increase occurred in the farm work force in July as men were hired to harvest moderately heavy fruit and vegetable crops; in August the work force dropped back toward normal levels as summer work was completed. In the fishing industry catches were generally good but herring fishing and whaling were discontinued because of unfavourable market conditions.

Bridge and highway building contributed the main support to construction. There was, however, some weakness in commercial and business building and a sharp drop in housing, where the number of units under construction at the end of July was 38 per cent lower than a year earlier. The over-all year-to-year drop in construction employment in mid-1960 amounted to almost 10 per cent.

Buoyant employment levels were maintained in pulp and paper production through the first three quarters of the current year. Logging and sawmilling were also extremely active in the early part of the year, but near the end of the second quarter the demand for lumber dropped off, mainly owing to reduced housebuilding in the United States and Canada. Shingle mills and plywood



plants were also affected, and several shutdowns occurred. Dry weather in mid-summer resulted in a large number of forest fires, and forest closures halted activity in the woods in many parts of the region. Firefighting provided temporary employment at this time. In mid-August rains allowed the resumption of work, but owing to market conditions, the expansion in employment fell somewhat short of earlier levels.

In manufacturing, shipyards continued to release workers and fish canneries operated at levels lower than last year. The heavy bridge and roadbuilding programs provided generally favourable employment opportunities in steel fabrication plants and machine shops but enterprises supplying the housebuilding and logging industries were affected by weaknesses in those industries.

Mining employment was sustained at favourable levels through the early and middle part of 1960 except in coal mines, which showed a 20-per-cent loss at mid-year from the same time in 1959. The service industries also expanded somewhat, although employment in trade showed little change.

After a slight seasonal decline early in the year unemployment remained stable through the second quarter and into the third quarter, at a much higher level than the corresponding months of 1959. At the end of August the 11 labour market areas were classified as follows (last year's figures in brackets): in moderate surplus, 6 (3); in balance, 5 (8).

Local Area Developments

Vancouver-New Westminster (metropolitan): Group 2. A heavy drop in housebuilding was largely responsible for a 15-per-cent drop in construction employment from year-earlier levels, and manufacturing was also down from last year. Employment held steady at high levels in waterfront transportation through the first three quarters of this year.

Victoria (major industrial): Group 2. Layoffs in plywood production and shipyards offset a brisk demand for personnel in the tourist industry so that employment conditions remained generally less favourable in the third quarter than a year earlier.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	August 1960	August 1959	August 1960	August 1959	August 1960	August 1959
Metropolitan.....	1	1	5	2	6	9
Major Industrial.....	1	1	20	12	5	13
Major Agricultural.....	—	—	4	1	10	13
Minor.....	—	—	22	10	36	48
Total.....	2	2	51	25	57	83

Current Labour Statistics

(Latest available statistics as of September 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Aug. 20	6,623,000	+ 0.5	+ 3.1
Persons with jobs.....	Aug. 20	6,301,000	+ 0.3	+ 1.9
Agriculture.....	Aug. 20	820,000	0.0	- 0.5
Non-Agriculture.....	Aug. 20	5,481,000	+ 0.4	+ 2.2
Paid Workers.....	Aug. 20	5,065,000	+ 0.7	+ 2.0
Usually work 35 hours or more.....	Aug. 20	5,940,000	+ 0.2	+ 1.2
At work 35 hours or more.....	Aug. 20	5,287,000	+ 4.4	+ 1.2
At work less than 35 hours, or not at work due to short time & turnover.....	Aug. 20	67,000	+ 11.7	+ 26.4
for other reasons.....	Aug. 20	557,000	- 29.0	- 2.3
Not at work due to temporary layoff.....	Aug. 20	29,000	+ 61.1	+ 61.1
Usually work less than 35 hours.....	Aug. 20	361,000	+ 2.0	+ 13.2
Without jobs and seeking work.....	Aug. 20	322,000	+ 3.5	+ 34.7
Registered for work, NES				
Atlantic.....	Aug. 18	30,500	- 4.4	+ 17.3
Quebec.....	Aug. 18	107,400	- 7.9	+ 31.0
Ontario.....	Aug. 18	143,900	+ 5.0	+ 34.2
Prairie.....	Aug. 18	37,300	- 11.0	+ 28.2
Pacific.....	Aug. 18	44,800	- 3.2	+ 29.5
Total, all regions.....	Aug. 18	363,900	- 2.6	+ 30.5
Claimants for Unemployment Insurance be- nefit.....	July 29	294,137	- 0.8	+ 30.2
Amount of benefit payments.....	July	\$19,702,607	- 26.6	+ 35.6
Industrial employment (1949=100).....	June	122.8	+ 3.3	- 0.6
Manufacturing employment (1949=100).....	June	112.1	+ 1.4	- 1.8
Immigration.....	1st 6 mos.	58,041	-	+ 1.7
Destined to the labour force.....	1st 6 mos.	30,845	-	+ 4.4
<i>Strikes and Lockouts</i>				
Strikes & lockouts.....	August	42	+ 13.5	- 10.6
No. of workers involved.....	August	10,958	+116.3	- 71.7
Duration in man days.....	August	129,180	+242.0	- 80.7
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	June	\$75.67	+ 0.4	+ 2.7
Average hourly earnings (mfg.).....	June	\$1.78	- 0.6	+ 3.5
Average hours worked per week (mfg.).....	June	40.4	+ 0.7	- 1.5
Average weekly earnings (mfg.).....	June	\$72.07	+ 0.5	+ 2.0
Consumer price index (av. 1949=100).....	August	127.9	+ 0.3	+ 1.2
Real weekly earnings (mfg. av. 1949=100)....	June	135.4	+ 0.6	+ 0.7
Total labour income..... \$000,000	June	1,586	+ 3.4	+ 3.7
<i>Industrial Production</i>				
Total (average 1949=100).....	July	161.5	- 7.5	- 0.4
Manufacturing.....	July	143.7	- 9.2	- 1.7
Durables.....	July	140.4	- 10.5	- 6.2
Non-Durables.....	July	146.6	- 7.3	+ 2.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The highlight of the industrial relations picture in Canada during August was the release of the Milvain conciliation board report containing recommendations for settlement of the dispute between the railways and the non-operating unions. Another important development was the strike called by the United Steelworkers that closed down 10 of Dominion Bridge Company's 14 plants across the country.

Collective bargaining during the month ended in the signing of a number of new agreements. Of special interest were a settlement on the West Coast that made provision for the effects of automation on the jobs of longshoremen and a settlement in Montreal that provided for a substantially reduced work week combined with increased pay for workers in the ladies garment industry. Also in Montreal, civic employees were preparing to open negotiations with City Council for the renewal of their one-year collective agreement.

The situation in Canada's largest single labour dispute, between the **railways** and their **non-operating employees**, remained unresolved with the release of the conciliation board reports (full texts of the reports will be published in the October issue). The majority report, signed by the chairman and the union nominee, recommended a wage increase of approximately 14 cents an hour for the 118,000 employees, in a two-year agreement to terminate December 31, 1961. The hourly increase would be made up of 2 cents an hour retroactive to January 1, 1960, 5 cents an hour on September 1, and a 4-per-cent increase, calculated on the wage rates in effect immediately prior to January 1, 1960, to take effect on May 1, 1961. It was further recommended that the provisions for vacations with pay be modified to provide four weeks annual vacation after 25 years of service rather than after 35 years as now provided. The report rejected the railways' request for a 10-cent charge for the handling of the check off of union dues.

A key issue in the negotiations was the selection of an acceptable standard of measurement to relate the wages of non-operating employees to those of some other comparable group. The union argued that, as in past negotiations, their wages should be tied to the rates paid to workers in the durable goods industry, which includes auto workers, iron and steel workers, furniture makers, appliance makers, and others. Using this yardstick, they maintained it would take approximately 25 cents an hour to bring their wages to the level prevailing in the durable goods industries. To counter this argument, the railways produced a wage study prepared by a firm of management consultants suggesting that the non-operating trades were, in fact, adequately paid compared with outside workers. It was their contention, therefore, that wage increases were unwarranted. The majority report rejected the railways' submission as a measurement of comparable wage rates and relied on the durable goods standard in formulating their recommendations. It was emphasized, however, that this standard should not be applied with mathematical precision because of its inherent limitations, but was to be used as an "important signpost" in determining wage rates.

The majority report recognized that an increased wage bill would create financial difficulties for the railways. It pointed out that "it is clear from the evidence that in a large part the embarrassment suffered by the railways in their inability to reap greater returns from their operations is due to public policy in the shape of statutory rates and government regulations." The railway employees, the report said, should not be asked to subsidize public policy by accepting lower earnings; the burden should be born by the public at large.

The minority report, produced by the railways' nominee, opposed any wage increase for the present time. It maintained that at a time when the railways were facing increased competition, frozen freight rates and rising costs, it was impossible for them to absorb a larger wage bill. The report concurred with the majority decision regarding union check-off and vacations.

Shortly after the release of the conciliation board report the unions announced their acceptance of the proposals for a 14-cent-an-hour increase. The railways, on the other hand, rejected the recommendations because of their previously stated views on wages, and their inability to absorb any additional labour costs. They took issue with the board's conclusions that wages in the durable goods industry will continue to increase at the same rate during the next two years, and contended that present trends did not suggest a continuation of the past rate of increase in durable goods earnings. The unions countered the rejection with an announcement that they would conduct a strike vote among their members; this was expected to take about six weeks to two months to complete.

Operations of Canada's largest steel fabricating firm came to a virtual standstill at the end of August when employees at 10 of the 14 plants of **Dominion Bridge Company** and its subsidiaries went out on strike. The work stoppage was called when the **United Steelworkers of America**, representing the 4,000 employees, was unable to reach mutually acceptable terms for settlement in negotiations that had been in progress since last February. A single exception was at the Amherst, N.S., plant, where the parties were awaiting the release of the conciliation board report. In addition to a uniform wage settlement, the union was reportedly seeking pension and welfare plans that would operate on a national level, rather than on a local basis. Under the present welfare plan, single workers pay \$3.40 a month for welfare and \$1 a month for life insurance. Married workers with no children pay \$6.40 and \$1, and married men with children pay \$7.60 and \$1. In return, workers get \$2,000 in case of death, \$35 weekly for 13 weeks while off the job due to illness, plus medical expenses. The union asked for a national plan that would set the maximum employee contribution at \$6.50 and would provide \$5,000 in case of death, \$50 weekly for 35 weeks in case of illness, plus payment of all medical expenses.

A conciliation board reporting on the negotiations at the Edmonton, Alta., plant recommended that matters of a national character such as pensions and welfare plans should be made subject to a national agreement. It was this recommendation that the union was seeking to implement. Dominion Bridge has consistently opposed any national agreement, both during the current negotiations and during previous ones. The company insisted that each plant was an autonomous unit and must be free to conclude its own agreements in the light of prevailing local conditions.

A program to deal with the problems of automation and technological change was written into the new agreement signed by the **International Longshoremen's and Warehousemen's Union** and the **British Columbia Shipping Federation**, which employs a total of 1,500 longshoremen at Vancouver, Victoria, New Westminster, Chemainus and Port Alberni, B.C. With an increasing trend toward the introduction of new improved machinery for cargo handling, the parties agreed to set up a "joint mechanization committee" composed of three members each from union and management. The committee, meeting at least once monthly, will be charged with the task of recommending items for negotiation in new agreements relating to the general problems of mechanization and the introduction of new and improved methods. In addition, they will develop pay scales and premium rates applicable to changed methods and will deal with problems of job training, relocation, normal retirement, early retirement and size of the union work force.

The most significant provision designed to protect the worker from the immediate effects of automation and change was a guaranteed work week of 35 hours. Each union member will be guaranteed the opportunity of earning an annual income equivalent to 1,820 hours (35 hours per week) at the appropriate straight time base rate, providing he was available for work and remained a member in good standing. A proportionate amount would be provided to those who ceased to be members during the life of the agreement, or were not always available for work. However, if the volume of cargo handled should be abnormally low due to economic or other conditions beyond the control of the Federation, the minimum guarantee would be reduced proportionately.

In addition to the guaranteed income, the new agreement provided for a general wage increase totalling 16 cents per hour spread over two years. The old rate of \$2.78 an hour will be increased by 8 cents an hour on August 1, 5 cents of which will be retroactive to May 1, 1960, and by a further 8 cents effective May 1, 1961. The provision for vacation pay was changed to provide a payment of 4½ per cent of earnings after six years of service and 5½ per cent after nine years of service. Other improvements included a change in the minimum call-out time from two hours to four hours and changes in welfare provisions.

A new agreement with the **Montreal Dress and Sportswear Mfrs. Guild** providing for a 37½-hour work week starting January 1, 1963 brought the **International Ladies' Garment Workers** closer to their target of reducing the Canadian week to the 35-hour level reached in their United States agreements. The present 40-hour week will be reduced in two stages: the first one, taking effect January 1, 1962, will reduce the week to 39 hours, and the second one, a year later, will bring the 37½-hour week into force. Time workers will receive the same pay for the reduced hours as they had previously received for 40 hours. Piece workers will get an increase of 2½ per cent on January 1, 1962 and 3½ per cent January 1, 1963 to compensate for the loss in working time. The 12,000 workers covered by the three-year agreement received other benefits as well. Effective September 15, 1960, wage rates for cutters will go up \$4 weekly while other hourly paid workers will get a weekly increase of \$3. Piece workers will receive a general wage boost ranging from 4 per cent to 7 per cent. The employers' contribution to the severance pay fund was increased to 1 per cent of the payroll starting January 1, 1961. It was further agreed

that the union label would be sewn on all garments manufactured by Guild members, with responsibility for the supervision of this policy vested in the ILGWU. Finally, statutory paid holidays were increased from five to six annually.

During August, **Fire Fighters** in Montreal were reported to be preparing their submission to the **City of Montreal** for a new agreement to replace the current one, which is due to expire shortly. The forthcoming demands were said to be designed to bring working conditions and salaries in Montreal on a par with those prevailing in Toronto's Fire Department. They will request a \$500 increase for the 1,800 employees as well as a reduced work week from 56 hours to 42 hours without loss in take-home pay. In addition, the firemen will seek service pay of \$52 per year with a maximum of \$260 after 17 years of service; a levelling of salaries for officers who perform the same work and have similar responsibilities; and 13 statutory holidays per year.

Talks were continuing during August in the eastern provinces between representatives of **Dominion Coal and Steel Corporation** and District 26 of the **United Mine Workers of America** for the renewal of their collective agreement that had been extended on a month-to-month basis since its termination last December. The latest extension was until September 30. Negotiations were hampered by the generally depressed economic conditions facing the Maritime coal industry as a whole and in particular by the \$1,800,000 loss sustained by Dosco in last year's coal operations. Early in September the union reportedly recommended that its membership accept a new agreement that provided for unchanged wage rates, although changes in some other terms of the agreement were successfully negotiated. A referendum to seek ratification from the rank and file was scheduled to take place September 20.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During September, October and November 1960

(except those under negotiation in August)

Company and Location	Union
Bell Telephone, Ont. & Que.	Traffic Empl. (Ind.)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
City of Montreal, Que.	Municipal and School Empl. Federation (CCCL) (office wkrs.)
City of Montreal, Que.	Fire Fighters (AFL-CIO/CLC)
Crawley & McCracken, Elliot Lake, Ont.	Hotel Empl. (AFL-CIO/CLC)
Crown Zellerbach, Vancouver, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office wkrs.)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
General Cigar, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Imperial Tobacco, Granby, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Imperial Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Northwest Industries, Edmonton, Alta.	Machinists (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Printing Industries Council, Toronto, Ont.	Photo Engravers (AFL-CIO/CLC)
Rock City Tobacco, Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CCCL)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Tuckett Tobacco, Hamilton, Ont.	Tobacco Wkrs. (AFL-CIO/CLC)

Part II—Negotiations in Progress During August

Bargaining

Company and Location	Union
Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CCCL)
Aluminum Co., Shawinigan, Que.	Metal Trades' Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dress Mfrs. Guild (Dresses), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, (Sportswear), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CCCL)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Govt.	Sask. Civil Service (CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Three shipbuilding unions
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (AFL-CIO/CLC)
T.C.A. company-wide	Air Line Flight Attendants (CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mere, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Aluminum Co., Arvida, Que.	Metal Trades' Federation (CCCL)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CCCL)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)

Conciliation Board

Association des Marchands Détaillants (Auto-Voiture), Quebec, P.Q.	CCCL-chartered local
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)

Company and Location	Union
CNR, CPR, other railways	15 unions (non-operating empl.)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Drumheller Coal Operators' Assoc., southern Alta.	Mine Wkrs. (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Northern Interior Lumbermen's Assoc., B.C.	Woodworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Township of Scarborough, Ont.	Public Empl. (CLC)

Post-Conciliation Bargaining

Lake Carriers Assoc., eastern Canada Seafarers (AFL-CIO)

Arbitration

City of Quebec, Que. Municipal and School Empl. (Ind.) (inside wkrs.)
 City of Quebec, Que. Municipal and School Empl. (Ind.) (outside wkrs.)

Work Stoppage

Dominion Bridge, Lachine, Que. Steelworkers (AFL-CIO/CLC)
 Manitoba Rolling Mill, Selkirk, Man. Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached During August 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ALUMINUM CO. OF CAN., KITIMAT, B.C.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—7¢-an-hr. increase during the first yr., 5½¢-an-hr. increase during the second yr. and 6¢ an hr. in the third yr.; new base rate will be \$2.14 an hr.; 3 wks. vacation after 5 yrs. of service (formerly 3 wks. after 15 yrs); company and employees to share equally cost of health insurance plan.

B.C. ELECTRIC, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—a 3% increase retroactive to May 1, 1960, an additional 3% eff. Jan. 1, 1961 and a further 2% increase eff. Sept. 1, 1961.

B.C. SHIPPING FED., VANCOUVER, NEW WESTMINSTER, PORT ALBERNI, VICTORIA, CHEMAINUS, B.C.—LONGSHOREMEN and WAREHOUSEMEN (CLC): 2-yr. agreement covering 2,150 empl.—an increase of 8¢ an hr. eff. Aug. 1, 1960, and an additional 8¢ an hr. eff. May 1, 1961; in addition lump sum payment of 5¢ an hr. for time worked from May 1 to July 31, 1960; established joint committee to study problems of mechanization; eff. Aug. 1, 1961, guaranteed income equivalent to 1,820 hrs. at the appropriate straight time base rate for the previous 12 mo.

CAN. & DOM. SUGAR, MONTREAL, QUE.—BAKERY WKRS. (CLC): 2-yr. agreement covering 550 empl.—increase of 8¢ an hr. retroactive to Mar. 1, 1960, another 5¢ an hr. eff. Aug. 15, 1960 plus 5¢ an hr. eff. Sept. 1, 1961; 3 wks. vacation after 13 yrs. of service (previously 3 wks. after 15 yrs.); 4 wks. vacation after 25 yrs. of service (no previous 4-wk. vacation clause).

CONSUMERS GLASS, MONTREAL, QUE.—GLASS BOTTLE BLOWERS (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—8¢-an-hr. increase for the first yr., and an additional 8¢-an-hr. increase in the second yr.; in the second yr. empl. will receive 4 wks. vacation after 25 yrs. of service (no previous provision for 4 wks. vacation); improved shift premiums.

DOMINION STORES, MONTREAL, QUE.—RETAIL CLERKS (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—a general wage increase of \$2.50 per wk.; work week reduced from 44 to 43 hrs. without change in take-home pay.

DRESS MFRS. GUILD, MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 12,000 empl.—cutters to receive an increase of \$4 per wk. and all other empl. will receive an increase of \$3 per wk.; 2-stage reduction in work week, the first eff. Jan. 1, 1960 to 39 hrs. and the second eff. Jan. 1, 1963 to 37½ hrs., both without change in take-home pay; 1 extra paid statutory holiday making a total of 6 per yr.

FRASER COS., CABANO, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 1-yr. agreement covering 500 empl.—5% increase for all hourly paid wkrs.; some improvements in vacation allowance.

PRICE BROS., KENOGAMI, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 2-yr. agreement covering 3,000 empl.—salaried empl. to receive 7% increase during the first yr. plus 3% during the second yr.; piece work rate increased by 35¢ per cord in the first yr. and 10¢ per cord in the second yr.

ST. RAYMOND PAPER, ST. RAYMOND & DESBIENS, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 2-yr. agreement covering 500 empl.—3% increase in the first yr. plus an additional 3% increase in the second yr.; vacation allowance increased from 2% to 3% of gross earnings.

T.C.A., COMPANY-WIDE—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 4,000 empl.—a general increase of 5% for the first yr. plus an additional 5% increase during the final yr.; improved shift premiums.

NOTES OF CURRENT INTEREST

Appoint Royal Commission into Automotive Industry

Appointment of a one-member Royal Commission to inquire into the situation in and prospects for the Canadian automobile and parts industries was announced by Prime Minister Diefenbaker in the House of Commons on August 2.

The one commissioner is Prof. Vincent W. Bladen, Dean of the Faculty of Arts, University of Toronto.

Interviewed after his appointment, Prof. Bladen said he was aiming to submit his report early in the new year.

The Royal Commission will be asked, the Prime Minister said, to report on:

1. The present and prospective competitive position of the Canadian automotive industry, in Canadian and export markets, as compared with automotive industries of other countries.

2. The relations between the companies producing motor vehicles and parts in Canada and parent, subsidiary or affiliated companies in other countries, and the effect of such relations upon production in Canada.

3. The special problems and competitive position of the industries in Canada producing parts for motor vehicles, and the effects thereof on the production of vehicles in Canada.

4. The ability of the Canadian industry to produce and distribute economically the various types of motor vehicles demanded or likely to be demanded by Canadian consumers.

5. Measures that could be taken by those in control of the industries producing motor vehicles and parts in Canada, by the labour unions concerned, and by Parliament and the Government to improve the ability of

such industries to provide increased employment in the economic production of vehicles for the Canadian market and export markets.

A few days before the announcement—on July 28—the Prime Minister had reported the Government's decision to appoint a Royal Commission. Speaking in the House of Commons, he told of suggestions by a United Auto Workers delegation and by manufacturers of automobile parts that a Royal Commission be set up or a study made by the Tariff Board.

Having found that the Tariff Board had a "tremendous backlog" of work, "the Government has decided that the importance of the automobile industry to the Canadian economy is such that there should be a comprehensive investigation of the various aspects of that industry."

Several government departments, including the Department of Labour, have already undertaken investigations and have gathered preparatory material that provides background information for the Commission, the Prime Minister said.

Miss J. E. Leitch, Assistant to the Director, Economics Branch, Department of Trade and Commerce, has been named Secretary of the Commission.

Prof. Bladen, an economics professor, was Chairman of the University's Institute of Industrial Relations and head of the Department of Economics before his appointment as Dean of Arts last year. He was Director of the Institute of Business Administration from 1947 to 1953 and head of the Department of Political Economy from 1953 to 1959.

Publish Report on Seasonal Unemployment in British Columbia

A study of seasonal unemployment in British Columbia, begun in July 1958, has just been completed by the British Columbia Research Council.

The study, first of its kind to be undertaken on a regional basis in Canada, was made by the B.C. Research Council with assistance from the Department of Labour of Canada and the Department of Labour of British Columbia.

A consultative committee, first chaired by Prof. John Deutsch, formerly of the University of British Columbia, and later by Prof. Robert Clark, assisted the Research Council with the study. Representatives of management, labour unions and the federal and provincial governments also served on the committee.

The nature and extent of seasonal swings in employment and unemployment in

British Columbia in logging, construction, fishing, agriculture, food processing and trade are set forth and proposals are made for developing greater year-round employment stability.

There is no one answer to the problems of seasonal unemployment, the report demonstrates; but action on many fronts—by the industries involved, by individual firms, by unions and by others—is required.

Numerous recommendations and suggestions are made throughout the report as well as in a separate chapter entitled "Combating Seasonal Unemployment". Some of these recommendations have already been acted upon by the federal Government, including broadening the scope of the Municipal Winter Works Incentive Program, steps to encourage an expansion of training for unemployed workers during the winter, and continuation of publicity and educational efforts in support of the Winter Employment Campaign.

The report contains a number of illustrative charts and an appendix on seasonal fluctuations in the State of Washington, where similar conditions exist. It is published by the British Columbia Research Council, University of British Columbia, Vancouver 8, B.C.

A report on a study by the federal Department of Labour of the seasonal unemployment problem in Canada was published in three instalments in the *LABOUR GAZETTE*—May, June and July numbers. A reprint of this report will be available soon.

Conciliation Board in Rail Dispute Proposes 14-cent Wage Increase

The majority report of the conciliation board in the dispute between six Canadian railways and 17 unions representing 115,000 non-operating employees recommended an increase in wages averaging slightly more than 14 cents an hour over a two-year period. The minority report recommended no wage change "at the present time."

Complete texts of both majority and minority reports will appear in the October *LABOUR GAZETTE*.

On August 31, representatives of the 17 unions agreed unanimously to accept the recommendation of the conciliation board. The railroad companies were still studying the report.

The report recommended that the wage increase consist of 2 cents an hour retroactive to January 1, 1960; 5 cents an hour effective September 1, 1960; and a further 4-per-cent increase, based on the rates prior to January 1, 1960, to be effective May 1, 1961.

The report also recommended that the qualifying period for four weeks vacation with pay be reduced from 35 years to 25 years.

The majority report was signed by Mr. Justice J. V. H. Milvain of Calgary, chairman, and David Lewis, nominee of the unions. The minority report was presented by Philip F. Vineberg, nominee of the companies.

In the United States, the recommendations of a Presidential fact-finding board were accepted last month by more than 100 railroads and 11 unions representing 550,000 non-operating employees. The agreement provides for a 5-cent-an-hour wage increase plus fringe benefits that are estimated to increase the total gain to more than 10 cents an hour.

Prominent among the fringe benefits was the provision for employer-financed life insurance of \$4,000 to every active employee covered by the agreement. The insurance is effective March 1, 1961; the wage increase, July 1 this year.

Railway Employment Decreases In Both Canada, United States

Canada's railways employed 187,981 persons, on average, in 1959, a decrease of 2.5 per cent from 192,809 in 1958, the Dominion Bureau of Statistics reported last month.

Time on duty declined to 379,831,799 hours from 391,168,385 in 1958, an average of 2,021 hours per employee from 2,029.

Total compensation increased to \$780,031,534 from \$757,907,896, an hourly average per employee of \$2.05 compared with \$1.94 in 1958. The yearly average rose to \$4,150 from \$3,931 in 1958.

These statistics are contained in the DBS publication, *Railway Transport, Part IV (Employment Statistics), 1959*, which is obtainable from the Queen's Printer, Ottawa, for 25 cents a copy.

In the United States, the number of persons employed on railways in 1959 was 815,474, compared with 840,575 in 1958. The figures in both cases represent the average of 12 mid-month employee counts in each year. In 1948, the number of employees was 1,326,906, according to statistics of Class I railways published by the Bureau of Railway Economics, Association of American Railroads.

The average number of hours worked by each employee in 1959 was 2,360, compared with 2,356.2 in 1958.

Manufacturing Employment Lags Behind Growth of Labour Force

Employment in manufacturing in Canada is not keeping pace with the growth of the labour force, and this "is a major factor in the present uncomfortably high total of those apparently seeking work and unable to find it," T. R. McLagan, President of the Canadian Manufacturers' Association, said in an address at a Canadian National Exhibition directors' luncheon at the beginning of September.

During the past 10 years the percentage of the labour force employed in manufacturing has declined from 26.6 to 24.8, he pointed out.

This he attributed to increased competition from imported goods, not only from the United States, but also from low-wage countries like Britain, West Germany and Japan.

Mr. McLagan said that in 1959 imports from the United States into Canada were valued at \$3,836,000,000, whereas those from Britain, West Germany and Japan had a combined value of not more than \$826,100,000. He disputed the idea, however, that this showed that imports from the United States—with the highest wage

rates in the world—were four times as harmful as those from low-wage countries. "Harmful they are, but not four times as harmful," he said.

He went on to point out that the bulk of the imports from the low-wage countries were consumer goods that competed directly with Canadian manufacturers, while a high proportion of those that come from the United States are "made up of industrial equipment, materials and components which often complement—and indeed are essential to—our own production.

"The importation of such items... supports and sustains manufacturing employment in this country," the speaker argued.

He also said that, while imports from Japan had risen by 435 per cent between 1954 and 1959, those from West Germany by 182.4 per cent, those from Italy by 153 per cent and those from Britain by 51.9 per cent, imports from the United States had gone up by only 29.5 per cent.

Canadian manufacturers labour under the triple burden of a limited market, high wage rates and punitive taxation, Mr. McLagan said.

Lack of Chances for Training Said Major Problem Facing Women

One of the major problems women face in many countries in trying to get into, or to reach high positions in business and industry is a lack of opportunities to receive adequate vocational preparation, Mrs. Elizabeth Johnstone of the International Labour Office told a meeting in Ottawa last month. Mrs. Johnstone is head of the ILO Office for the Co-ordination of Women's and Young Workers' Questions.

With a few rare exceptions, she said, the vocational preparation of girls to enter business and industry is inferior to that of boys, "both in quantity and quality, and more often than not is often unrealistic in terms of their later work lives."

Mrs. Johnstone said that many reasons have been uncovered for the state of affairs

that exists, some of them well known in Canada, such as reluctance to give the education of girls the same priority as that of boys; indifference on the part of girls to their own vocational futures; separation of education facilities for boys and girls that often results in unequal facilities for the girls; traditional prejudice about what constitutes men's work and women's work; and inadequate vocational guidance for women.

"It is obvious," said Mrs. Johnstone, "that so long as this situation persists, women will always find it difficult to develop their potentialities and skills and hence to have equal chances for promotion and to move into more responsible, more highly skilled and better paid work."

CLC Booklet Instructs Affiliates in Handling of Public Relations

A booklet designed to help local unions, labour councils and provincial federations of labour in the handling of publicity has been produced by the Public Relations Department of the Canadian Labour Congress.

Public relations was a subject of great concern at both the 1960 CLC convention and at recent conventions of some of the provincial federations.

At the CLC convention, a resolution was adopted instructing the executive to "inten-

sify public relations activities of the Congress to the fullest possible extent" and directing the CLC Public Relations Department to co-ordinate the activities of publicity committees of locals, councils and federations.

A public relations forum was held at the 3rd annual convention of the Ontario Federation of Labour, in November 1959, and many suggestions discussed at that forum have been included in the booklet.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

July 27—*Unemployment Insurance Fund* balances on June 30, 1957, 1958, 1959 and 1960, respectively, were: \$852,729,261.78; \$644,520,634.54; \$434,152,690.64; \$296,-187,477.10, Hon. Michael Starr, Minister of Labour, replies to question (p. 7019).

Development of new industries, to prevent the occurrence of ghost towns when natural resources are depleted, should be given serious consideration, says Arnold Peters (Temiskaming) during debate on the estimates of the Northern Administration Branch, Department of Northern Affairs and National Resources. A branch of the Department should handle secondary industry, he suggests (p. 7056).

July 28—*Canada's automobile and parts industry* will be the subject of a Royal Commission inquiry, Prime Minister Diefenbaker informs the House (p. 7108).

Department of Labour estimates for the fiscal year April 1, 1960 to March 31, 1961 brought before the House by Hon. Michael Starr, Minister of Labour (p. 7143).

Canada's Labour force in 1950 numbered slightly over 5,000,000; it currently numbers about 6,454,000, an increase of 20 per cent, the Minister says in his statement on his department's functions (p. 7143).

The Department of Labour is asking for a total of \$14,985,700, a decrease from the \$15,991,942 in the 1959-60 estimates, he announces. The Unemployment Insurance Commission requests \$88,411,000, an increase of \$13,500,000 over the 1959-60 figures, largely accounted for by an increase in the Government's contribution to the Unemployment Insurance Fund. The estimates do not take into account the supplementary estimate, previously passed, dealing with the Municipal Works Incentive Program, whose continuation and enlargement was announced July 23 by the Prime Minister (L.G., Aug., p. 774) (p. 7144).

All chartered banks have undertaken to co-operate in a program of expanded home improvement and home extension construction during the coming winter, the Minister reports (p. 7148).

Employment effects of automation have been under study by the Department of Labour for several years, the Minister says, outlining the research work undertaken and the findings to date (p. 7148).

Debate on Labour Department estimates begins (p. 7149) but the House adjourns without passing any items (p. 7184).

July 29—*Debate on Labour Department estimates* continues (p. 7208). Item covering departmental administration agreed to (p. 7256) but the House adjourns before passing any other items (p. 7260).

July 30—*Debate continues on estimates* of the Department of Labour (p. 7267).

The estimated number of man-days of work provided last winter by the Municipal Winter Works Incentive Program was 1,938,-839, the Minister of Labour replies to question (p. 7287).

Department of Labour estimates completed (p. 7320).

August 1—*Bill C-79 (human rights)* considered in committee (p. 7371 to p. 7383).

August 2—*Appointment of Royal Commission* to inquire into the automobile and parts industry in Canada announced by the Prime Minister. The Commission will consist of one commissioner (p. 7385).

Bill C-79 (human rights) further considered in committee (p. 7390 to p. 7452).

August 3—*Study of Bill C-79* completed in committee (p. 7460 to p. 7520).

August 4—*Bill C-79* providing for the Recognition and Protection of Human Rights given third reading and unanimous passage by the House following debate (p. 7536 to p. 7553).

August 6—*Committee on revised system* for estimating unemployment has submitted its report to the Government, which has it under study, Hon. Michael Starr, Minister of Labour, replies to question (p. 7679).

August 8—*Repurchase of eight CNS ships* sold to the Government of Cuba in 1958 has not been considered by the Government to rebuild the Canadian merchant marine, Hon. George Hees, Minister of Transport, informs questioner (p. 7748).

August 10—*Canada has signed* the articles of agreement of the International Development Association (designed to provide economic aid to underdeveloped countries) (p. 7875).

Stretch-out of uranium contracts, which assures some miners another three years of employment, has been the major effort of the Government to help uranium mining communities, the Minister of Trade and Commerce says during debate on his department's estimates. The Government has had no success in finding other ways to help (p. 7905).

Third Session of 24th Parliament prorogued.

60TH ANNIVERSARY

Volume 1, Number 1, dated September 1900, was unveiled at 16th annual convention of the Trades and Labour Congress of Canada

THIS is the 60th anniversary issue of the LABOUR GAZETTE.

The LABOUR GAZETTE was established as the official journal of Department of Labour under authority of the Conciliation Act, 1900. A statement in its first number, dated September 1900, laid down its purpose as "the dissemination of accurate statistical and other information relating to labour conditions and kindred subjects."

The editorial in this first issue clearly stated that the LABOUR GAZETTE would aim at the impartial relation of facts. It would not be its business to express opinions.

"It is an official publication, and as such will seek to record only such statements of fact, and such collections of statistics, as are believed to be trustworthy. In the selection and publication of these, care will be taken to have the information as complete and impartial as possible . . . The work thus undertaken will, it is hoped, establish a basis for the formation of sound opinions, and for the drawing of correct deductions, but these, in themselves, are tasks which lie beyond the scope and purpose of the *Gazette*, and are ends it will seek to serve, not to meet."

The Debate in the House

On June 7, 1900, the then Postmaster General, Hon. William Mulock (later Sir William Mulock), in the language of Hansard, "moved for leave to introduce Bill (No. 187) to aid in the prevention and settlement of trade disputes and the publication of statistical industrial information."

The two objects of this bill, which eventually passed into law as the Conciliation Act, 1900, were stated by the Minister as follows:

By the aid of boards of conciliation, to promote the settlement of trade disputes and of differences that arise from time to time between employers and employees, and between different kinds of employees.

To establish a Department of Labour, which would have the duty of gathering statistical information and other information affecting labour, and providing for its publication.

Regarding the conciliation portion of the bill, Mulock said, "I may say that it is not anything new, but is an echo, largely, of the Conciliation Act which has been in force in Great Britain for some four years." He went on to outline the history of conciliation machinery in the United Kingdom.

Concerning the proposed publication, he pointed out that "Great Britain established a gazette some years prior to the Conciliation Act." Later on, during the second reading of the bill, he said, "The Department of Labour will issue a monthly labour gazette, and in addition will submit an annual report to Parliament. The labour gazette will be edited and conducted on the lines of the *Labour Gazette* in England."

When asked by an honourable member how that journal was conducted, Mulock said, "They have an editor and a number of correspondents in different

places in Great Britain. It is the duty of these correspondents to constantly gather facts that are of value and instructive to those engaged in industrial life and to communicate them to the central office, there to be analysed, digested and published for the information of the industrial classes."

In answer to another question, the Minister said that these correspondents were paid "some slight remuneration" for their services.

At the time the bill was introduced, George E. Foster, speaking on the Opposition side of the House, had wanted to know whether the labour gazette was to be "a party publication," and whether it was to be "edited in the interest of the party which for the time being has control of the administration." If the latter were to be the case, he predicted that the publication was "doomed to failure from the outset."

During the second reading of the bill, Mulock referred to Foster's previous inquiries, and said he was surprised that Foster should have asked whether the labour gazette was to be a partisan organ, or a medium for influencing public opinion. He repeated that "the labour gazette was to be a publication of fact which all might read and comprehend, and from which they might draw their own conclusions."

Notwithstanding the Minister's assurances, the suspicions of the Opposition, as it appeared later, were not without justification.

Another point brought out in the course of the debate was that the new publication was intended to be impartial as between employers and labour. A member of the opposition asked, "Are the employers of labour to be consulted as to the condition of the labour market by these correspondents for the labour gazette." In reply, Mulock said in part: "It will be an error to suppose that any one class is to be considered in gathering information, because all this information will be applicable to the whole field of labour as a proper subject to be given to the public generally."

Section 10 of the Conciliation Act 1900 that finally emerged read as follows:

With a view to the dissemination of accurate statistical and other information relating to the conditions of labour, the Minister shall establish and have charge of a Department of Labour, which shall collect, digest, and publish in suitable form statistical and other information relating to the conditions of labour, shall institute and conduct inquiries into important industrial questions upon which adequate information may not at present be available, and issue at least once in every month a publication to be known as the *Labour Gazette*, which shall contain information regarding conditions of the labour market and kindred subjects, and shall be distributed or procurable in accordance with terms and conditions in that behalf prescribed by the Minister.

(The whole of this section that related to the LABOUR GAZETTE was incorporated without change in Section 4 of the Labour Department Act, 1909, by which the Department of Labour was established as a separate department under a full-time minister.)

The First Editor

When asked toward the end of the debate on the bill whether he had anyone in view to edit the LABOUR GAZETTE, Mulock replied, "I have some one in view, and if we are fortunate enough to get him I think he will be entirely *persona grata* to all classes—the labouring class as well as the employers of labour."

That "someone" was William Lyon Mackenzie King, who had already, on June 26—this debate took place on July 6—been offered the editorship of the

Labour Gazette Editors

William Lyon Mackenzie King	September 1900 to June 1908
F. A. Acland	July 1908 to June 1912
Robert H. Coats	July 1912 to June 1915
F. A. Acland	Deputy Minister and Editor, LABOUR GAZETTE, July 1915 to July 1917
Bryce M. Stewart	August 1917 to 1919
Ronald H. Hooper	1920 to 1924
J. H. Magee	1924 to 1936
Harry J. Walker	August 1936 to April 1958
William S. Drinkwater	April 1958 to present

LABOUR GAZETTE. MacKenzie King, who was in Rome when he received the offer from Mulock by cablegram, after considerable hesitation decided to accept it.

When he first took over his duties, King was, as he said in his diary, "Editor of Gazette, staff & all, and have to begin at the base with the finding of suitable quarters." By the time the first issue of the GAZETTE went to press, however, a small staff had been appointed. These, according to an announcement in the GAZETTE, consisted, besides the editor, of a staff clerk, a "Fair Wages" officer, an officer for the enforcement of the Alien Labour Act, and five local labour correspondents, situated in Toronto, Winnipeg, Stratford, and two in Quebec City. A number of correspondents were appointed in other centres during the ensuing months.

In October, King succeeded in getting his friend Albert Harper appointed to the staff, and later in getting him made Assistant Editor. When Harper was drowned in December 1901 in a heroic attempt to save the life of a woman skater who went through the ice of the Ottawa River, King obtained R. H. Coats as Assistant Editor.

(In 1912 Dr. Coats was named to an interdepartmental committee set up to study and solve the duplication of statistical services in federal government departments. Outcome of the committee's efforts was the formation of the Census Branch; Dr. Coats was placed in charge of the Branch with the title of Dominion Statistician. In 1918, enactment of the Bureau of Statistics Act established the Dominion Bureau of Statistics; Dr. Coats was its first chief.)

Frank Giddens, an ex-newspaperman, also joined the staff at about this time. It appears, however, that he was employed mainly as a stenographer, and he later became King's private secretary.

Before long F. A. Acland joined the staff of the GAZETTE. When King became Minister of Labour in 1909, Acland succeeded him as Deputy Minister and Editor of the LABOUR GAZETTE. Except for an uncertain period starting in 1912, when R. H. Coats was editor, these two posts continued to be combined under Acland as they had been under King until July or August 1917, when they were finally separated, Acland continuing as Deputy Minister and Bryce M. Stewart becoming Editor.

Mackenzie King lost no time in building up the Department and the LABOUR GAZETTE. Besides the appointment of additional correspondents, a clipping system was begun which worked mainly on Canadian newspapers. He set up an extensive reference library, and began to stock it with labour publications from various countries; and instituted a system of exchanging publications on labour matters.

Labour Gazette Assistant Editors

Henry A. Harper	October 1900 to December 1901
Robert H. Coats }	{ February 1902 to 1912
William W. Edgar }	{ July 1905 to 1908
Bryce M. Stewart	June 1916 to July 1917
J. H. Magee }	{ 1920 to 1924
William W. Edgar }	{ December 1923
Charles W. Rump	June 1936 to October 1942
Joseph W. Willard	October 1942 to February 1943
John Mainwaring	March 1943 to July 1951
William S. Drinkwater	August 1951 to March 1958
William R. Channon	June 1958 to present

King soon discovered that his chief had his own ideas about how the LABOUR GAZETTE should be edited. On August 5 King wrote in his diary: "Today I had a pretty good revelation as to the attitude of politicians towards govt. work. Mr. Mulock went thro' my articles & everything wh. in any way cld. count for a Conservative he scored out... He wants to have the first issue [of the LABOUR GAZETTE] really a campaign document filled with references to past doings of govt."

Mackenzie King, however, resisted attempts to make the LABOUR GAZETTE serve the ends of party politics, and he evidently succeeded in doing so without giving serious offence to his chief. He was unable, however, to prevent patronage from governing the appointment of GAZETTE correspondents, although he strongly disapproved of it.

The Unveiling

From the establishment of the first Canadian labour congress in 1873 every labour convention had urged the setting up of a Department of Labour and the publication of a monthly journal or gazette to provide information about labour for the working man, the employer and the general public.

It was therefore a happy coincidence that the LABOUR GAZETTE "made its first public appearance on the opening day" of the 16th annual session of the Trades and Labour Congress of Canada, which was held in Ottawa from September 18 to 22, 1900. The phrase quoted above is taken from the second issue of the LABOUR GAZETTE, which devoted 14 pages to a report of the TLC convention.

The Minister of Labour attended the convention and presented the first number of the LABOUR GAZETTE to the President of the Congress, Ralph Smith, MPP. In his presidential address, Smith referred to the passing of the Conciliation Act as "a step at least in the direction of labour reform." He referred also to the setting up of conciliation and arbitration machinery and the establishment of the LABOUR GAZETTE, which, he said, "will contain matters of supreme importance to the labour movement..."

Editors, la Gazette du Travail

Charles A. St. Arnaud	October 1949 to September 1951
Guy de Merlis	January 1952 to present

Growth of the Gazette

The contents and arrangement of the LABOUR GAZETTE have naturally changed during the years since the first numbers were published. The reports from local correspondents, which from the first had been planned to be a prominent feature of the journal, continued to occupy a dominant place until November 1911; but from then on they declined in importance and finally ceased to appear altogether. In that month's issue, for the last time the reports were headed by the name of the correspondent and the territory he covered. Thereafter the reports showed only the name of the district, and they were reduced in length.

In February 1912 a complete list of correspondents was published at the beginning of the reports, but from then on names were not mentioned, and by July 1916 the reports had been boiled down to a single report for each province based on "Reports of Correspondents and Other Sources."

By this time the reports had become Section III of a review of industrial conditions for the month. The other two sections comprised a general review and a review by industries and trades. Even in this diminished form, the local reports had disappeared by May 1918, having been merged with the review of industries and trades.

Reports of industrial disputes, or strikes and lockouts, were published in the GAZETTE almost from the first, and they continue to be a monthly feature, though the form of the report has changed from time to time. Reports on fair wage schedules in Government contracts, and notes and articles on labour legislation and court decisions affecting labour, have been published almost every month during the 60 years of the GAZETTE's life. Industrial accidents have been continuously reported, though since January 1918 only fatal accidents have been dealt with.

From the enactment of the Industrial Disputes Investigation Act, 1907, in March of that year, reports of the more important boards of investigation and conciliation, and summaries of such reports, have frequently been published. For a number of years the GAZETTE devoted a considerable amount of space to these reports, but it now confines itself mainly to publishing monthly itemized lists of conciliation proceedings before the Minister of Labour.

In 1910 the Department of Labour began to collect and compile statistics on wholesale and retail prices and the cost of living, and these statistics were published each month in the GAZETTE. In 1915 monthly publication of prices of a number of articles of food and other items entering into the budget of a working man's household was begun by the GAZETTE.

In course of time, after the Dominion Bureau of Statistics came into operation, statistics on the cost of living published in the GAZETTE began to be based partly on Department of Labour, and partly on DBS sources of information. In November 1940, the new official cost-of-living index constructed by the Dominion Bureau of Statistics was published in the LABOUR GAZETTE for the first time. Not until 1943, however, did the Department of Labour entirely cease to collect statistics on the cost of living.

Beginning in July 1902, the first pages of each monthly issue were devoted to a summary of industrial and labour conditions during the preceding month. This summary continued to occupy the first place until September 1915, when it was relegated to second place and Notes on Matters of Industrial Interest, which had begun in a small way and in a secondary position

in the August 1913 issue, were expanded and took the leading position. Now headed simply Notes of Current Interest, this section is still placed early in each monthly issue, following immediately after the Employment Review and Collective Bargaining Review, both comparatively recent inclusions in the journal's contents.

In January 1951 the familiar "Government Grey" cover, which had been used on the monthly numbers of the GAZETTE from the beginning, was replaced by a coloured cover, the colour of which was changed each month, that carried a photograph illustrating some feature article in the issue. At the same time photographs began to appear on inside pages.

The LABOUR GAZETTE was published in French and English from the beginning, but not until October 1949 was a separate editor appointed for the French edition, la GAZETTE DU TRAVAIL.

In 1900 the price of the LABOUR GAZETTE was 20 cents a year, and 3 cents for single copies. This price remained unchanged for almost half a century, until February 1948, when it was raised to \$1 a year or 10 cents for single copies. Since then the price has been raised twice. In March 1953 it was increased to \$1.50 a year; the price of single copies was raised to 15 cents, but in May of the same year it was raised again to 25 cents, the present price. Finally, in April 1955 the annual subscription rate became \$2.

In the 60 years that have passed since this journal first appeared, tremendous changes have taken place, both in Canada and in the world at large. The LABOUR GAZETTE has changed with the times. It has adapted itself to the changing circumstances, wants, and even tastes of the public it serves. Subjects that were not dreamed of by the readers of 1900 have found their way into the pages of the GAZETTE.

But, amid the changes, one thing that has not changed has been the purpose and principle set out in the first page of its first issue: "... to record only such statements of fact, and such collections of statistics, as are believed to be trustworthy... to have the information as complete and impartial as possible..." and to "establish a basis for the formation of sound opinions and for drawing correct deductions, but these, in themselves, are tasks which lie beyond the scope and purpose of the *Gazette*, and are ends it will seek to serve, not meet."

In 1900, when the *Labour Gazette* was born, Ralph Smith, MPP, was President of the Trades and Labour Congress of Canada. It was he who received the *Gazette's* first number from the Minister of Labour at the 16th convention of the TLC. At that convention, Ralph Smith was re-elected President, John A. Flett re-elected Vice-President, and P. M. "Paddy" Draper elected Secretary-Treasurer. (Draper held that office until 1935, when he became President of the TLC.) David A. Carey was for the third time fraternal delegate to the American Federation of Labour; fraternal delegates were not exchanged with the British Trades Union Congress until 1913.

At the 1900 convention, 65 delegates, representing nine labour councils, one district assembly and 35 local unions, were seated. TLC membership that year was 8,381. The Secretary-Treasurer's financial report showed receipts of \$912.21 in the preceding year and expenditures of \$618.79, leaving a balance on hand of \$293.42. The Secretary-Treasurer also reported the granting of 13 charters to federal unions and one to a labour council.

1960 Annual Report, Unemployment Insurance Advisory Committee

Loss of \$133,919,000 since March 1959 has reduced Unemployment Insurance Fund "below a safe level," Committee states. Replenishment by government grant of cost of extensions during past three years of seasonal benefit period is urged

With the loss of \$133,919,000 since March 31, 1959, the Unemployment Insurance Fund "is now below a safe level" and there is a danger that it may become insufficient to meet its liabilities, the Unemployment Insurance Advisory Committee said in its annual report for the year ended March 31, 1960, which was tabled in the House of Commons on August 10.

The Committee expressed its concern at the rapid decrease in the balance in the Fund, which dropped to \$365,892,000 on March 31, 1960 from \$859,471,000 at the end of March 1956.

"This concern is increased by the fact that May 1960 figures show the Fund has dropped to \$299,293,511.04, and by the end of June 1960, according to preliminary figures, it will show a further decrease of \$3 million—the June 1960 loss being due to loss on sale of bonds," the report stated.

The balance in the Fund at the end of the 1959-60 fiscal year, the committee pointed out, "does not represent the market value of the securities held. Under existing bond market conditions, the value of the balance is 8 to 9 per cent less than that shown."

The Committee drew attention to two main causes of the depletion of the Fund. A major drain on the Fund is created, it said, by the extension of the seasonal benefit period by two months in each of the last two winters, and by three and a half months in the winter of 1957-58. Another is created by the extension of coverage to the fishing industry.

The extensions of the seasonal benefit period cost \$110,208,000 and made necessary the sale of securities at a loss of 8 per cent, making the total cost \$119,024,000. Extension of coverage to fishermen cost, during the past three years, approximately

\$23,000,000, but part of this loss is included in the cost of extending the seasonal benefit period; "the balance would approximate \$12,000,000."

The total loss to the Fund attributed to these two drains was \$131,024,000, and the Committee recommended that this sum should "in all fairness" be replaced by a government grant. In extending the seasonal benefit period, Parliament had instructed that benefits should be paid out of the Fund, but had not provided a source of revenue to meet the expenditure, the report said. A grant to the Fund would be "logical and proper" and would receive general approval, the Committee believed.

"The Committee respectfully recommends that assistance to unemployed fishermen should not be financed through the Unemployment Insurance Act and that other means be found to finance assistance to fishermen."

The Committee quoted several conclusions from the report of the actuary for the Unemployment Insurance Commission, including the following: "There is a distinct possibility that, if unemployment conditions continue at the level that prevailed in 1957-60, the Unemployment Insurance Fund may be exhausted in two or three years, unless action is taken to increase revenue or decrease benefit payments."

It would not be reasonable to increase contribution rates, the Committee asserted. It recommended, in addition to replenishment of the Fund to cover the cost of extensions of the seasonal benefit period, that "the Fund be relieved of the cost of the coverage of the fishing industry, and that the loss through payment to fishermen of benefits far in excess of contributions... be refunded."

The report is reprinted in full below.

REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE FOR THE YEAR ENDED MARCH 31, 1960

To His Excellency

The Governor General in Council:

1. Section 89(1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31 each year on the financial condi-

tion of the Unemployment Insurance Fund as at the preceding March 31.

2. The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1960, was \$365,892,000. The comparison with other years is shown below:

	1960	1959	1958	1957	1956
Balance at Credit of Unemployment Insurance Fund	365,892	499,811	744,200	878,441	859,471

The decrease from 1959 was \$133,919,000.

The balance shown does not represent the market value of the Securities held. Under the existing Bond Market conditions, the value of the balance is 8 per cent to 9 per cent less than that shown.

The Committee reports its concern regarding the rapid decrease in the balance, namely, a drop from \$859,471,000 in 1956 to \$365,892,000 in 1960. We consider it is now below a safe level and there is a danger of it becoming insufficient to discharge its liabilities.

This concern is increased by the fact that May 1960 figures show the Fund has dropped to \$299,293,511.04 and by the end of June 1960, according to preliminary figures, it will show a further decrease of \$3 million—the June 1960 loss being due to loss on sale of Bonds.

3. The Committee calls special attention to two of the several items which create major drains on the Fund, the first referred to being:

(a) *Extension of the Seasonal Benefit period* by two months in each of the last two winters and extension of three and one-half months in the winter of 1957-58. These extensions cost \$110,208,000, and the expenditure made it necessary to sell securities at a loss of 8 per cent, making the total cost \$119,024,000.

No revenue was provided by Parliament when the concessions were granted. We recommend that the total cost, namely \$119,024,000 paid out of the Fund, be replaced by a Government Grant.

We submit, in all fairness to the Unemployment Insurance Plan, that this replenishment should be provided. We respectfully submit that Parliament met the emergent condition of seasonal unemployment prevailing during

extended periods by instructing that benefits were to be paid out of the Unemployment Insurance Fund but did not provide for a source of balancing revenue to meet the expenditure. We submit that the action proposed would be logical and proper and that a grant to the Fund, as proposed, of \$119,024,000 would receive general approval.

(b) *The second major item of drain on the Fund is caused by the extension of coverage to the fishing industry.* The loss to the Fund during the past three years has been approximately \$23,000,000.

It has been the experience of the Commission that it is impossible, due to the nature of the industry, to devise Regulations to equitably treat unemployment in this industry under the Unemployment Insurance Plan because, in the large majority of cases, there is no contract of service and, consequently, the control provisions of the Act are of little value.

The Committee respectfully recommends that assistance to unemployed fishermen should not be financed through the Unemployment Insurance Act and that other means be found to finance assistance to fishermen.

Part of the \$23,000,000 loss to the Fund caused by the coverage of the fishing industry has been included in the cost of extending the period for Seasonal Benefits. The balance of the loss would approximate \$12,000,000. This amount, it is submitted, should also be refunded. The total that is requested to be refunded is, then, \$119,024,000 plus this \$12,000,000 balance, making a total of \$131,024,000.

4. The Committee received from the Unemployment Insurance Commission financial and statistical statements for the year ended March

	1960	1959	1958	1957	1956
	(in thousands of dollars)				
Balance at credit of Unemployment Insurance Fund...	365,892	499,811	744,200	878,441	859,471
Increase or decrease in balance from previous years....	-133,919	-244,389	-134,241	+18,971	+13,187
Contributions from employers and employees.....	228,616	185,438	188,714	186,214	168,405
Contributions for Armed Service personnel.....		49	465	605	1,060
Contributions from the Government.....	45,723	37,097	37,836	37,364	33,893
Amount collected in fines and penalties.....	52	47	46	43	29
Interest on investments.....	16,855	21,725	23,776	26,039	25,005
Profit or loss on sale of securities.....	L. 8,414	L.10,115			
Interest paid on loans.....	1,517				
Total net revenue.....	281,315	234,242	250,837	250,267	228,392
Ordinary benefit payments.....	320,970	362,156	327,841	201,197	180,037
Supplementary benefit for Classes 1 and 2.....					9,431
Seasonal benefit.....	94,264	116,475	57,237	30,100	25,736
Revenue compared with expenditure.....	-133,919	-244,389	-134,241	+18,971	+13,187
	(in thousands)				
Number of initial claims received.....	1,742	1,791	1,683	1,256	1,173
	(in dollars)				
Average weekly rate of benefit.....	22.20	21.88	21.21	19.96	18.30
	(in thousands of dollars)				
Fishing Coverage					
Contributions from employers and employees.....	907	775	718		
Contribution from the Government.....	181	155	144		
Benefit payments.....	11,024	10,235	5,438		

31, 1960. These reports were supplemented by further information and explanations, by a report from the Assistant Superintendent of Insurance, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

5. From the time Unemployment Insurance was made operative, in July 1941, until the end of March 1960, a total of \$2,737,230,454.79 has been paid out in the form of benefit to unemployed persons.

6. This large sum has been distributed in relatively small amounts. It has been the means of relieving economic distress, through unemployment, of millions of individuals and their families.

The following are key figures selected from those given in the financial statements, prepared for the information of the Committee, by the Unemployment Insurance Commission (over-leaf):

7. Please find copy of Report prepared by the Assistant Superintendent of Insurance, who is the Actuary for the Unemployment Insurance Commission.

8. Attached also are the financial and statistical statements presented to the Committee by the Unemployment Insurance Commission. (The attachments are not reprinted here.)

9. Report of the Actuary

The Report is a comprehensive analysis of the present and prospective state of the Fund. Very important conclusions are:

In paragraph 1: "It would appear that the unemployment experience of 1960-61 will be about the level of 1959-60 and that a further drop in the Fund for the current fiscal year must be expected. This drop should be less than that of the previous fiscal year, largely because of the higher contribution scale that was adopted in 1959." (September 27, 1959.)

In paragraph 9 reference is made to the amendments to the Act which became effective September 27, 1959. The conclusion is "There has been very little time for experience to develop that might be considered with confidence as indicating the effect of these various changes."

Paragraphs 13 to 17 give detailed analysis of Seasonal Benefits and the conclusion is "It seems that Seasonal Benefit has now reached such proportions that a more-or-less incidental type of financing is no longer possible or appropriate."

In paragraphs 27 and 28 he estimates:

That if the unemployment experience of 1957-60 is considered typical there will be an annual deficiency of \$134,000,000 in the Fund and to bring it in balance under the present plan of financing an increase of 41% in contribution rates would be necessary.

If 1955-60 is typical the deficiency appears to be about \$64,000,000 and an increase of 19% would be necessary.

If 1953-60 can be considered the level which may be expected, the annual deficit would approximate \$41,000,000 and an increase in rates of 12% would be necessary.

Table IV on page 11 of his report shows the "Balance" in the fund per person in the "Insured Population"—now at less than \$85 as compared with \$257 in January of 1955.

In paragraph 37 the cost of extending the Seasonal Benefit Periods is detailed and totalled at \$110,208,000 and the comment is "Were this additional amount of \$110,000,000 (\$110,208,000) now in the Unemployment Insurance Fund, concern about its condition might not be so great."

Paragraph 38 comments on the reduction of net revenue from investments due to sale of securities at a discount.

The concluding paragraph 41 of the Actuarial Report is quoted in full:

"41. In conclusion, it seems almost certain that the Unemployment Insurance Fund will again decrease by a considerable amount in 1960-61. There is a distinct possibility that, if unemployment conditions continue at the level that prevailed in 1957-60, the Unemployment Insurance Fund may be exhausted in two or three years, unless action is taken to increase revenue or decrease benefit payments. Should it be deemed to be impractical to institute measures to reduce the benefit load significantly, additional revenue should be provided, through a further general increase in contribution rates, or otherwise. If the experience of 1955-60 is considered to be fairly typical of conditions that may be expected in the immediate future, additional revenue needed appears to be about equal to 20% of current contribution income. If 1957-60 were considered to be a more appropriate base period, an increase of at least 40% should be provided. As an alternative to a contribution rate increase at this time, some procedure might be devised for handling seasonal benefit, class A, outside of the fund, as was suggested earlier in this report."

10. It will be noted the Actuarial Report supports the Committee in its opinion that there is a danger of the Unemployment Insurance Fund's becoming so depleted that it may be insufficient to discharge its liabilities.

11. Paragraph number 37 of the Actuarial Report gives details of the cost of almost doubling the period during which seasonal benefits are paid, and the comment is made, "Were this additional \$110,000,000 (\$110,208,000) now in the Unemployment Insurance Fund concern about its condition might not be so great."

12. The foregoing recommendation is consistent with the Report of the Committee of July 8, 1958, excerpts from which are quoted below:

"Special mention is made of the very heavy expenditures which have been required to meet the Seasonal Benefit Payments.

There was, unquestionably, a need for the special provisions to meet the emergent situation last winter. The Committee is gratified to find that the benefit payments could be made so satisfactorily through the Commission offices.

It is a fact, however, that the burden of this expense, in the opinion of the Committee, should not be imposed on the Unemployment Insurance Fund, unless the loss to the Fund is made good.

We trust that the Government will take action to replace the drain on the Fund, by reason of extension of the Seasonal Benefit Period, by a grant."

13. We submit that it would not be reasonable to increase the rates of contribution, especially in view of the increase of 30 per cent made effective September 27, 1959.

14. Your Committee respectfully repeats the recommendation made earlier in this Report that it would be logical and proper that the Fund be replenished by a grant representing the cost of extension of the Seasonal Benefit periods, in the last three winters. We also recommend that the Fund be relieved of the cost of the coverage of the fishing industry and that the loss through payment to fishermen of benefits far in excess of contributions (less the amount already included in the figure for

Seasonal Benefits) be refunded. The amounts being: on account of extension of Seasonal Benefit Periods (and cost of financing) \$119,024,000, and the balance of the loss on account of fishing industry coverage, \$12,000,000, making a total of \$131,024,000.

15. The Committee plans to meet again soon after October 1, 1960, at which time the increased contribution rates will have been in effect for a full year. After such meeting a further report will be submitted in which the results for one full year respecting revenue and expenditures under the increased contribution scale effective September 27, 1959, will be given.

Respectfully submitted,
A. MACNAMARA,
Chairman.

Ottawa, July 27, 1960.

Approved at final meeting and document circulated and approved by telegram or letter from each member as under:

MEMBERS OF ADVISORY COMMITTEE

James Hunter
H. F. McMullin (Alternate)
H. Shoobridge
T. C. Urquhart
A. Andras
J. G. McLean
Roger Mathieu
S. A. Stephens

Industrial Health and Safety Legislation, 1960

At 1960 sessions, six provincial Legislatures enact legislation dealing with some aspect of industrial health or safety. New Brunswick passes new Act to set up uniform standards throughout province for elevators and lifting devices.

At the 1960 sessions, six provincial Legislatures passed legislation dealing with some aspect of industrial health or safety.

New Brunswick passed an Act, to be brought into force on proclamation, providing for uniform standards throughout the province for passenger and freight elevators and other lifting devices, and for a provincial system of inspection under the Minister of Labour. At the present time elevators in establishments under the Factories Act are subject to certain safety requirements of that Act, and municipal councils have authority to pass by-laws regulating elevators within their municipalities. The new Act will not affect any municipal by-law relating to elevating devices in so far as the by-law imposes additional or more stringent requirements than those in the new legislation.

Substantial amendments were made to the Metalliferous Mines Regulation Act in British Columbia, and the Gas Act was also amended to clarify the role of provincial and municipal inspection services.

Public Health Acts were amended in Quebec and Nova Scotia to permit regulation of ionizing radiation hazards and in Nova Scotia the Metalliferous Mines and Quarries Regulation Act was amended with respect to explosives.

The Newfoundland Logging Camp Act, 1960, repeals earlier legislation dealing with sanitary conditions in logging camps and authorizes the Lieutenant-Governor in Council to issue comprehensive regulations establishing health and welfare standards in logging camps.

In Ontario, minor changes were made in several Acts dealing with industrial safety and in Quebec amendments to the Motor Vehicles Act placed limits on the driving time of certain bus drivers and drivers of delivery vehicles.

Elevators

The New Brunswick Elevators and Lifts Act will come into force on proclamation, as will an amendment to the Factories Act repealing the provisions in the Act relating to elevators.

The new Act will regulate all elevators and other elevating devices, except those under the Mining Act and other specified elevating devices. The Minister of Labour will be responsible for its administration, and a Chief Inspector and an inspection staff will be required to carry out its provisions.

An owner is prohibited from operating an elevating device unless it is maintained, operated and inspected in compliance with the Act. Every elevating device must be inspected by an inspector at least once annually.

An inspector is empowered to enter any premises where an elevating device is being installed or operated and require the owner to assist him in inspecting it. An inspector may examine a person under oath in connection with his investigation, and he may order the owner to take whatever safety measures are required to comply with the Act; the elevating device may not be operated until the recommendations are carried out.

The Chief Inspector is responsible for the issue, suspension and transfer of certificates of inspection, which are valid for one year. The approval of the Chief Inspector is also required before a new installation or a major alteration of an elevating device may be made.

The owner is required to report to the Chief Inspector within 24 hours any instance in which an elevating device falls freely, the emergency supporting devices engage, or an accident injures any person. When a fatal accident involving an elevating device occurs, the owner must notify the Chief Inspector immediately by telephone or telegraph. The Chief Inspector is required to have such investigation made as he deems necessary to determine the cause of the occurrence or accident.

The actual standards with which elevating devices must comply are to be set by regulation. The Lieutenant-Governor in Council is authorized to make regulations governing the location, design, construction, operation, maintenance and inspection of elevating devices, and other matters, and prescribing inspection fees.

Penalties may be imposed for violation of the provisions of the Act. Each day on which a person violates the Act or fails to comply with an order issued under it constitutes a separate offence.

In Ontario, where similar legislation, the Elevators and Lifts Act, 1953, has been in effect since 1954, that Act was amended by repealing the provision that enabled the City of Toronto to pass by-laws in respect to matters dealt with in the Act. The amendment, effective on proclamation, will bring elevating devices in the City of Toronto under the Act in the same way as in other municipalities. At present passenger elevators in Toronto and freight elevators in municipal buildings in Toronto are governed by municipal regulations.

Metalliferous Mines

The amendment to the British Columbia Metalliferous Mines Regulation Act introduced a number of changes in connection with the supervision of mine safety and in safety rules. Also, special safety rules may now be required by the Chief Inspector for mines with fewer than 50 employees, as well as those with 50 or more.

A new section in the Act provides that every person employed underground must be under the supervision of a shiftboss or other official who holds a shiftboss certificate.

Applicants for a shiftboss certificate must undergo an examination by a Board of Examiners, composed of the Chief Inspector of Mines or Deputy Chief Inspector as chair-

man, and two other inspectors appointed by the Minister. To obtain a certificate, an applicant must satisfy the Board that he is conversant with the English language, that he has had at least three years practical mining experience, or a mining engineering degree from a university approved by the Board and one year's mining experience, and that he holds a mine-rescue certificate and a first aid certificate approved by the Board. He is also required to have a thorough knowledge of the rules and regulations of the Metalliferous Mines Regulation Act and of safe working practices.

The Board may grant provisional shiftboss certificates under such conditions as it considers necessary. A certificate may be suspended or cancelled by the Board after investigation if an inspector reports that a shiftboss is unfit to discharge his duties by reason of drunkenness or negligence or has been convicted of an offence against the Act. The requirements concerning shiftbosses are effective August 1, 1960.

The owner, manager or other authorized person must now examine at least once during each shift (formerly daily) all working parts of a mine to ensure safe conditions. If a person working underground is not in frequent communication with others, the manager must arrange to have him visited at least once every four hours. When unusually hazardous work is being done in a mine, it must be personally supervised by the manager or other authorized person. No person may operate machinery unless authorized and qualified.

As before, the mine owner or manager has to notify the inspector immediately of fatal accidents and those involving serious personal injury, and mail a report within 24 hours setting out, among other matters, the time, place, nature and extent of the accident. In addition, a detailed report of all accidents for which compensation payments are made must now be mailed at the end of the month to the Chief Inspector and the Inspector. The former provision requiring a report of any accident involving seven days loss of work has been repealed.

Changes were also made in the requirement placed on mine operators to notify the inspectorate of the commencement or cessation of operations. These requirements now apply to quarries as well as mines. A report must be made to the inspector immediately after work is commenced, and within one week after work ceases. Formerly, on cessation, a report was required only within 30 days after abandonment.

The first aid requirements were also amended. It is now specified that the owner of a mine must provide and maintain such

first aid supplies and services as are required by the Workmen's Compensation Board and the first aid rules formerly set out in the Act have been repealed. The requirements specified in the Workmen's Compensation Board order may be increased or reduced by the Chief Inspector after consultation with the Board.

Where more than 36 persons are employed, adequate communication facilities must exist to obtain a physician without delay unless the inspector grants exemption from the requirement. Life-saving equipment must be provided by the owner or manager and used by the workmen if there is danger from drowning.

Annual medical examinations of workmen in the metal mining industry and the operations of milling and concentrating ores, at the expense of the employer, are required under the Act. No workman may be employed in any mine, or in any ore or rock crushing operation (other than an operation where the ore or rock is crushed in water or in a chemical solution) unless he holds a certificate of fitness to the effect that he is free from disease of the respiratory organs or has permission from the Workmen's Compensation Board. The section dealing with the required certificate has been amended to specify that the certificate may be either an annual or temporary one and, if employment is authorized by the Board, the authorization must be in writing.

A number of changes were made in the safety rules dealing with structure and equipment underground. When locomotives are in use on a haulageway, chutes constructed after May 1960 must be so constructed that no part will project into the haulage way in such a manner as to endanger the motorman. Every trolley-locomotive must be operated with the trolley-pole in the trailing position, unless there is no room to reverse the pole, in which case walking speed must not be exceeded. In mechanical haulage underground a car must not be pushed by a locomotive if material extends over the length of the car.

A new requirement specifies that when a ladder-way and a skipway occupy the same compartment there must be sufficient guard-rails to prevent any person using the ladder-way from falling into the skipway.

The rule relating to hoist construction has been changed in several details. A return-bell signal system is required to be installed unless the inspector grants an exemption. The Chief Inspector may exempt hoist installations of friction type from the hoist construction rules of the Act upon such conditions as he may prescribe.

A number of changes were made in the rules governing use of explosives in mines. New provisions empower the inspector to arrange for disposal of a defective explosive or fuse. New requirements are also set out for supplying of fuse to workmen and for the room in which the detonator is attached to the fuse. Blasting operations, as before, may be conducted only by a person holding a blasting certificate under the Act.

It is now provided that the inspector may by an endorsement place any limitation or qualification he thinks fit upon the scope of the certificate. The word "incidental" placed on the certificate will indicate that the holder is limited to blasting what are generally known as pop-holes and bulldozes. It is now obligatory for a mine manager to suspend immediately from his blasting duties the holder of a blasting certificate if the holder is guilty of a breach of blasting rules.

In Nova Scotia, also, the amendment to the Metalliferous Mines and Quarries Regulation Act dealt with explosives. The Act now requires that explosives in cartridges while in boxes or cartons be stored in regular layers not exceeding a total height of five feet. The former requirement specified a maximum of five boxes or cartons in height.

Gas Distribution

An amendment to the British Columbia Gas Act defines more precisely the division of responsibility between provincial and municipal authorities to inspect gas distribution systems. It requires municipal councils to provide and maintain gas inspection services where the gas pressure in house piping is less than half a pound per square inch, except where the Minister of Public Works has arranged with the municipality to have the Chief Inspector responsible for the gas inspection service. House piping has been defined as gas piping in any premises beyond the outlet of the meter, or ahead of the meter if the gas company is responsible for the installation of the piping.

The Chief Inspector must now maintain a gas inspection service for mains, services, and for premises where the gas pressure in the house piping is half a pound or more per square inch. Previously the municipal councils were responsible for all gas inspection services, except where the Minister had arranged with the municipality to have the Chief Inspector responsible for this function.

Radiation Hazards

The Quebec Public Health Act was amended to authorize the Lieutenant-Governor in Council to regulate the sani-

tray conditions of establishments where substances or apparatus emitting ionizing radiations are used. The Lieutenant-Governor in Council is also given specific authority to regulate ionizing radiations in industrial establishments as defined in the Industrial and Commercial Establishments Act.

In Nova Scotia, an amendment to the Public Health Act authorizes the Governor in Council to make regulations for the control of radiation hazards other than hazards from radioisotopes. The regulations may require the registration of all ionizing devices other than those utilizing radioisotopes, and the registration of persons operating, controlling or responsible for the operation of ionizing devices. The operation of any shoe-fitting device that uses fluoroscopic, X-ray or radiation principles is forbidden.

Logging Camps

In Newfoundland, the Logging Camps Act, 1960 was passed, replacing the Logging Act and the Logging Camps (Sanitation and Medical Attendance) Act.

The new Act, which will come into force on proclamation, deals with the establishment and operation of logging camps, supplies, health, employment conditions, and inspection. It also deals with the scaling of timber, but provisions relating to this matter are not reviewed in this article.

The Minister of Mines and Resources may require a person who intends to make arrangements for cutting of timber to submit information on the estimated number of loggers to be engaged, provision for their accommodation and meals and other matters.

Every logging camp must be so located, constructed, maintained and used as to prevent danger to safety and health and to provide for the well-being and reasonable comfort of loggers. Loggers using camps are required to conduct themselves properly. Responsibility for ensuring that the provisions of the Act are observed rests upon the forest operator, every employer of loggers, and the owner, operator, occupier and user of a logging camp. In every camp there is required to be a person designated by the employer or operator as a camp boss to be responsible for seeing that the provisions of the Act are carried out.

The Act sets out medical and health requirements. If a logger is ill or injured the foreman or other person in charge of the logging operation is responsible for ensuring that he gets prompt medical attention. He is also required to report promptly

to an inspector or the Minister of Health any outbreak of disease. An inspector must also report such outbreaks to the Minister of Health.

Inspectors for the enforcement of the Act may be appointed by the Lieutenant-Governor in Council. An inspector is empowered to inspect logging camps and to question any person concerned with its operation or use in regard to matters covered by the Act.

The Lieutenant-Governor in Council has authority to make regulations concerning the construction and operation of logging camps in order to ensure that the health and welfare of loggers is safeguarded. The Act specifies that the regulations may vary according to the type and location of camps and the time of their application.

The regulations may empower the Minister to make orders for carrying out the provisions in the regulations and to deal with related matters.

Offences under the Act are punishable by fines not exceeding \$1,000 or, in default, imprisonment for a period not exceeding six months, or both the fine and imprisonment.

The provisions of the new Act with respect to camps do not differ greatly from the requirements of the legislation that is repealed, but the power to make regulations is very extensive, and the responsibility on the employers, owners and operators is more specifically defined.

Other Changes

Two Acts were amended in Ontario to permit fees to be established for inspection services. An amendment to the Department of Labour Act authorized the Lieutenant-Governor in Council to prescribe fees to be paid for inspection services in connection with work done under compressed air, in construction of tunnels and open caisson work, and in the construction of coffer dams and crib work in water or other places where pressure of sand, water or soil is likely to endanger human life. The Boilers and Pressure Vessels Act was amended to permit fees to be prescribed by regulation for approval of welding procedures for boilers and pressure vessels.

The Ontario Factory, Shop and Office Building Act was also amended to permit a bakeshop to be located below ground level provided that drawings and specifications of the building are approved by the Department of Labour and the work is performed in accordance with the approved drawings and specifications. Another amendment states that where a boiler or pressure vessel in a factory or other premises under

(Continued on page 946)

Participation of Women in Trade Unions

Women workers, generally speaking, not well organized, survey by ICFTU among its member organizations found. Replies revealed a number of common obstacles to recruitment of women, and few women in responsible trade union positions

A survey carried out by the International Confederation of Free Trade Unions among its member organizations throughout the world found that, generally speaking, women workers are not well organized. It was impossible to obtain precise figures because many labour unions do not separate men and women in their membership lists.

The results of the survey were the subject of discussion at the international women workers' conference convened by the International Union of Food, Drink and Tobacco Workers Associations.

Despite the lack of precise figures, it was reported that United States unions have more than three million women members. In four countries, Germany, Great Britain, Italy and Japan, women union members number more than a million.

Occupations Poorly Organized—An inquiry to determine which occupations employing large numbers of women were difficult to organize produced confusing results. In some countries, nursing and teaching are very poorly organized; in others, these professions provide a great many union members.

In general, women in the textile trades are strongly organized but even here there are exceptions. Difficulties were reported from most countries in organizing women office workers and saleswomen, but on the other hand, in some countries they are well organized. There are certain occupations that nearly everywhere present serious obstacles to trade union action—domestic servants, home-workers, saleswomen in small establishments and agricultural workers.

Difficulties in Organizing Women—A number of common obstacles to the recruitment of women were reported. Trade unions do not particularly attract women and there is an absence of trade union tradition among them. Married women in particular have little time to devote to union activities because, in addition to their work outside the home, they have to perform their family duties and look after their children. Furthermore, since many young women consider their working life as merely a transition between school and marriage and later as a temporary obligation, they do not attach great importance to obtaining good working conditions through trade union action.

Women in Responsible Trade Union Posts—The higher the trade union responsibilities, the fewer the women holding office, the report notes. Although there is a more representative distribution as between men and women members in executive posts in unions at the local or regional level, even organizations that have more than one woman trade union member for every four men usually do not have a woman on their executive board. A few trade unions that have a female membership of more than 90 per cent have executive boards composed entirely of women but these are exceptional.

Women's Committees—Unions in several countries have organized women's committees to help arouse the interest of women workers in trade union activities and to persuade them to play a positive role. These committees organize special meetings for women at which trade union problems are discussed and household advice, talks on social questions and some entertainment are usually included in the program.

Women's committees are concerned also with such matters as the safety and health protection of women workers, maternal protection, methods of combining work with home responsibilities, forms of discrimination against women workers, their inadequate vocational training and the lack of training opportunities for them.

Educational Programs—In training their members many national organizations prefer to have both men and women attend the same courses. In some countries training courses are held for women only but in others good results have been obtained by reserving a specified number of places for women.

Steps to relieve the shortage and wastage of nurses and midwives in Great Britain were recently urged by the Trades Union Congress in representations to the Minister of Health.

The TUC maintained that entry tests to the profession did not adequately assess individual intelligence and aptitudes along with academic standards; that nurses' salaries were lagging behind wages and salaries in industry and other professions and that the dearth of nurses in the mental health branches was in part due to the restricted opportunities for promotion in that field.

Study of 117 Pension Plans Tends to Refute Argument against Hiring Older Workers

Low maximum age limit for entry to pension plan—often given as reason for not hiring older worker—occurs in relatively few of the 117 industrial pension plans studied. Only 13 plans limited entry to persons under age of 50 years

Industrial pension plans have frequently been cited as one of the major factors mitigating against the employment of older workers. A recent study of 117 industrial pension plans by the National Trust Company tends to refute this argument.

The study indicates that low maximum age limits for entrance eligibility to a plan—so often mentioned as a reason for the establishment of arbitrary age limits in hiring—occur in relatively few pension plans.

Of the 117 plans examined, 69 (58.9%) either had no maximum age limits for entrance or had a maximum of 65 or under-65 for men. Ten of these plans had a maximum entrance age of 60 for women and one a maximum of 55. Of the remaining 48 plans, only 13 had maximum age entrance requirements under 50 years of age and in seven of these the age maximum applied to women only, the maximum for men being age 50 or higher. The remaining 35 plans had maximum entrance age limits varying from age 50 to age 64.

Only six of the 117 pension plans had maximum entrance age requirements under 50 for both men and women. The ages on these six plans were as follows:

Maximum Entrance Age

	Male	Female
Plan A.....	Under 50	Under 50
Plan B.....	45	45
Plan C.....	46	41
Plan D.....	45	42
Plan E.....	45	40
Plan F.....	Under 40	Under 40

Of the 69 pension plans which either had no maximum entrance age limits or a maximum of 65 or under—65 for men, 48 were contributory and 21 were non-contributory, indicating that this factor apparently had little or no bearing on the establishment of low maximum entrance ages to the plans.

The funding of these 69 plans, although predominantly of the trust fund type, included the following types: government annuity and trust fund, government annuity and individual insurance policy pension

trust, government annuity and insured group annuity, insured group annuity, and insured deposit administration (*see box on facing page for definitions*).

Normal Retirement Ages

A normal retirement age of 65 is the provision in 106 of the 117 pension plans examined. In 89 plans, however, there is reference to postponed retirement, which as a rule requires the mutual consent of employer and employee. There is a final cut-off date at age 70 in 21 plans, and 9 plans handle postponed retirement on a year-to-year basis. Under some union-type pension plans there is an "automatic" retirement age of 68.

Early retirement is allowed in most plans with the consent, or at the request of the company.

Normal retirement provisions are summarized in the following table:

Normal Retirement Age

	Number of Plans
Males—Age 70.....	3
Age 68.....	3
Age 65.....	106
Others or not specified.....	5
	117
Females—Age 70.....	1
Age 68.....	3
Age 65.....	54
Age 60.....	47
Age 55.....	6
Others or not specified.....	6
	117

Type of Pension Formula

The majority of the pension plans studied were established on a definite benefit basis, in contrast to the plans in which the benefit at retirement is whatever the specified contribution will purchase. The career average earnings method appears the most popular and is used in more than half of the plans examined. Money purchase plans appear to be losing ground to other types, and only 13 of the 117 plans were using this formula.

Types of Pension Funding

Government Annuities—Contributions are paid to the annuities Branch of the Department of Labour under a master group contract or, rarely, under individual contracts. The payment of annuities and death refunds is guaranteed by the Government of Canada. The premium rates depend upon the date of registration of the individual. The maximum pension is \$1,200 a year and the pension (unless under \$120 a year) cannot be commuted for cash.

Trust Fund (or Self-Administered Fund)—Contributions are accumulated in a trust fund, which is held and invested under the management supervision of a corporate trustee, personal trustee, or an incorporated body called a "Pension Fund Society." Pensions may be paid directly from the trust fund or purchased from an insurer with money from the trust fund. The fund is supervised by a qualified actuary to ensure that the fund is sufficient to meet present and future liabilities as provided under the terms and provisions of the plan established by the employer.

Individual Insurance Policy Pension Trusts—Individual insurance policies are issued by an insurer on the lives of participating employees, the policies being held by trustees under a trust agreement. These policies, in many cases, include a life insurance benefit as well as a pension benefit. The original contracts are based on the employee's current earnings and new policies are usually issued when earnings

increase. An employee leaving the plan may maintain his policy in full force by paying future premiums.

Insured Group Annuity—The terms and provisions of the pension plan are contained in a single master policy issued by the insurer to the employer. Premiums purchase amounts of deferred annuity for each employee at rates guaranteed, usually for three- or five-year periods. Bulk underwriting, accounting, and other group procedures are employed, although individual records are kept.

Insured Deposit Administrations—Contributions, usually reduced by a small expense charge, are made to a deposit fund held by an insurance company, which guarantees a minimum rate of interest on these moneys. The individual record keeping and administration of the plan are handled by the employer. On retirement of a member the cost of his annuity at conversion rates guaranteed by the insurer is withdrawn from the deposit fund and thereafter his annuity is paid by the insurer. An actuary advises on the contributions required. Provision is almost invariably made for an experience rating which passes on to the employer a part of the excess interest earnings and capital gains above the guaranteed minimum. In some cases (immediate participation guarantee) the employer also participates in a specified share of any gains from pensions' mortality or reduced expenses.

The following table summarizes the varied types of pension formula utilized by the 117 plans:

Type of Pension Formula

	Number of Plans
Final Earnings or Final Average Earnings...	27
Average Earnings or Career Average Earnings	61
Uniform Benefit or Flat Benefit.....	14
Money Purchase.....	13
Profit Sharing.....	2
Total Number of Plans.....	117

NOTE: 8 plans included above have a minimum pension based on a final average earning base.

* Includes one plan that provides variable annuities.

Vesting Provisions

An employee who separates from his employment before retirement age is obviously handicapped in building up pension credits if he loses his right to the contributions the employer has made on his behalf. His own contributions are available to him, unless the plan is non-contributory, in which case he has none, but obviously he cannot do as well with them alone as he would if he had the benefit from the employers contributions also.

The National Trust Company study indicates that many pension plans have adopted a vesting clause allowing for 100-per-cent vesting when the employee has completed 20 years of service and has reached 50 years of age. Some 33 of the plans surveyed provided for partial vesting of company contributions prior to the time when vesting becomes complete.

The vesting provisions of the 117 plans are shown in the following table:

Conditions for Vesting of Employer-Paid Pension upon Termination of Employment

	Number of Plans
Final Vesting:	
On employment or enrolment.....	7
After 5 years service.....	1
After 10 year service.....	4
After 15 years service.....	13
After 19 years service.....	4
After 20 years service.....	28
After 20 years service and age 50.....	11
After 25 years service.....	2
Age and Service:	
10 years and age 40.....	5
15 years and age 40.....	2
15 years and age 45.....	2
Age 50 (male), 45 (female) and 20 years service.....	3
Within 10 years of normal retirement age or 20 years service.....	2
Others.....	2
None Prior to Retirement.....	19
Others.....	12

117

50 Years Ago This Month

Settlement by conciliation board of dispute between Toronto Street Railway Co. and its 1,300 employees provides one-cent increase for first and second-year men, 1½ cents for third-year men. Company agrees to provide seats for motormen

A dispute between the Toronto Street Railway Co. and its employees, numbering about 1,300, was settled in August 1910 by the mediation of a conciliation board appointed under the Industrial Disputes Investigation Act. The settlement averted an impending strike.

The two-year agreement reached between the company and the Toronto Railway Employees' Union No. 113, which was published in full in the September 1910 issue of the LABOUR GAZETTE, gave the men a wage increase, retroactive to June 16, that raised the hourly rate for first- and second-year men by 1 cent to 21 and 23 cents respectively, and the rate for third-year men by 1½ cents to 25 cents an hour.

Besides the wage increase, the contract provided that the company should pay half the cost of uniforms for motormen and conductors after one year's service, and the whole cost after two years service. It also settled a number of points regarding discipline and working conditions.

One of the undertakings was that the company would not discriminate against employees for being members of any organization.

The company agreed to provide seats for motormen in closed cars, and in open cars "if a fixed seat of a pattern which will not interfere with the public can be obtained." If a satisfactory fixed seat could not be found, the motormen were to be free to provide and use uniform portable stools of a design approved by the manager, "provided such stools can be used without interfering with the use of the front seat of open cars by the public." The men were to be allowed to use the seats on certain portions of the line only.

Another provision allowed the men in the motor shop five minutes to wash before leaving work. Any employee who, "in the opinion of the management," abused the privilege was to be subject to dismissal.

Regarding discipline, one of the provisions was that any employee against whom charges had been made should have the right to appeal in person to the General Superintendent, and that he might, except in charges of dishonesty, "bring with him in his interest a deputation or any committee of his fellow employees."

A meeting of the Dominion Legislative Board of the International Brotherhood of Locomotive Engineers, held in Ottawa in March, adopted a number of resolutions aimed at the improvement of working conditions for engineers. A letter embodying those resolutions was addressed to the Board of Railway Commissioners early in April, and during August the Board announced that it would consider the questions raised in the letter at a meeting on November 1.

One of the resolutions asked that, "owing to the liability of accident and the exposure to the severe cold during our winter season," it should be forbidden by law for a locomotive to be run tender first for a distance of more than 10 miles, except in emergency.

Another resolution said that "many of the modern engines now being built and used in Canada are totally devoid of comfort or convenience for the men who are obliged to spend the greater part of their time on them." It said that everything seemed to be "sacrificed in order to make them as huge and powerful as possible."

It complained that "to get into position to handle these monsters, the engineer is obliged to climb over obstructions in the shape of different parts of the equipment, and wedge himself in the narrow space between the side of the cab and the boiler." In this position, it was pointed out, if the locomotive ran off the track and turned over, the engineer would have no chance to escape, and would probably be crushed and scalded to death.

The resolution asked that there should be some regulation about the size of the cab, in order that "ample room and breathing space" should be allowed. It also complained that the various gauges and operating controls were often very awkwardly placed.

Another recommendation was that an engineer should be held responsible only for "such defects as may be reasonably detected from the outside," and that looking out for other defects should be the responsibility of competent inspectors, who should be placed at all railway terminals. This would save the engineer from having to crawl between the wheels and under the engine, thereby exposing himself to risk and dirt.

TEAMWORK in INDUSTRY

Labour-Management committees in Canada should be substantially increased in number, says Gordon G. Cushing, Assistant Deputy Minister of Labour.

Speaking recently to a union and business representatives' meeting sponsored by the Windsor Labour-Management Assistance Committee, Mr. Cushing declared: "The 1,500 labour-management co-operation committees now in existence are far too few. This number should be operating in Ontario alone, with proportionate numbers in the other provinces."

The speaker indicated that by bringing union and company representatives together regularly to discuss their mutual problems, these committees are in a strategic position to improve labour-management relations in Canadian industry.

* * *

Excellent communications between management and employees are contributing greatly to the high level of plant morale at the Dominion Road Machinery Company in Goderich, Ont., manufacturers of snow blowers and the all-Canadian "Champion" road graders.

According to General Manager John Sully, the individual employee's opinion is both sought and respected, with the result that there is a steady flow of information back and forth between labour and management.

Top communications and relations booster is the annual series of luncheon meetings—"designed to give all of us a look at the efficiency of our operations from sweeper to vice-president," explained Personnel Manager L. B. Graham. Limiting the size of each group to 12 persons provides "more time to talk," added Mr. Sully. "We're getting a maximum of communication with a minimum of confusion."

While his audience feeds on the company-furnished fried chicken, vegetables, ice-cream and pie, the General Manager introduces a variety of topics: What is our competition doing? How are orders shaping up? What's new in plant safety? How is our house-keeping program? What changes and trends might affect, and therefore interest, employees? Where do we stand on productivity and quality? Are our waste costs too high? Mr. Sully's discourse is invariably followed by an animated exchange of questions and answers.

Elgin Fisher, President of Blue Water Lodge, Local 1863, International Association of Machinists, describes the meetings as a "tremendous success" in promoting labour-management co-operation. Although the luncheons were inaugurated on an experimental basis, they yielded such gratifying results that employees and management expressed a mutual desire to see them retained as an annual event.

Asked about their over-all effectiveness, General Manager Sully declared: "The whole tempo of the plant changed. Morale went up. And everyone became a lot more interested in their work."

Graphs displayed during the meetings enable personnel in the various departments to assess their progress in efficiency, productivity and quality. The idea behind the visual presentation is not to show up either an employee or his work but "to make each man his own inspector." Management and union both are solidly behind this innovation because they reason that a qualified tradesman wants, and expects, to be informed on these matters.

DRMCO management also believes that the company's financial position, including details of operating costs, profits and business prospects generally, is information to which personnel are entitled as partners in a joint enterprise. As Mr. Sully phrased it: "Our employees have an intelligent, sane approach to the welfare of the company and themselves. We believe that if they are presented with the facts management is aware of, they will most likely understand our point of view."

The employees' point of view was perhaps best expressed at the 15th anniversary banquet of Blue Water Lodge, held in Goderich last October. Among the union's guests were top management representatives of DRMCO and their wives, and principal speaker A. J. Hayes of Washington, D.C., President of the million-member IAM. During his address Mr. Hayes referred to the level of labour-management co-operation existing at the Dominion Road Machinery Company as "the kind of relationship which the organized labour movement feels should be established everywhere."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during July. The Board issued six certificates designating bargaining agents, ordered two representation votes, and rejected one application for certification. During the month the Board received eight applications for certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Trois Rivières Inc., employed at Station CHLN in Three Rivers, Que. (L.G., July, p. 708).

2. General Truck Drivers and Helpers Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of commissary attendants and a commissary supply clerk employed by the Canadian Pacific Air Lines, Limited, in its Flight Kitchen Section at the Vancouver International Airport, Sea Island, B.C. (L.G., Aug., p. 813).

3. International Longshoremen's and Warehousemen's Union on behalf of a unit of checkers employed by the Canadian National Railways at Vancouver and New Westminster, B.C., engaged in checking goods arriving by deepsea vessel and being transferred into railway cars (L.G., Aug., p. 813) (see reasons for judgment below).

4. Local 23736, Canadian Labour Congress, on behalf of a unit of grain trimmers casually employed by Upper Lakes Shipping Ltd. in its Grain Elevator Division at Goderich, Ont. (L.G., Aug. p. 814).

5. International Longshoremen's Association, on behalf of two units of employees of The Hamilton Harbour Commissioners, Hamilton, Ont. (L.G., Aug., p. 814). Two certificates were issued, one covering a unit of regular employees and the other covering a unit of casual employees.

Representation Votes Ordered

1. Canadian Merchant Service Guild, Inc., Eastern Branch, applicant and intervener, Seafarers' International Union of North America, Canadian District, applicant and intervener, and the Anticosti Shipping Company, Montreal, respondent (L.G., Aug., p. 813). The Board directed that the names of both applicants be placed on the ballot (Returning Officer: C. E. Poirier).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, the River Towing Company Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Aug., p. 814). The Board directed that the names of the applicant and the intervener be placed on the ballot (Returning Officer: G. H. Purvis).

Application for Certification Rejected

General Truck Drivers and Helpers' Union, Local No. 31, and General Teamsters Union, Local No. 885, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, the Canadian Pacific Railway Company, respondent, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener, the Canadian Brotherhood of Railway, Transport and General Workers, intervener, and The Order of Railroad Telegraphers, intervener (Merchandise Services Department) (L.G., June, p. 602) (See reasons for judgment below).

Applications for Certification Received

1. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by TransAir Limited, Winnipeg, Man. (Investigating Officer: J. S. Gunn).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Greyhound Lines

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

of Canada Ltd. in its Sudbury Division (Investigating Officer: A. B. Whitfield) (later withdrawn, *see* below).

3. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of longshoremen employed by Louis Wolfe and Sons (Vancouver) Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. Newfoundland Union of Journalists and Photographers, Local No. 1593 (CLC), on behalf of a unit of newsroom staff employed by the Newfoundland Broadcasting Company, Limited, St. John's, Nfld. (Investigating Officer: W. L. Taylor).

5. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of coastwise longshoremen employed by the West Coast Stevedoring Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's and Warehousemen's Union Local 509, on behalf

of a unit of coastwise longshoremen employed by the Canadian National Steamships, Vancouver (Investigating Officer: D. S. Tysoe).

7. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Victoriaville Ltee., Victoriaville, Que. (Investigating Officer: C. E. Poirier).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by the Canadian Pacific Railway Company aboard vessels in its Bay of Fundy Steamship Service (Investigating Officer: H. R. Pettigrove).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, applicant, and Canadian Stevedoring Company Limited, Vancouver, respondent (Terminal Docks) (L.G., Aug., p. 814).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. General Truck Drivers Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Scott Haulage Limited, Timmins, Ont., respondent (L.G., Aug., p. 814).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Greyhound Lines of Canada Ltd., respondent (Sudbury Division) (see item 2, "Applications for Certification Received," above).

Reasons for Judgment in Application for Certification Affecting Canadian National Railways and International Longshoremen's and Warehousemen's Union and Canadian Brotherhood of Railway, Transport and General Workers

This is an application for certification of the applicant as bargaining agent for a unit of employees of the respondent described as: persons employed as marine checkers in and around the cities of New Westminster and Vancouver, B.C., as required by the respondent, save and except supervisory personnel.

At the hearing no one appeared for the applicant. The application had originally given the respondent's name as Canadian National Steamships, but with the consent of the respondent and the intervener the name was amended to read: Canadian National Railways.

Following representations made at the hearing the Board decided that the correct description of the proposed bargaining unit is:

A unit of employees of Canadian National Railways comprising employees classified as checker, employed at Vancouver, B.C., and New Westminster, B.C., who are engaged in checking goods arriving by deepsea vessel either directly from ship's sling or from a place of rest on the dock into railway cars, excluding the assistant marine foreman and persons above that rank.

From the evidence it appears that the men affected are engaged solely in checking freight which has already been checked out of the ship, into railway cars. It is a railway function for the Canadian National Railways, not a marine function. Only six men are involved, and they are employed on a casual basis as and when ships are unloaded with cargo that requires reloading on Canadian National Railways cars.

The Board consisted of C. Rhodes Smith, QC, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and A. C. Ross, members. The judgment of the Board was delivered by the Chairman.

Though the work is casual it appears that the men do receive a considerable amount of work.

The great body of checkers for the respondent are members of the intervener and are covered by a collective agreement between the respondent and the intervener. This applies to checkers doing similar work for the respondent in most other Canadian ports.

It was argued by the intervener and also by the respondent that if the men affected by this application are to be represented by a union for collective bargaining purposes the proper union is the intervener, and that these men should then be included in the over-all system agreement of the intervener with the respondent.

The intervener cited as a precedent the decision of the Wartime Labour Relations Board in May, 1944 in the Toronto ticket sellers case, in which that Board rejected an application by the intervener for a unit of Canadian Pacific Railway ticket sellers limited to Toronto. The ticket sellers did not constitute a craft group. The vast majority of clerical employees and ticket sellers on the railway system were already represented by another organization. The decision meant that the Toronto ticket sellers should not be carved out of an existing system unit of clerical employees.

The Board is in full accord with the decision in the Toronto ticket sellers case, but believes that in the instant case there are special circumstances which warrant departure from the rule there laid down. In this case none of the men affected are members of the intervener, while five of the six are members of the applicant. The intervener has tried for many years, without success, to have these men included in

the over-all collective agreement. The over-all collective agreement between the respondent and the intervener expressly excludes men employed on docks. The intervener has never applied for certification for a unit which would include these men and did not indicate any intention of doing so. It appears that these men desire separate representation by reason of seniority problems that would arise between them and checkers in the railway sheds if they were included in a common bargaining unit.

Under these circumstances there is, in the Board's opinion, no likelihood that within a reasonable period of time the men affected will become members of the inter-

venor or be covered by the intervener's over-all agreement with the respondent. Unless an exception to the rule in the Toronto ticket sellers case is made, and the application granted, this group of employees will be denied representation for an indefinite period.

In consideration of the foregoing facts the application is granted.

Dated at Ottawa, August 23, 1960.

(Sgd.) C. RHODES SMITH,
Chairman.

W. S. MASON,
Member.

ELROY ROBSON,
Member.

Reasons for Judgment

in Application for Certification Affecting

Canadian Pacific Railway Company
and
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
and
The Order of Railroad Telegraphers; Brotherhood of Railway
and Steamship Clerks, Freight Handlers, Express and Station
Employees; Canadian Brotherhood of Railway, Transport and
General Workers

This is an application by the Teamsters for certification by the Canada Labour Relations Board as bargaining agent for:

All employees employed by the Canadian Pacific Railway Company in its Merchandise Services at Vancouver, B.C., Victoria, B.C., Duncan, B.C., Nanaimo, B.C., Port Alberni, B.C., Courtenay, B.C., and Campbell River, B.C., or elsewhere in Canada except persons employed as welders, machinists, mechanics, lubricating men and their respective trade helpers, except office employees (including those employed in the general office), and excepting persons employed in the regional accounting office, Merchandise Services, and excepting persons excluded by the Act and excepting foremen and dispatchers, but including truck drivers, swampers, warehousemen and helpers employed in connection with or in the said Merchandise Services Department.

At the hearing, on July 13, 1960, counsel for the applicants asked that the application be amended to cover: "All employees em-

ployed by the Canadian Pacific Railway Company in its merchandise services in Canada," with the same excepted classifications.

After hearing argument, the Board has come to the conclusion that it is not necessary to make a formal decision concerning the change requested in the description of the proposed unit, as the meaning of the original description and that of the proposed amendment are essentially the same. In the Board's opinion, the phrase, "or elsewhere in Canada," as found in the application is not intended to describe an alternative area to the location specifically mentioned therein, but rather a cumulative area, so that the true meaning of the phrase is the same as if it had read "and elsewhere in Canada."

At the outset of the hearing counsel for the applicants objected to Donald MacDonald sitting as a member of the Board and hearing the application, on the ground that Mr. MacDonald was a member of the Executive Council of the Canadian Labour

The Board consisted of C. Rhodes Smith, QC, Chairman, and A. H. Balch, E. R. Complin, A. J. Hills, Donald MacDonald and A. C. Ross, members. The Judgment was delivered by the Chairman.

Congress which had already judged certain matters which involved directly this particular application, and that in these circumstances it was difficult to imagine how Mr. MacDonald could be or at least could appear to be in an unbiased position toward the applicants. He thought Mr. MacDonald ought to disqualify himself from sitting on the Board for this application.

Following consideration by the Board of this submission of counsel, the Chairman stated the Board's opinion that there was no reason why Mr. MacDonald should withdraw from the hearing of this application. All members of the Board have taken an oath to carry out their duties in full accordance with the law, in an impartial manner. The composition of the Board was established for the express purpose of ensuring that the principal labour organizations and the major employer organizations in Canada would be represented, and that the Board would have the advantage of the views of all their representatives. There was nothing in the Act, Regulations or Rules of Procedure to indicate that a member who happened to be connected with either an employers' or a workers' organization that was concerned in an application should disqualify himself or be disqualified from sitting as a Board member to hear the application. From a practical point of view the application of such a rule would make it almost impossible for the Board to carry on its work.

Counsel for the applicants also objected to the Canadian Brotherhood of Railway, Transport and General Workers being accorded any status as an intervener. He argued that the Brotherhood had no position in regard to the employees of Merchandise Services, having withdrawn, at the hearing in an earlier application, any claim to represent employees in the proposed bargaining unit. The Board rejected their objection on two grounds: (1) that the description of the bargaining unit in the present application was wider in its terms than the earlier application and might include other members of the CBRT and GW and, (2) that at the date of the filing of this application, according to the report of the Board's investigating officer, the CBRT and GW had 124 members in the proposed unit.

The circumstances in which this application is made, as described in the evidence given to the Board, may be stated as follows:

On or about August 1, 1959, the respondent Company began a reorganization and integration of all its less than carload services, including services afforded by

subsidiary companies wholly owned and operated by the respondent. These services included:

- (a) Package freight services by Canadian Pacific Express Company,
- (b) Less than carload freight services by the respondent,
- (c) Less than carload trucking services by the respondent or by its wholly-owned and operated subsidiary truck transportation companies.

The purpose of the integration of these services was stated to be to regain some or all of the freight business which had been lost by the respondent to independent trucking companies.

The method of integration was the creation by the respondent of a new department known as the Merchandise Services Department, to which all the express and freight carrying services described above were to be transferred. The effect of the transfer is to place under one operation warehousing, local pickup and delivery, and over-the-road trucking.

On August 1, 1959, the new Merchandise Services Department took over the affected operations on Vancouver Island, those at Vancouver on October 1, 1959, and to date in 1960 has taken over those located in several other centres in British Columbia. The operation in British Columbia is a pilot operation. The respondent intends to extend the integration eastward across Canada as its officials gather experience in British Columbia in this new method of handling the business. At the date of the hearing, no dates had been set for stages in this proposed development eastward, though plans for integration in Alberta were stated to be virtually completed.

Integration in British Columbia has involved the following:

- (a) The respondent company in respect of its less than carload freight services.
- (b) Canadian Pacific Express Company, a company wholly owned by the respondent and stated to be operated as a department of the respondent.
- (c) Island Freight Services Limited, a trucking company wholly owned and operated by the respondent,
- (d) OK Valley Freight Lines Limited, a trucking company wholly owned and operated by the respondent.

Prior to the integration, the employees of the respondent and of Canadian Pacific Express Company who are directly affected by this application, were represented for collective bargaining purposes by the intervener, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and

Station Employees, hereinafter referred to as the Clerks union. Prior to integration the employees of Island Freight Service Limited and of OK Valley Freight Lines Limited who are directly affected by this application were represented by the intervener, Canadian Brotherhood of Railway, Transport and General Workers, hereinafter referred to as CBRT and GW.

At the hearing it appeared that three employees directly affected by this application are members of the intervener, the Order of Railroad Telegraphers.

Prior to the integration the applicants did not represent any of the personnel who became employees of the Merchandise Services Department, hereinafter sometimes referred to as Merchandise Services. The applicants' claim to have as members a majority of the employees of Merchandise Services as constituted at the date of the application.

One of the applicants, viz., Local 31, filed an application on December 31, 1959, for certification as bargaining agent for all employees employed by the Canadian Pacific Railway in its Merchandise Services at 44 West Pender Street, Vancouver, B.C., with certain exceptions. That application was heard by the Board on February 3, 1960. On February 4, 1960 the Board rejected that application "for the reason that the unit of employees for which the application for certification was made was not separately appropriate for collective bargaining, being only part of a much larger unit of employees who are engaged in similar operations of the company and who are for the most part already represented by the intervener, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, in collective bargaining with the employer."

The number of employees affected by that application was not finally determined by the Board but was in excess of 300.

The number of employees in the classifications specified, who were employed by Merchandise Services at the date of the present application was 429, including all of those for whom certification was sought in the earlier application. The additional personnel for whom certification is sought directly in the present application are employed outside Vancouver, on Vancouver Island. On the other hand the present application is by its terms intended to extend to employees of Merchandise Services throughout Canada. On this basis, all employees in the specified classifications, who may be transferred to Merchandise Services as the integration is extended across Canada, would become included in the proposed bargaining unit.

The evidence is that while there were only a few hundred employees in Merchandise Services, in the specified classifications, at the date of this application, the total number of such employees expected to be in Merchandise Services when the countrywide integration has been completed, is in the neighbourhood of 9,000. The very great majority of these 9,000 employees are members of the Clerks' union, and are now employed either by the respondent or by Canadian Pacific Express Company. They are represented by the Clerks' union for collective bargaining purposes.

Under date August 13, 1959, an agreement in writing was made between Canadian Pacific Railway Company Merchandise Services and the Clerks' union, effective from August 1, 1959, dealing with the transfers to be made of employees to Merchandise Services, and containing, *inter alia*, provisions concerning seniority and rates of pay. On April 1, 1960, an agreement in writing was made between the respondent and the Clerks' union, superseding the agreement of August 13, 1959. This agreement contained provisions concerning the transfer of employees to Merchandise Services, seniority, rates of pay, hours of work, overtime and working conditions.

At the hearing two technical questions were argued:

(1) Is this application premature, in view of the provisions of Rule 8 of the Board's Rules of Procedure?

(2) Is the agreement of April 1, 1960, between the respondent and the Clerks' union, a bar to this application under Section 7 (4) of the Industrial Relations and Disputes Investigation Act?

Considering these questions in the order stated: (1) Rule 8 of the Board's Rules of Procedure reads as follows:

8. Where an application for certification has been refused by the Board, the Board shall not entertain any further application by the applicant for certification in respect of the same or substantially the same unit of employees until a period of six months has elapsed following the date of the decision, except by special leave of the Board where the Board is of opinion that the prior application was rejected on account of a technical error or omission in connection therewith.

The present application is dated March 24, 1960, and was first received in the Board's office on March 28, 1960. It is thus within the six month period mentioned in the foregoing rule. The question to be determined is whether the unit of employees now applied for is the same or substantially the same as the unit applied for in the earlier application.

It is clear from the evidence that a considerable majority of the persons employed

by Merchandise Services at the date of this application were within the unit applied for in the earlier application which was rejected by the Board on February 4, 1960. A number of additional employees, mainly at points on Vancouver Island, were however included in this application, who were not included in the earlier application. The earlier application was expressly confined to employees of Merchandise Services at 44 West Pender Street, Vancouver, while the present application specifies employees at other points in British Columbia and then adds the words "or elsewhere in Canada." This phraseology indicates an intention to set up a unit which would embrace all of Canada. The Board, however, in considering the effect of Rule 8, is of the opinion that it must look at the actual membership of the proposed unit as compared with the membership of the unit in the earlier application, and not at the membership which may develop at some date in the future.

The Board is of the opinion that there is considerable reason to support the view that the two units are substantially the same, and if so, the provisions of Rule 8 constitute a bar to the consideration of the present application. However, the position is not completely clear. The Board therefore has decided to consider the application, notwithstanding Rule 8. (2) Section 7 (4) of the Industrial Relations and Disputes Investigation Act reads as follows:

(4) Where a collective agreement is in force, the application may be made at any time after the expiry of ten months of the term of the collective agreement, but not before, except with the consent of the Board.

The respondent and the Clerks' union took the position that the agreement of April 1, 1960, is a bar to the present application. It was argued that the Board should look not only at this agreement, but at what had transpired previously, and particularly at the agreement of August 13, 1959, for the purpose of deciding whether the application is barred under Section 7 (4) of the Act.

Counsel for the applicants argued that the agreement of April 1, 1960, and also that of August 13, 1959, did not constitute collective bargaining agreements, largely on the ground that it was not at all clear that the Clerks' union is the bargaining agent for the employees of Merchandise Services affected by this application. He further argued that the agreement of April 1, 1960, was made while the organizing campaign of the applicants was in progress, and that an agreement made under such circumstances by an uncertified union should not

bar the union that was actively organizing the employees from making an application for certification.

The present application was received by the Board on March 28, 1960. On the same date the applicants filed an alternative application in identical terms except that it included one or two additional classifications of employees in the description of the proposed bargaining unit. On being informed that they must choose which application they would rely on, they chose to proceed with the application that is now before the Board. The letter notifying the Board of this choice was received on April 7, 1960. On these facts the agreement of April 1, 1960 was not in force at the date of the application.

If the agreement of August 13, 1959 is a collective agreement, as the Board considers it to be, the effect of Section 20 of the Industrial Relations and Disputes Investigation Act must be considered. This section reads as follows:

20. (1) Notwithstanding anything therein contained, every collective agreement, whether entered into before or after the 1st day of September, 1948, shall, if for a term of less than a year, be deemed to be for a term of one year from the date upon which it came or comes into operation, or if for an indeterminate term shall be deemed to be for a term of at least one year from that date and shall not, except as provided by section 10 or with the consent of the Board, be terminated by the parties thereto within a period of one year from that date.

(2) Nothing in this section prevents the revision of any provision of a collective agreement, other than a provision relating to the term of the collective agreement, that under the agreement is subject to revision during the term thereof.

The agreement of August 13, 1959, the effective date of which was August 1, 1959, clearly had not been in force for a period of one year when it was superseded by the agreement of April 1, 1960. In our opinion the word "supersede" cannot be interpreted as meaning that the earlier agreement was simply revised by the agreement of April 1, 1960, but means that the earlier agreement was terminated and replaced by the latter agreement. Further, the agreement of April 1, 1960 was for a completely new term, the relevant clause of that agreement reading as follows:

10.1 This agreement will be effective April 1st, 1960 and will remain in effect for a period of one year and thereafter. On or after February 1st, 1961, sixty days' advance notice in writing may be served by either party on the other to revise, amend or terminate it.

As the agreement of August 13, 1959, was by its terms effective for a period of one year from August 1, 1959, the later agreement would be in conflict with Section

20 (2) even if it were interpreted as being a revision of the earlier agreement.

No request was made to the Board for its consent to the termination of the agreement of August 13, 1959.

Under these circumstances, and after considering the arguments advanced by counsel, the Board has concluded that the agreement of April 1, 1960 does not constitute a bar to the present application.

The argument on the merits of the application was concerned solely with the question whether the bargaining unit applied for constitutes an appropriate bargaining unit.

Counsel for the applicants argued strenuously that a unit of employees of Merchandise Services comprising the classifications applied for was and must be considered an appropriate unit. He contended that the unit now applied for was a unit of Merchandise Services as a whole, which means that the Board's reason for rejecting the earlier application, confined to employees in Vancouver, does not apply. The application includes all employees of Merchandise Services in the specified classifications at the date of the application. Merchandise Services is a new department. The employees of the new department were transferred from several companies and were formerly represented by several unions. When the new department was set up there was no bargaining agent for its employees as such. New bargaining relationships for these employees must be established.

The Board is inclined to agree that a system-wide unit of employees of Merchandise Services might be an appropriate unit, but that is not the situation here. At present Merchandise Services has been organized only in British Columbia, and not even in the whole of that province. It has only a few hundred employees, but when the organization has been completed across Canada the evidence indicates it will have some 9,000 employees in the classifications affected. The evidence also indicates that the great majority of the 9,000 employees who will ultimately be transferred to Merchandise Services are now employed by the respondent or by the Canadian Pacific Express Company and are members of the Clerks' union.

To approve of the bargaining unit as applied for at this time would be to create a unit consisting in fact of employees of Merchandise Services in most of British Columbia. To this unit would apparently be added all employees transferred to Merchandise Services from time to time. If the applicants should succeed in showing

majority support among the present employees of Merchandise Services and become certified as bargaining agent for such employees, under such certification they would automatically become the bargaining agent for other groups of employees if, as and when they are transferred to Merchandise Services, as that department is organized in other parts of Canada, notwithstanding the fact that the great majority of the employees who will be so transferred are members of the Clerks' union. The Board considers that a development of this kind would not tend to promote industrial peace.

Counsel argued that if the applicants did obtain certification for present employees of Merchandise Services, then if, as the integration process continued, the Clerks' union or any other union were able at any time to show majority membership, they could apply for certification. The situation was compared with that which occurred in the Canadian Broadcasting Corporation, where certification for certain classifications of employees was granted by the Board in respect of the Corporation as a whole. At the date of certification the classifications affected were employed at only one or two cities. As business developed a large number of employees in similar classifications came to be employed at a number of other cities and were included in the bargaining unit. There was also a great increase in the number of those employed in the original locations. In the Board's view the situation in the Canadian Broadcasting Corporation case is quite different from that found in the present case. In the CBC case the new employees, whether in the cities originally affected by the certification, or in other cities, were not obtained by reorganization of the staff of the CBC and transfer of whole groups from one department to another. It was simply a case of a great expansion of CBC's operation and the recruiting of large numbers of new employees from any source available and chiefly from outside the corporation. In the present case the great expansion anticipated in the number of employees of Merchandise Services will come by transfer of whole groups of persons now employed by the respondent, by Canadian Pacific Express Company, or by trucking companies wholly owned and operated by the respondent. As previously stated, the great majority of such employees are now members of the Clerks' union. They have been represented by the Clerks' union for many years.

In the light of these circumstances it is the opinion of the Board that to create a bargaining unit of employees of Merchandise Services on the basis of those now

employed would not be analogous to what was done in the CBC case and would not be a fair or proper procedure.

Counsel for the applicants requested the Board, if it did not consider that Merchandise Services was an appropriate unit, to determine that a unit limited to the locations where Merchandise Services is now organized, is appropriate. The Board rejects this request for the reason stated on February 4, 1960, in the earlier application referred to above.

In determining what is an appropriate unit for Merchandise Services, regard must be had to the fact that this is a department of one of our national transcontinental railways, and that when fully organized the employees in the affected classifications will be performing similar functions under very similar conditions in all parts of Canada. Regard must also be had to collective bargaining practices that have prevailed on the railways for many years, under which system-wide or national agreements have been made between each of the companies and many classifications of its employees.

As far back as May 22, 1944, the Wartime Labour Relations Board, the predecessor of this Board, made a decision involving what was an appropriate unit for one classification of railway employees. An application had been made by the Canadian Brotherhood of Railway Employees, now the CBRT and GW, for certification for the ticket clerks of the Canadian Pacific Railway at Toronto. It was held that these clerks did not constitute a craft distinguishable from clerical employees as a whole. The minutes of the Wartime Board's meeting of May 22, 1944, further state:

It has not been shown that, as required by Section 5 (2), [Wartime Labour Relations Regulations, P.C. 1003], the majority of the employees affected are members of one trade union, as employees other than at Toronto would be affected, and if the positions which the applicants wish to segregate in one small agreement were included in the larger or system agreement, many more employees than are referred to in the application would be affected.

The Wartime Labour Relations Board did not issue formal reasons for its decision. The decision was accepted as approving a national or system-wide unit for the classifications affected. It has been accepted by both railways and by the unions affected as applying to a number of other classifications of railway employees. Experience over the last 16 years has convinced this Board that, bearing in mind the history and circumstances of railway operation and collective bargaining in the railways in Canada, it was a wise decision. In our view it has contributed materially to industrial peace in the railways. A rule so long

established, so generally accepted, and so useful in operation should not be departed from without strong and cogent reasons. The Board considers that the circumstances existing in this case do not justify the setting up of a unit of the respondent's employees limited to part or all of British Columbia.

To sum up: The Board considers a bargaining unit limited to the locations where Merchandise Services is now organized would not be an appropriate unit. The Board further considers that in the circumstances of this case as outlined above, it would be premature to certify a bargaining agent for Merchandise Services as a whole, as such certification could only be based on the relatively small number of employees presently employed by Merchandise Services. In our view certification proceedings should be delayed till Merchandise Services has been established over a much wider area than is now the case, so that the wishes of the majority of employees affected may be ascertained.

If the respondent should abandon the further expansion of Merchandise Services, or if the integration should not be developed with reasonable despatch the Board would be willing to reconsider the situation.

The application is accordingly rejected.

(Sgd.) C. RHODES SMITH,
Chairman.

for the Applicant

Sidney L. Robins
S. B. Whitelock

for the Respondent

R. V. Hicks, Q.C.
W. L. J. Jacobson

for the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

F. H. Hall
W. A. Rowe
E. F. Downard
T. J. Clark
W. Peloquin
W. A. MacKay
A. Mose
H. P. Dunaway

for the Canadian Brotherhood of Railway, Transport and General Workers

Elroy Robson

for the Order of Railroad Telegraphers

J. F. Hutchinson
A. A. Hutchinson
J. A. Cusack
J. G. Ormrod
R. G. Smith

Dated at Ottawa, August 23, 1960.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. The Nova Scotian Hotel, Halifax (Canadian National Hotels, Limited) and Hotel and Restaurant Employees' and Bartenders' International Union, Local 662 (Conciliation Officers: D. T. Cochrane and H. R. Pettigrove).

2. D. S. Scott Transport, London, Ont. (Vancouver Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

3. Northern Wings Limited, Sept Iles, Que., and International Association of Machinists (Conciliation Officer: Rémi Duquette).

4. Canadian Pacific Railway Company S.S. *Princess Helene* and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove).

5. Island Fertilizers Inc., Charlottetown, P.E.I., and Labourers Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove).

6. Canadian Broadcasting Corporation, and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: F. J. Ainsborough).

7. Gulf Islands Navigation Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

8. AMF Atomics (Canada) Limited, Port Hope, Ont., and Local 14193, District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Canadian Pacific Air Lines, Vancouver, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 814).

2. Soo-Security Motorways Ltd. (North Burnaby B.C. Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 814).

3. Clarke Steamship Company Limited, Montreal; Albert G. Baker Limited, Quebec; Quebec Terminals Limited, Quebec; Terminus Maritime Inc., Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: Rémi Duquette) (L.G., July, p. 709).

Conciliation Board Report Received

Association of Lake Carriers (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N. M. Paterson & Sons Limited, Hall Corporation of Canada and Carryore Limited) and Seafarers' International Union of North America, Canadian District (L.G., June, p. 604). The text of the report is reproduced below.

Settlement Reached after Board Procedure

Canadian National Railways *M.V. Bluenose* and Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., Aug., p. 819).

The International Association of Machinists has devised an eight-point program aimed at alleviating hardships resulting from automation. The plan calls for:

Advance notice and consultation when employers plan major changes; the right to transfer to other jobs within a plant and in other plants, with adequate moving allowances provided; training for new jobs (or old jobs that have not been eliminated) at full pay and no expense to the worker; preservation of previous rates of pay of

workers who have been downgraded and of a substantial part of the income of those who have been laid off; provision for early retirement with adequate pensions; continuation of insurance and other fringe benefits during layoffs; negotiation of new job classifications and rates of pay where automation has increased skill requirements or responsibility; equitable distribution of gains resulting from greater productivity by general wage increases, more leisure time, or other "socially desirable" methods.

Report of Board in Dispute between

Association of Lake Carriers and Seafarers' International Union

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter herewith presents its report.

The Board was composed of: H. Carl Goldenberg, QC, Chairman; Jean-Paul Cardinal, QC, nominee of the Employer; Bernard L. Boulanger, nominee of the Bargaining Agent.

The Board commenced its hearings in Montreal on April 21, 1960, and these were continued on May 18 and May 19, 1960. Each party presented its case at length and was afforded an opportunity for rebuttal.

Having heard and examined the submissions of the parties, and having duly deliberated thereon, the Board finds and recommends as is hereinafter set out.

1. *Wages and Hours of Work*

The principal demands of the Union are for a wage increase of 10 per cent across the board and a reduction of the work week from 48 hours to 40 hours, with time-and-one-half for work performed on Saturday, and double time for work performed on Sunday.

The Board has considered these two demands together because it finds that, a regular 40-hour week being inapplicable to the nature of the operation on the Great Lakes, the demand for a reduction of the work week is, in effect, a demand for an

additional increase in wages. The Board is in agreement with the findings in this matter of the last Board of Conciliation which reported on June 12, 1958.

The Board further finds that the current monthly schedule of wages includes compensation for the lack of an actual 40-hour week.

The Companies, as part of a "package deal" which includes acceptance of their demands as dealt with below, have offered the following increases in wages:

(a) from the opening of navigation 1960 to close of navigation 1960 including fit-out and lay-up—3 percent.

(b) from the opening of navigation 1961 to close of navigation 1961 including fit-out and lay-up—3 percent.

(c) from the opening of navigation 1962 to close of navigation 1962 including fit-out and lay-up—4 percent.

(d) for self unloaders, wages for each rating shall be eleven dollars (\$11) per month over the rates shown above.

Having considered the economics of the industry, the competition offered by lower-cost operations, and new factors affecting operations since the completion of the St. Lawrence Seaway, the Board recommends that the parties enter into an agreement covering the period from the opening of navigation (including fit-out) in 1960 to the close of navigation (including lay-up) in 1962 with the following changes in wages:

(a) an increase of 4 per cent in basic pay for each classification of employment retroactive to the opening of navigation in 1960, to be paid to employees presently in the employ of the Companies.

(b) an increase of 4 percent in basic pay for each classification of employment on the opening of navigation in 1961.

(c) an increase of 4 percent in basic pay for each classification of employment on the opening of navigation in 1962.

2. *Other Demands Affecting Wages and Hours of Work*

(a) The Union demands that wages be paid in cash every two weeks instead of by monthly cheques.

The Board does not recommend any change.

(b) Deckhands at present work 8 hours in a spread of 16 hours. The Union demands that the deckhands work an 8-hour day without any spread, that is from 8 a.m.

During July, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with the dispute between the Association of Lake Carriers, Montreal, (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N. M. Paterson & Sons Limited, Hall Corporation of Canada and Carryore Limited), and Seafarers' International Union of North America, Canadian District.

The Board was under the Chairmanship of H. Carl Goldenberg, Q.C., of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Jean-Paul Cardinal, Q.C., and Bernard L. Boulanger, both of Montreal, nominees of the Association and Union, respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the Report of the Board, was submitted by the Chairman and Mr. Cardinal. The Minority Report was submitted by Mr. Boulanger.

The Majority and Minority Reports are reproduced here.

to 5 p.m., while the Companies propose that the deckhands should be available for duty throughout the period of 24 hours.

On this point, the Board can only reiterate the findings of the Board of Conciliation which reported on June 12, 1958, as follows:

The Board appreciates the difficulties which have been encountered in giving effect to the clause of the last agreement and is of the opinion that if a more workable arrangement could be mutually agreed upon, it would be of benefit to both parties. It must be obvious that by restricting the hours of work in which the deckhands may be employed these ratings, in comparison with other members of the crew, will receive excessive overtime payments with resultant ill-feeling among the crew members who regard themselves as the more highly skilled workers. However, having had regard to this situation and having thus given it point, The Board feels unable at this stage, in the absence of mutual agreement between the parties, to revert to a stage antecedent to the last contract.

(c) Clause 19 (e) of the last agreement reads as follows:

When a vessel sails without full complement, wages of the absent members shall be divided among the men who must perform the work of the absent member at the regular basic rate of wages only.

The Union proposes that the clause be reworded as follows:

In the event of a ship sailing shorthanded, wages that would otherwise be paid to the crew member or members who are absent shall be paid to members in the particular department affected, until such time as the vessel's crew is complete.

The Board does not recommend any change.

(d) The first paragraph of clause 19 (g) of the last agreement reads as follows:

For the purpose of this agreement, between the hours of 8.00 a.m. Saturday and 8.00 a.m. Monday and between 6.00 p.m. and 8.00 a.m. weekdays, all ratings shall perform only their routine operational duties. During these periods operational duties shall not include chipping, scraping, scaling and painting.

The Union proposes that "operational duties" should be replaced by "navigational duties", and that, in addition to the duties already excluded, "sougeeing and polishing" shall not be included in "navigational duties".

The Companies propose that the first paragraph of clause 19 (g) be replaced by the following:

For the purpose of this agreement, between the hours of 6.00 p.m. Saturday and 8.00 a.m. Monday, all ratings shall perform only their operational duties.

The Board does not recommend any change.

3. Maintenance of Membership and Employment

Clause 3 (f) of the last agreement reads as follows:

The Union agrees that the Master or Chief Engineer of a vessel has the exclusive right to direct the crew, and to hire, promote, demote, transfer, lay off, suspend or discharge employees. Employees shall comply with all lawful orders of their superior officers, and refusal of any employee to work as directed on any day shall be grounds for discharge.

The Union proposes that the clause be reworded to read as follows:

The Union agrees that the Master or Chief Engineer of a vessel has the exclusive right to direct the crew, and to hire, lay off or discharge employees. Employees shall comply with all lawful orders of their superior officers, and refusal of any employee to work as directed on any day shall be grounds for discharge. No crew member shall pay off or be paid off in a port where there is no Union Hall.

The Board finds that clause 3 (f), as worded in the last agreement, is satisfactory and does not recommend any change therein.

Clause 3 (h) of the last agreement reads as follows:

The Union agrees that, during the navigation season, their hiring facilities at the Ports of Montreal and Thorold shall be available to the Company twenty-four (24) hours every day. The Union agrees to furnish the Company with the night telephone number of the Union's employee in charge of their hiring facilities in the Port of Fort William.

The Companies request that the clause be amended to provide that the Union's hiring facilities at Toronto and Fort William shall also be available twenty-four hours per day and that they be furnished with the night telephone number of the Union's employee in charge of hiring facilities.

The Board recommends that the clause be amended to provide that the night telephone number of the Union employee in charge of Union hiring facilities at all ports shall be furnished to the Companies.

4. Grievance Procedure

Clause 4 (a) of the last agreement reads as follows:

One (1) member on each ship, a bona fide member of the Union and a Canadian citizen, shall act as Union delegate, providing he has had one (1) full navigation season's service in this industry. He shall be elected by the majority of the employees aboard and on the ship's Articles.

The Union proposes that the clause be replaced by the following:

On each vessel there shall be a ship's delegate representing the unlicensed personnel. The ship's delegate shall put to the Master any dispute which cannot be settled by the departmental head.

The Board recommends the retention of the present wording of the clause, save for the deletion of the words "... and a Canadian citizen."

5. *Vacation Pay*

Clause 8 of the last agreement reads as follows:

(a) An employee shall be entitled to receive fourteen (14) days pay (in lieu of vacation), provided he serves continuously aboard ship from the time of spring fit-out to the completion of lay-up in the fall, or has been absent for reasons satisfactory to the Master.

(b) For shorter periods of service all employees shall receive a pro rata payment for each day of service on the basis of fourteen (14) days pay for 270 days service, or 14/270ths of the basic daily rate for each day of service as set out in the Vacation Pay column in paragraph 18 of this agreement.

(c) Notwithstanding the foregoing, any employee who is discharged for cause during the navigation season shall not be entitled to receive any vacation pay whatsoever. Any employee otherwise paid off before the end of the navigation season shall receive his vacation pay at the time of pay-off.

The Union proposes that this clause be replaced by a clause which reads as follows:

An employee shall be entitled to receive fourteen (14) days vacation pay. A vacation pay fund shall be established. The Company shall pay into the vacation fund a pro-rata payment for each day each employee works on the basis of fourteen (14) days pay for two hundred and seventy (270) days' service, or 14.270 of the basic daily rate for each day of service. Vacation payments shall be made to the employees through the offices of the Union, upon documentary evidence of days worked.

The Companies propose that the clause be replaced by the following:

(a) All employees under this contract, shall receive vacation on a daily basis, in the full amount of 2 percent of the daily rate, for whatever period of service and regardless of reason for separation.

(b) All employees, under this contract, who serve continuously aboard ship from the time of spring fit-out to the completion of lay-up in the fall, or have been absent for reasons satisfactory to the Master, shall additionally receive vacation pay to an overall total.

NOTE: Actual scale appended.

EXPLANATION

2 percent is required "FLOOR" amount to be paid according to the Federal Annual Vacation Act 1958.

Under no circumstances, however, will the total vacation pay exceed fourteen (14) days pay at the Daily Basic Rate.

The Board recommends that clause 8 (a) and 8 (b) of the last agreement be retained without change and that clause 8 (c) be replaced by the following:

Any employee paid off before the end of the navigation season shall receive his vacation pay at the time of pay-off.

6. *General and Emergency Duties*

The Board is advised that the parties have agreed to a rewording of clause 9 (e) of the last agreement.

7. *Statutory Holidays*

The Union requests that clause 10 of the last agreement be amended to provide for payment at double the straight pay for work performed on holidays.

The Board recommends payment at time-and-one-half the basic daily rate for work other than routine operational duties performed on statutory holidays.

8. *Cleanliness of Quarters*

Clause 11 of the last agreement reads as follows:

The Company shall see that all quarters assigned for the use of the employees are kept clean in so far as possible and the employees shall co-operate in this respect. The Company agrees to fumigate all quarters whenever such fumigation is necessary to free them of vermin.

The Union demands that the clause be reworded as follows:

The Company shall see that all quarters assigned for the use of the employees are kept clean. The Company agrees to fumigate all quarters whenever such fumigation is necessary to free them of vermin.

The Board does not recommend any change.

9. *Other Conveniences*

Clause 12 of the last agreement specifies certain items which shall be supplied to employees. The Union proposes certain amendments.

The Companies propose that the clause be changed to read as follows:

The following items shall be supplied employees:

1. A suitable number of clean blankets for each employee.
2. Sheets, pillowcases and counterpanes which shall be changed once weekly.
3. Roller and bath towels changed weekly.
4. One cake of toilet soap and one cake of laundry soap shall be provided for each rating weekly.
5. An adequate supply of crockery or plastic dishes.
6. It is agreed that inner spring mattresses shall be provided as present mattresses are replaced.
7. In the interests of maintaining clean and tidy quarters the crew quarters shall be painted when reasonably required.
8. Soiled linen must be returned before a new issue is made.

It is the policy of the Company to maintain the comfort of the crew by providing as good equipment as possible under given circumstances, but it must be understood that this policy is dependent on the full co-operation of the Union and the crew members.

The Board recommends that the clause be revised as proposed by the Companies.

10. *Meals, Coffee Time and Lunches*

The Union requests changes affecting the hours of meal service and coffee breaks.

The Board does not recommend any change in the wording of clauses 13 (a) and 13 (b) of the last agreement.

11. Transportation

The Union demands that clause 14 of the last agreement dealing with transportation costs payable by the Companies be amended to provide that such transportation shall be paid in cash. It also demands that the clause be amended by adding the following thereto:

(a) . . . When crew members have to travel to join a vessel, they shall receive transportation from the shipping port to the port at which they are to join the vessel. At the termination of employment when men are laid off after the vessel has tied up, the same shall apply, except that transportation shall be from port of discharge to the shipping port.

(b) When men rejoin a vessel at the beginning of a sailing season their home address as shown on the Company's records at the end of the previous season shall be considered as the shipping point and they shall be reimbursed for transportation on the first payroll after the completion of thirty (30) days service. At the lay up transportation fare to be paid on day of lay off.

The Board does not recommend any change.

12. Room and Meal Allowance

The Union demands that clause 15 of the last agreement be amended to provide for a meal allowance of \$1.50 per meal, and a room allowance of \$5 per room when the employer does not provide room and board.

The Companies propose a meal allowance of \$1 and a room allowance of \$4.

The Board recommends an increase in the meal allowance to \$1.25 per meal and in the room allowance to \$4.50 per room.

13. Safety

Clause 16 of the last agreement reads as follows:

Safety

It is agreed that any safety regulations that the Company may now have in force for the safety of the vessel and crew, and any further safety regulations which the Company shall put into effect and bring to the attention of the crew, shall be strictly adhered to by all crew members. Violation of any such regulations shall warrant dismissal.

The Union demands that the following be substituted:

Safe Working Conditions

- (a) The Company will take every reasonable care to provide safe working conditions.
- (b) Crew members shall not be required to work aloft on masts, or king posts or derricks while cargo is being worked.
- (c) Working in holds in which bulk cargo of flax is being loaded or discharged and when the leg is in operation shall be considered unsafe working conditions.
- (d) There shall be no chipping on tankers contrary to safety regulations unless the tanker is gas free.
- (e) Plastic safety helmets shall be supplied the unlicensed employees on ore carriers.

- (f) During mooring and unmooring operations there shall be adequate number of hands on deck to handle the lines and there shall be two on the quay to let go the fore and after lines.
- (g) Firemen on tankers shall not be required to leave the Boiler Room while the ship is on the run to clean around the main engine top, clean fan engine flat, work on deck steam lines or in the pump room forward without payment of overtime.

The Companies propose that the clause be reworded to read as follows:

Safety

It is agreed that any safety regulations that the Company may now have in force for the safety of the vessel and crew and any further safety regulations which the Company shall put into effect and bring to the attention of the crew shall be strictly adhered to by all crew members. Violation of any such regulation shall warrant dismissal.

- (a) Crew members shall not be required to work aloft on masts or king posts or derricks while cargo is being worked.
- (b) There shall be no chipping on tankers contrary to safety regulations unless the tanker is gas free.
- (c) Plastic safety helmets shall be supplied the unlicensed employees on ore carriers. Employees to be responsible for care and return of these.

Considering that the Canada Shipping Act imposes upon the companies a legal obligation to provide safe working conditions, the Board recommends that clause 16 be amended as proposed by the Companies.

14. Tank Cleaning

Clause 17 of the last agreement reads as follows:

When employees are required to clean tanks, those on duty shall be paid overtime at the regular overtime rate, and those off duty shall receive time and one-half thereof for the same work.

The Union demands that this clause be reworded to read as follows:

When employees are required to enter or to clean tanks, tank tops, boilers, backhead and bilges they shall be paid at the overtime rate in addition to their regular basic rate. They shall also be provided with boiler suits, rubber boots and gloves, and in lieu of the foregoing not being provided there shall be a penalty payment of seven dollars (\$7).

The Companies demand that the clause be amended by substituting the word "waterbottoms" for the word "tanks" in the present clause.

Following the unanimous recommendation of the Board of Conciliation which reported in this matter in 1958, the Board recommends that the clause be amended by changing the word "tanks" to "waterbottoms."

15. *Overtime and Overtime Payments*

The Union demands that the following be added to clause 20 of the last agreement:

When a vessel carries no coalpasser and the fireman on watch has to go into the bunker to trim coal there shall be a compensatory payment in accordance with Schedule "A".

The Board does not recommend any change.

16. *Longshore Work by the Crew*

Clause 21 of the last agreement reads as follows:

If an employee is required to perform any work usually done by longshoremen, such as operating cargo winches for the purpose of loading or unloading cargo, or the handling of cargo, he shall perform such work and shall be paid in addition to his regular wage the applicable rate at that point payable to longshoremen.

The Union demands that this clause be amended to read as follows:

If an employee is required to perform any work usually done by the longshoremen, such as operating cargo winches for the purpose of loading or unloading cargo or the handling of cargo and dunnage he shall perform such work and shall be paid in addition to his regular wage the applicable rate at that point payable to longshoremen. In no case shall the rate paid for this work be less than the regular overtime rate set forth in this Agreement.

The Companies object to the inclusion of the word "dunnage."

The Board recommends that clause 21 be amended as requested by the Union.

17. *Stewards' Department*

The Union demands that this clause be revised by adding the following thereto:

When members of the Stewards' Department are required to assist with the taking and placing on board stewards' stores and linen outside of the normal work day of eight (8) hours they shall be paid at the straight overtime rate.

The Board does not recommend any change.

18. *Interruption of Work*

The Union demands that clause 23 of the last agreement be amended by adding the following thereto:

Employees shall not be forced to put themselves in jeopardy of violence or physical danger by being required to work behind or pass through legal picket lines.

In refraining from making a recommendation for a change in clause 23, the Board is confident that the Companies would not penalize employees for refusing to cross picket lines when there is a clear and imminent danger of physical injury.

19. *Shipwreck*

The Union demands the addition of the following clause to the agreement:

Shipwreck

Crew members of the unlicensed personnel who suffer loss of personal effects and clothes through Marine Disaster or shipwreck shall be compensated by the payment of \$500.

The Companies propose the following clause:

Loss of Personal Belongings

The Company agrees to assume responsibility for the loss of personal belongings and clothing of unlicensed personnel due to shipwreck or other marine casualty up to the sum of Three Hundred Dollars (\$300) payable only in respect to proven loss.

The Board recommends the adoption of a clause to read as follows:

The Company agrees to assume responsibility for the loss of personal belongings and clothing of unlicensed personnel due to shipwreck or other marine casualty up to the sum of Three Hundred Dollars (\$300), payable on reasonable proof of loss.

20. *Welfare Plan*

The Companies propose the addition of the following clause to the agreement:

The Union agrees that contributions to the welfare plan fund shall cease until the fund shows a balance of a half million dollars. The Companies will then again contribute to the plan at the rate of twenty cents (20) per man per day.

The Board does not recommend any change in respect of contributions to the Welfare Fund.

21. *Guarantees*

The Companies propose the addition of the following clause to the agreement:

(a) the Union will not establish rules or enforce regulations which will in any way be contrary to or interfere with the effective implementation of all clauses in this agreement.

(b) the Union also agrees *not* to enter into an agreement of any kind with another Lake Steamship operator or operators that is economically more advantageous to their operation.

With respect to (a) above, the Board must assume that when the parties enter into an agreement they do so in good faith and, accordingly, that neither the Union nor the Association representing the Companies nor any individual employer will establish rules or regulations which will in any way be contrary to or interfere with the effective implementation of all clauses of the agreement. In the event of a conflict between the agreement and any such rules, the provisions of the agreement must prevail.

Accordingly, the Board recommends that the following clause be added to the agreement:

Neither the Union nor the Company nor any Association of which the Company is a mem-

ber, will establish rules or regulations which violate the terms of this agreement or which may interfere with its effective implementation.

With respect to (b) above, the Board finds that enforcement of such a clause would be difficult because of differences in the definition of such terms as "Lake Steamship operator" or "operators" and "economically more advantageous to their operation." Accordingly, it does not make any recommendation in this regard.

22. Duration of Agreement

The Board recommends that the parties enter into an agreement covering the period from the opening of navigation (including fit-out) in 1960 to the close of navigation (including lay-up) in 1962.

Signed at Montreal, this 25th day of July, 1960.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) J. CARDINAL,
Member.

MEMORANDUM

While I have signed the report with the chairman of the Board, I desire to set out my views on two points.

First, with reference to hours of work: 1) for deckhands and 2) for watchkeepers. It is my opinion that it would be in the best interests of the industry and of its employees that: 1) deckhands should be available for duty throughout the period of 24 hours; 2) watchkeepers should be allowed to work for the full 8 hours that they are being paid for. This would be my personal recommendation.

The second matter to which I want to refer is the draft contract submitted to the Board by the Companies. I have read this carefully and would recommend to the parties that it be adopted as to form and order as the basis of the new contract to be negotiated.

Signed at Montreal, this 25th day of July, 1960.

(Sgd.) J. CARDINAL,
Member.

MINORITY REPORT

On all issues with particular emphasis on wages, hours, safety provisions, and vacation plan, the Board has held considerable discussion. On the four issues named, the chairman and Company nominee have indicated that they intend to offer some relief on these vexing questions. I regret, however, the necessity for recording, respectfully but firmly, that I dissent on the basic problems which my colleagues obviously intend either to dispose of by compromise or to leave untouched by a simple rejection. Although there are portions of the majority report to which I might be prepared to subscribe, I find an insufficiency in them to which I must give voice. The problems of the employees cannot be ignored if they are to be cured.

In differing with my colleagues, I would like to express my appreciation for their unflinching patience, courtesy and kindness. I would also like to note the conscientious manner in which they considered the lengthy submissions and evidence submitted to the Board by both parties.

In making my observations and recommendations, I am, for purposes of simplicity, disposing of the proposals of the Union in the same consecutive manner in which they were first presented to the employers. Where necessary, I will deal with the employers' demands where they have not already been disposed of by my disposition of the Union proposals. Those matters where my report parallels the

recommendations of the chairman and the Company nominee and within the confines of those only, this Conciliation Board can be deemed to have handed down the unanimous disposition.

The following is my award:

Section 3—*Maintenance of Members and Employment*

The Union has requested an addition to an existing clause limiting the right of an employee to quit the ship to a port only where a Union Hall is located so that replacements can be secured. The Union has also requested that the master be placed under the same limitations with regard to firings, lay-offs, etc. It is my finding that this practice is already followed by Canadian flag deepsea ships, and in fact, these limitations on both the master and the crewman are provided for under the Canada Shipping Act. For this reason I recommend that this request be granted.

Section 4—*Grievance Procedure*

In accordance with the provisions of the Fair Labour Practices Act the Union has deleted the requirement limiting the election of ship's delegates to Canadian citizens only. It has also removed the qualifying time period which a crewman was required to serve in the industry before becoming eligible to place his name forward to be elected as a ship's delegate. On the first point, the Fair Labour Practices Act speaks for itself and any limitation of

rights for employment through nationality is illegal and therefore this Board does not have the power to make the existing language in this respect legal. The law itself forces the Union request. On the matter of the time limitation, no adequate reason for this onerous burden on the employees has been advanced by the employers and therefore I recommend acceptance of the Union proposal and rejection of the Companies' counter-proposal.

Section 8—Vacation Pay

The Union has requested a vacation pay plan. There is no extra cost involved to the Companies. The Companies have objected on the grounds that such a plan would not be in accordance with the provisions of the Annual Vacations With Pay Act. In studying the Annual Vacations With Pay Act, I can find no bar to a vacation plan as described in the Union proposal. It appears to me that it would be extremely simple to frame a plan fully in accordance with both the letter and the spirit of the Annual Vacations With Pay Act. Therefore I recommend acceptance of the Union proposal and rejection of the Companies' counter-proposal.

Section 9—General and Emergency Duties

The Union has requested overtime for oilers and firemen taking aboard stores after their eight hours work has been completed. This has been agreed upon by a Company counter-proposal, therefore, I recommend the Union proposal be granted.

Section 10—Statutory Holidays

The Union has requested payment at double time for the statutory holidays contained in the agreement. In the previous agreement the same provision provided that a statutory holiday would be treated the same as a Sunday. The employees presently receive time and one-half for work performed on a Sunday, but they did not receive any remuneration for work performed on a statutory holiday. This condition presents an inequity. The Companies opposed this proposal on the grounds that it was a cost factor. It appears to me that the Companies would deny these employees a right enjoyed by millions of Canadians. The Companies are extending the cost argument to a far greater degree than is warranted. I have no hesitation in recommending the complete acceptance of this Union proposal.

Section 11—Cleanliness of Quarters

The Union has requested that the Companies assume responsibility for the cleanliness of quarters assigned to employees. On the face of it this appears to be a common sense suggestion. There is some doubt in

my mind as to whether or not the Companies are already charged with this responsibility under certain provisions of the Canada Shipping Act. Nevertheless, I recommend that this Union request be granted.

Section 12—Living Conditions

The Union has enumerated a number of requirements for living conditions aboard the vessels. They have also asked for a penalty rate of \$2 per man per day when linen is not changed on time. In advancing their case before the Board, the Union stated that they felt the penalty payment would save the employees from the abuses of the past when sometimes linen was not changed for up to three weeks. The Companies' position with regard to the actual articles requested was that these articles had already been provided by the Companies on their own motion and no useful purpose could be served in writing contractual language to describe an existing condition. The Companies term the Union request for the linen penalty payment as unwarranted and a possible cost item. I find it hard to reconcile the Companies' position. In the first place, they enter a solemn contract to provide certain living conditions to their employees. It is assumed that the contract being made in good faith, the Companies will take every necessary step to see that their solemn contractual commitments will be met to the letter. On the other hand, the Companies object to a penalty payment, which, if they were living up to the contract would never have to be paid. There appears to be an anomaly in the Companies' position on the whole question. The Companies' objection to the penalty provision almost gives me the uncomfortable feeling that the Companies will meet these contractual commitments only if it is convenient to them. I cannot help but feel dismayed and discouraged by the Companies' attitude. Under the circumstances, I have no alternative but to recommend that this Union proposal be granted in full.

Section 13—Meals, Coffee Time and Lunches

The Union has requested changes to sub-section (a) and sub-section (b) of the existing wording in the previous agreement; with regard to sub-section (a) I am inclined to agree with the Companies, therefore, I would recommend that the wording in the previous agreement prevail with regard to sub-section (a) of Section 13. With regard to sub-section (b) the Union has requested coffee times during the day. The Companies' position is that coffee is always available and the men can have it when it is convenient. By this I take it to mean

that the men may have coffee when it is convenient to the employer. The type of work these men do is industrial in nature and I believe the present, rather loose method of giving the men coffee is most unsatisfactory. Common practice would indicate that the Union's proposals are all justified and I would recommend that sub-section (b) of Section 13 of the Union's proposals be incorporated in the next agreement in their entirety. I would also recommend that with regard to this sub-section (b) the Companies' proposals be rejected.

Section 14—Transportation

The Union has made additions to sub-section (a) and sub-section (b) of the existing wording contract. With regard to sub-section (a) they have provided that transportation money be paid in cash and that when they be sent from one point to another to join a vessel they be paid their transportation for this journey and similarly reimbursed where a return trip is indicated at the end of a shipping season. The Companies' position on this request is rather confused. The Companies admit that a man may be hired at the Company office in the city of Toronto to join a vessel at Goderich, Ont. From the Companies' arguments it is indicated that situations covered by this example arise quite frequently. However, the Companies object to making this payment on the grounds that a man being transported is replacing a man and therefore, since it is a Union member getting off the ship, thereby creating the vacancy the Union is to a degree responsible. The Companies failed to support their argument with figures on how many of this type of vacancies were brought about by dismissals and lay-offs as opposed to the default of Union members quitting the ships. The Canada Shipping Act seems to make it quite clear that the master has a discretion of allowing a crew member to pay off a ship other than at a terminal port. It seems to me that where there is interest displayed by the Union request this interest is not matched to any degree by the Companies' argument against the request. I feel that in any event whenever an employer requires an employee to travel during the course of his employment the employer should pay the transportation expenses. Therefore, I recommend that this Union request be granted.

With regard to sub-section (b) the Union requests that employees be paid for their transportation expenses after they have completed thirty days service. Evidence during the hearings indicated that the licensed officers were presently paid under this system and in fact have been for some time. The

Companies' position was that the Companies' practice of withholding a man's transportation expenses for the entire season tended to keep a man aboard the ship for the complete season's service. This is hard to believe. It would seem to me to be an unwarranted imposition by the Companies on their employees. The Companies put themselves in the position where they admit that they owe money to their employees and then attempt to justify an extremely long withholding period far exceeding the requirement set down for payment of debts under the laws of the land. This does not make sense. Accordingly I recommend the Union proposal contained in sub-section (b) of Section 14 be granted.

Section 15—Room and Meal Allowance

The Union has requested that the meal allowance be increased to \$1.50 per meal and the room allowance be increased to \$5 per room per night. The companies have indicated that they will be prepared to go some way toward granting relief on the meal money. However, they oppose any increase in room allowance. On making a check of the number of hotels for the tariffs charged therein at Quebec, Three Rivers, Montreal, Sorel and Valleyfield, I find that the Union proposal reflects the minimum prevailing rates. On the face of this evidence I can only recommend the Union proposal.

Section 16—Safe Working Conditions

The Union has requested a number of safe working conditions and in evidence submitted details of fatalities suffered on the job, fatalities which the Union felt could have been avoided had these safety provisions been in effect. While the Companies were prepared to grant some of these safety conditions it appears to me that the Companies only granted safety conditions where they had the minimum effect. For example, the Companies were prepared to accede to the request where it covered tankers. According to the reference books provided, there are not very many tankers on the Great Lakes and it follows that the Companies would be committed to a very small degree, if at all, by the granting of this request. I have taken the opportunity to visit the docks and observe the safety conditions aboard Canadian lake ships. My opinion in this situation in this regard is that intolerable conditions prevail, and it appears to me that the Union could have gone a lot further in their requests. In my observations I noted that lake ships were not provided with proper rigged gangways, crew members being required to climb aboard ship by means of ladders placed on the dock and against the side of the ship.

Female as well as male crew members were required to gain access or take their exit from the ship in this precarious manner. Not even a safety net was provided between the ship and the dock under the ladder. I also noted that crew members were not paired off to go over the side of the ship on stages when the hull was being painted. I was advised by a British sailor that on British ships crew members were never permitted to go on stage over the side of the ship alone and unattended, specifically because of the safety factor. I must admit that I am appalled at the Companies' collective attitude on this question. While it is true that there will always be industrial accidents according to the Companies' argument it is also true that in some industries and notably the chemical industry industrial accidents have been reduced to a minimum by extremely rigid safety provisions. I recommend most sincerely that the Union proposals of safety provisions be granted and implemented in full.

Section 17—Tank Cleaning

The Union has attempted to clarify by the use of specifications the previous contract language on penalty tank work. The Companies have taken the opportunity of attempting to limit the penalty tank work to the water bottom tanks. It is my recommendation that the Union request be granted and the Company request be rejected.

Section 18—Schedule of Monthly Wages

The Union has requested a 10 per cent across the board increase. The Companies have offered 10 per cent over three years on the basis of 3 per cent, 3 per cent and 4 per cent. It is my recommendation that a 10 per cent across the board increase be granted retroactive to the date of the opening of navigation 1960.

Section 19—Hours of Work

The Union has requested amongst other things a 40-hour work week with a provision for time and one-half on Saturdays and double time for Sundays. I recommend that this Union request be granted.

On the other conditions under hours of work the Union has requested under sub-section (a) that crew members on watches be classed as day workers and be required to perform their duties between 8:00 a.m. and 8:00 p.m. daily. I recommend this request be granted.

I also recommend that the Union request sub-sections (e) and (g) be granted and with regard to the whole of Section 19 I recommend that all of the Companies' requests be rejected.

Section 20—Overtime and Overtime Payments

The Union has requested that where firemen are called to trim coal on watch they should be paid time and one-half. It appears to me that the Union has lent too much importance to this proposal in view of the fact that conversion from coal to oil fuel on the Lakes is almost complete and coal passers and coal burning ships are rapidly disappearing from the scene. I therefore recommend that this Union overtime request be rejected and that the Companies' overtime request also be rejected.

Section 21—Longshore Work by the Crew

The Union has made addition to the existing language by including dunnage as Longshoremen's work. On checking with the Longshoremen's Union I find dunnage is considered to be Longshoremen's work and therefore I recommend acceptance of this Union proposal.

Section 22—Steward's Department

The Union has asked that where stewards are required to assist to handle stores from the dock to the ship after their eight hours have been completed they should be paid for this work at the regular overtime rate. The language in this Union proposal seems to be exactly similar to the language contained in Section 9 of the Union's proposals with regard to oilers and firemen handling stores from the dock to the ship. The Companies accepted Section 9 of the Union's proposals, and in fact in their own proposal made some of the provisions for this eventuality. With regard to the Stewards' Department, however, the Companies were firmly opposed to the Union suggestion and I could not discover the reason for this most determined opposition. I was left with the feeling, after hearing the arguments of both sides, that the stewards were subject to considerable abuse with regard to the handling of stores and that the Companies wished to continue this abuse. I noted that the Union's challenge to the Companies to bring the figures of overtime payments to the stewards for this type of work over the life of the last contract was not answered and no figures were produced. To me this situation reveals an ominous and rather unsatisfactory disposition on this point. I believe that consistency in the contract language is essential. The Companies have already agreed the Engine Department be given this provision and I find it no less than fair to recommend that the similar provision for the stewards as contained in this proposal be granted in full.

Section 23—Interruption of Work

The employees through the Union have requested that they not be forced to place themselves in jeopardy by being required to work behind legal picket lines. This is an important proposal. In evidence the Union submitted details of men being injured and in fact being put in jail when they sought to protect themselves against a 500 man Communist picket line last year on the Northland Navigation docks in Vancouver. Apparently no protection was given the men and neither medical aid nor legal counsel was extended to those who were hurt and those who were put in jail as a result of their efforts to go to work. This is an intolerable situation. In this case men suffered physical injury or criminal incarceration as a result of their efforts to go to work. On the other hand, had they refused they would have placed themselves in financial jeopardy or under jail sentences by actions taken in law against them by their employer. I must hold that where this lack of protection is so obvious, contractual language must be designed to meet the situation. Therefore I recommend that this Union request be granted.

Section 24—Shipwreck

The Union has requested that where employees suffered loss of personal effects through marine disaster they be compensated by the payment of \$500. The Companies give cognizance to this problem to a degree. The Companies suggest \$300 upon proof of loss. I find the Companies' offer anomalous. It is my opinion that if proof of loss can be had there should be no limit to the amount payable. It is my recommendation that the Companies' request be rejected and the Union request be accepted.

Term of the Agreement

I recommend that the agreement cover a term of one calendar year from the date of the expiration of the previous contract.

Company Proposals

The majority of the Company proposals have been disposed of in the foregoing. However, there are some Company proposals which require separate disposition in view of the fact that they are additions above and beyond the phraseology of the previous contract. My disposition of these is as follows:

Company proposal Article 17; Vacation Pay: The Company would try to reduce broken time vacation pay to 2 per cent of earnings. In the previous contract it was in the neighbourhood of 4 per cent of earnings. There seems to be no reason for this reduction. The Companies did not plead

inability to pay the Union's proposals and having not pleaded inability to pay their proposal for reduction in this case appears to be purely bargaining ammunition, and I have noted the lack of justification in the Company request. I must reject their proposal.

Article 25—Welfare Plan

The Companies propose that the seamen's welfare plan be limited to one-half million dollars. The Companies do not deny the fine services performed by this welfare plan. They attempt to justify their unusual proposal by the growth of hospitalization plans. On the other hand, the Companies are well aware of the vast growth of benefits of the welfare plan effective as of the beginning of this year. They are also aware that the conversion of small to large ships on lakes trade will have an effect on the yield to the welfare plan. Perhaps it will be going too far to say that the Companies are attempting to smash their employees' welfare machinery, but their proposal clearly reveals this trend, if not their intention. I recommend rejection of the Company proposal contained in their Article 25 under the heading of Welfare Plan.

Article 27—Guarantees

Sub-section (a) of the Companies' proposal in this section provides that the Union will not establish rules or enforce regulations which will in any way interfere with this agreement and in judging this Company proposal I am impressed with the words "this agreement." I am reliably informed that the agreement signed with the Association of Lake Carriers is not the only agreement maintained between employers and this same Union. In fact, I understand that there are over 50 agreements which have no relationship to the Lake Carriers agreement. This situation raises great doubts in my mind as to the wisdom of this Board dealing with this proposal at all. This Board is concerned and is indeed confined to matters in dispute between the SIU and the Lake Carriers Association. Its jurisdiction goes no further than this. In my opinion they cannot legally render a decision exceeding the limits of this jurisdiction as set down in its terms of reference. The Company proposal would exceed this jurisdiction. Therefore I have no alternative but to recommend rejection.

Article 27—Guarantees

The Company proposes to enjoin the Union not to sign an agreement economically more advantageous than that signed with the Lake Carriers Association. For the

same reason as that contained in sub-section (a) I recommend that this Company proposal be rejected.

The above I would humbly submit covers all the points in dispute between the par-

ties and I would therefore respectfully submit this as my report with regard to the above cited dispute.

(Sgd.) BERNARD BOULANGER,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Twelve Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in 12 cases heard in May.

The cases concerned the reckoning of "final terminal time" for engineers; the substitution of a caretaker-express commission agent for a station agent; the suspension of a fireman for refusing to take a call as locomotive engineer; the claim of a brakeman for time lost while relieving a conductor; the claim of a conductor and crew for minimum day yard service when required to make up their own train; the claim of a conductor and crew for work train service; the claim of a conductor and crew for wayfreight rates for an entire day when they were required to help a snow plow extra; the assessment of demerit marks against a brakeman for refusing a call as jump man; the claim of a conductor, who was available but not called, for 100 miles runaround; the operation of self-propelled construction equipment without a conductor in charge; the assessment of demerit marks against a conductor for refusing to take a train of more than 70 cars out of North Vancouver; and the time within which notification of the assessment of discipline has to be given.

The contention of the employees was sustained in five cases. It was not sustained in four cases. In two cases the discipline assessed was reduced and in the remaining case lost time was allowed but for a different day from that for which it was claimed.

Summaries of the 12 decisions, Nos. 721 to 732, are given below.

Case No. 721—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers over calculation of final terminal time at Hamilton.*

At Hamilton, Ont., for operating purposes peculiar to that location, the designated switching limits are located two miles within the yard limits for trains operating over the Grimsby subdivision, destination Hamilton. Between the two are four private sidings and Stoney Creek station. This anomaly has existed since January 1950.

Until March 26, 1958, the company computed final terminal time from the time a locomotive reached the main track switch connecting with the yard track until it was delivered on the shop track. There were exceptions to cover delays at semaphores, yard limit board, or behind another train similarly delayed.

On March 26, however, engineers who were required to set off or pick up cars at Stoney Creek or at any of the four private sidings began to claim final terminal time from the time they stopped to do this, this is, from a time before they reached the outer yard switch. The company reduced the claims, calculating final terminal time from the time the locomotive reached the outer yard switch.

In its contention, the Brotherhood said the company was "declining to recognize" the requirements set out in an article of the agreement dealing with final terminal time. That article, the employees said, "provides that final terminal time for engineers operating in freight service will commence if and when his train is delayed at a point inside the Hamilton yard limits for the purpose of picking up or setting off cars."

The company in its contention explained that the yard limit board was moved two miles beyond the designated switching limits to overcome certain operating hazards that were created by the extension, because of industrial development, of the switching limits in 1948. The company obtained the concurrence of the unions representing the running trades in the move of the switching limits. In moving the yard limits, the company "exercised its prerogative."

"Yard limits may or may not define switching limits," the company argued, and "the fact that a yard limit board is located beyond switching limits for purposes peculiar to the Hamilton situation should not interfere with the point where final terminal time commences."

The Board sustained the employees' contention.

Case No. 722—*Dispute between Canadian National Railways (Western Region) and the Order of Railroad Telegraphers regarding the removal of a station agent and the appointment of a caretaker-express commission agent.*

With the approval of the Board of Transport Commissioners, on September 21, 1959 the Canadian National Railways closed its agency at Briercrest, Sask., and appointed a caretaker to look after express and LCL freight shipments and to keep the station in order for the use of passengers.

The Order of the Railroad Telegraphers then submitted a "statement of claim" in which it declared that the company repudiated the terms and intent of the current collective agreement when it abolished the position of Agent at the station and arbitrarily transferred the handling of express traffic to an employee outside the scope of the agreement. The union demanded re-establishment of the position, reinstatement of the past incumbent and his reimbursement in the amount of money lost to him by way of salary decrease plus all expenses incurred as a result of his displacement.

The union also sought payment of the senior unemployed spare telegrapher for each and every work day the position was not occupied by a telegrapher.

The company denied the claim.

The union contended that the handling of express traffic at stations shown in the list of positions in the current collective agreement with the Telegraphers was work that could be assigned only to railway employees covered by the agreement.

Even supposing the company were entitled to repudiate its agreement in this way, the union contended, it would then be violating an article of the agreement that stipulates that "established positions shall not be discontinued and new ones created under different title covering relatively the same duties and responsibilities for the purpose of reducing the rate of pay."

The employees' contention pointed out that the directive issued by the Board of Transport Commissioners, authorizing the company to remove the agent at Briercrest and substitute a caretaker, contained the proviso that the caretaker must "provide the same service in the handling of express as is being provided by the present agent." The type of caretaker usually hired does not have enough training or education to be capable of handling express traffic and financial paper, the union contended.

The company, in its contention, asserted that the claim of the union involved two essential questions: (1) Had the company

the unilateral right to abolish an agent's position? and (2) Was the work of handling express traffic and its accounting restricted to telegraphers covered by the agreement?

The company's right unilaterally to abolish an agent's position whenever it considered the position no longer necessary, if it had the authority of the Board of Transport Commissioners to do so, had been established by long-standing practice, the company stated.

It further contended that there was nothing in the agreement to support the claim that the handling of express traffic on a commission basis belonged exclusively to telegraphers. "This work has never been exclusively assigned to telegraphers," it said. There were many stations where this traffic was handled by employees of the Express Department, and there were sub-branch offices where it was done by persons not directly connected with either the railway or the Express Department, the company contended.

"Where agents do handle this work it is at the request and through an arrangement with the Express Department and this arrangement can be terminated at any time," the company's contention continued, going on to quote a number of instances in which, in the past, the handling of express by agents had been withdrawn by the Express Department and other arrangements made.

The Board did not sustain the contention of the employees.

Case No. 723—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the suspension of a fireman for refusing to accept a call as locomotive engineer.*

On September 26, 1959, a fireman refused to accept a call as locomotive engineer and was removed from service pending an investigation. After the investigation he was suspended for 30 days for "refusing duty when called as engineer."

The Brotherhood of Locomotive Firemen and Enginemen requested removal of the suspension and payment of the fireman for the period of his suspension.

The employees, in their contention, quoted an article of the current agreement that stated that firemen assigned to regular runs would not be considered on duty after being relieved at the roundhouse until they were wanted again for their regular runs. They argued that the fireman, being assigned to a regular run, was not required to accept duty when called as an engineer.

The company, in its contention, stated that when the fireman was called as an engineer, none of the engineers on the spare board was available for duty. A demoted engineer who was at the head of the engineers' seniority list was called, but could not be found. The fireman, who was the next demoted engineer on the list, was then called by telephone, but flatly refused to take the call.

At the subsequent investigation, at which he was charged with refusing duty, the fireman stated that he had come off duty after a run as fireman at 6.50 a.m., and that when he was called to take duty as engineer at about 2.10 p.m., he had not been to bed, as he had not expected to be called for duty again, and did not feel in condition to go out. He admitted that he had given no plausible reason for not accepting the call, and that he had been warned at the time that he might be removed from service for refusing to go.

The fireman further admitted at the inquiry that he understood he was liable to dismissal for his offence, and he promised that if he were allowed to remain in the service he would co-operate to the fullest extent in the future.

In a general statement accompanying its decision, the Board cited an earlier decision of the CNR General Grievance Committee, in which the company agreed that senior firemen assigned to regular runs who are liable to be used as engineers should book rest or unfit if necessary, "provided that the locomotive fireman notifies them on arrival that they are liable to be called as engineers." Since the fireman had not been notified that he might be called as a spare engineer, he was not required to be available.

The Board added, however, that in refusing the call as an engineer he should have said that he was not in condition to go out, and that in this respect his conduct was subject to censure.

The Board's decision was that discipline assessed in excess of 15 days should be removed, with payment for time lost beyond the 15 days.

Case No. 724—Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen regarding the claim of a brakeman for time lost while relieving a conductor.

Two crews were assigned to road switcher service. A brakeman of one of the crews was informed that he would be required to relieve the conductor of the other crew for three or four days. He did not work the next day, but worked the next three days as conductor in charge of the second

crew. On the fourth day, the regular conductor returned and as a result the relief conductor was not used. He claimed mileage for that day as brakeman on his own crew, but the claim was refused by the company.

The employees contended that since the conductor had been available for duty all day on the fourth day and was not employed either as conductor on the job he was held off for, or as a brakeman on his own job, he was entitled to what he would have earned if he had been allowed to work on his own job. In support of its claim, the union quoted an article of the agreement that says that a trainman held off service to be ready to act as a conductor shall be allowed mileage lost on his own assignment if he is not used as conductor.

The company, in its contention, quoted the articles regarding the establishment of conductors' spare boards and regarding manning temporary vacancies in train service. It also quoted an article that reads: "A promoted conductor will not be permitted to hold an assignment as brakeman out of his home terminal while a junior conductor is employed as conductor out of such terminal."

The company contended that the trainman while acting as conductor was simply exercising seniority according to the agreement, and therefore was bound by the conditions of his new assignment. According to the agreement, the senior man was obliged to accept promotion.

In evidence presented when the parties appeared before the Board, it came out that the brakeman had been held off duty for more than 24 hours in readiness to act as conductor on the first day after he had been told that he would be needed as relief conductor on the second crew—the second crew did not work that day—and not on the day for which he claimed mileage.

The Board decided that the brakeman was entitled to pay for mileage lost on his regular assignment on the day after his notification but not on the day originally claimed.

Case No. 725—Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen concerning the claim of a conductor and crew for minimum day yard service when required to make up their own train.

A conductor and crew assigned to pool freight service were required to make up their own train and also to do local switching not incidental to their own train because there was no yard crew on duty. For the 20 minutes spent on local switching the crew claimed for a minimum day at yard

rates. The company refused the claim, and the crew were compensated for initial terminal time.

The union contended that in yards where yard crews are employed, freight crews used to do switching other than "special service or switching incidental to their trip or regular assignment" are entitled to a minimum day at yard rates for the extra service performed, in accordance with an article in the agreement that provides for payment in such circumstances at "not less than a minimum day at the schedule rate."

The company contended that the article on which the claim was based did not apply in this instance because the crew were not "called for extra service" within the meaning of the article. It also argued that the crew were properly compensated in accordance with another article dealing with the payment of crews in train service who are required to perform switching at initial or final terminal.

The Board sustained the employees' contention.

Case No. 726—*Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen regarding the claim of a conductor and crew for work train service for loading and unloading contractors' equipment at various points.*

A conductor and crew claimed one hour work train service en route for loading and unloading contractors' equipment at various points on one day, and for one hour and 35 minutes on another day. Both claims were refused by the company.

The employees contended that the loading of such equipment in car load lots and of excessive weights and sizes by the owners, contractors, etc., has always been classed as work train service and is still work train service, rather than wayfreight service.

They quoted an article that states that freight crews will be paid detention for work train service en route when time so spent exceeds one hour.

The company contended that the handling of the shipments in question was certainly wayfreight service, and that the shipments were covered by regular revenue billing. The fact some portion of the shipments in question required the help of the contractor who owned them did not convert the service into "work train service en route," it argued. It quoted a rule of the Canadian Freight Classification No. 20 that requires owners to help in loading freight that was too heavy or bulky to be handled by the regular station employees.

The contention of the employees was not sustained by the Board.

Case No. 727—*Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen regarding the claim of a conductor and crew for wayfreight rates for an entire day when they were required to help a snow plow extra stuck in the snow.*

The crew of a passenger train were ordered to cut off their engine at a junction and proceed about half a mile to help a snow plow extra that was stuck in the snow. The time taken was one hour and 15 minutes, and the crew claimed for the hour and 15 minutes and for the entire trip mileage at wayfreight rate.

The union contended that when the company instructed the passenger crew to leave their train and go up the spur, their class of service was changed from passenger to freight service.

The employees based their claim on an article in the schedule that provides for the payment at the highest rate applicable to any class of service performed, when trainmen perform more than one class of road service in a day or trip. They also cited an article that allows the greater of actual mileage or actual time to trainmen taken from trains on the road to assist other trains.

The company denied the claim and paid the crew in accordance with the article that provides for the addition to road mileage of mileage run when trainmen are taken from trains on the road to assist other trains.

The company contended that the first article cited by the employees did not apply to crews other than those in combination service, and also that the time or mileage allowance provided by the second article cited does not change the class of service.

The Board sustained the contention of the employees.

Case No. 728—*Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen, ex parte, regarding the assessment of demerit marks against a brakeman for refusing a call for "jump man."*

A brakeman working as passenger brakeman on a vacancy was bumped by a senior trainman. The trainmaster asked him whether he wanted to work again that day; the brakeman declined, as he had already worked one day (150 miles).

The next morning he was called for the jump job (third brakeman) on a way freight. He would not accept the call, "as it was a spare board trainman's job."

He was assessed 20 demerit marks; the Brotherhood filed a protest.

The union contended that as the brakeman had not booked for duty after being bumped off the passenger train, and as the company could not and did not call him for his own job at 7 a.m., he should not have been called for spare work at 9 a.m.

The company explained that at the time the brakeman had been displaced the trainmaster had tried to get him to book for freight service, which he was formerly in, but the brakeman had declined. The next day there was a vacancy for a spare brakeman, and as there was no spare board at that place, and the brakeman was the only man known to be idle in the terminal, he had been called.

The company contended that as he was not assigned to any service at the time, he should not have refused duty, and that the discipline was justified.

The contention of the employees was sustained.

Case No. 729—*Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen concerning the claim for 100 miles by a conductor who was available but not called as conductor-pilot on self-propelled machine.*

A self-propelled tie-tamping machine was operated without a conductor-pilot. A conductor who was available for call that day claimed for 100 miles runaround, contending that he should have been called as conductor-pilot in accordance with an article in the current collective agreement.

A subsection of the article cited provides that: "With the exception of off-track equipment, all self-propelled equipment operating on the main track outside yard limits... shall have a conductor in charge."

The company contended that the electro-gang tamper was off-track equipment, and that the agreement did not require the company to have a conductor in charge.

The contention of the employees was not sustained.

Case No. 730—*Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen concerning the operation of self-propelled construction equipment without a conductor in charge.*

A Burro Crane was operated without a conductor in charge on a portion of the line under construction. The employees contended that the company had violated the collective agreement in operating the crane without a conductor-pilot.

Four articles of the agreement provide that all construction trains will be manned by Pacific Great Eastern Railway crews; that trainmen required to work on construction lines will be governed by the Brother-

hood of Railroad Trainmen contract and receive not less than schedule rates of pay; that all self-propelled equipment operated on the main track outside yard limits shall have a conductor in charge; and that all contractors' trains, whether the work is being done by the company or by contractor, will be manned by Pacific Great Eastern crews.

The employees contended that the collective agreement covers the operation of self-propelled equipment in the construction territory area. The company contended that there was no rule in the agreement that required it to place a conductor in charge of a Burro Crane operating on tracks under the jurisdiction of the construction department.

The contention of the employees was sustained.

Case No. 731—*Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen concerning the assessment of demerit marks against a conductor for refusing to take out a train of more than 70 cars.*

A train of 83 freight cars was lined up by the yard office to be run out of North Vancouver northward on the Squamish subdivision. The conductor who was called advised the yardmaster that he was setting off 13 of the cars to reduce the train to 70 cars in accordance with the collective agreement.

When asked by the yardmaster to explain his action in writing, the conductor cited an article of the agreement that provides that on the Squamish subdivision, "mixed and way freight trains shall not exceed 35 cars in length" and "in other territory trains shall not exceed 70 cars."

The conductor was assessed 20 demerits. The Brotherhood protested that the discipline assessed was unjust and improper and should be removed; it contended that the 70-car limit rule applies to all trains over the entire system.

In its contention the company pointed out that the agreement provided a procedure for dealing with any questions over the proper interpretation of clauses in the agreement. The article cited "does not contemplate an employee taking the law into his own hands and applying his own personal interpretation," the company said.

"To allow an employee to place his own interpretation on rules in open defiance of supervisory authority, as was done in this case, would defeat the purpose of the collective agreement and would be an invasion of the rights of management," the company added.

(Continued on page 950)

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia courts rule on power of courts to review awards of Workmen's Compensation Board. Court of Appeal declares arbitration award void because jurisdictional disputes not subject to arbitration between one union, employer

In British Columbia, the Court of Appeal dismissed an appeal by the Workmen's Compensation Board against quashing of the Board's decision by the Supreme Court on the ground that the Board, by refusing to accept the specialist's certificate as conclusive, and by refusing a compensation for silicosis, exceeded its jurisdiction.

In another case, the Supreme Court of the province quashed the Workmen's Compensation Board's decision and ruled that the Board's decision in refusing compensation was based upon a misapprehension in law as to the meaning of the word "accident" and, therefore, had to be quashed and compensation assessed and paid.

The Court of Appeal of the province, in another case, allowed an appeal from the judgment of the Supreme Court and held an arbitration award to be void on the grounds that jurisdictional disputes are subject to arbitration between the disputing unions and not between a union and the employer, and that an award affecting the interests of a union that was not a party to such arbitration is in excess of jurisdiction and void.

British Columbia Court of Appeal . . .

... Confirms right of courts to review and quash decisions of the Workmen's Compensation Board

On May 25, 1960, the British Columbia Court of Appeal confirmed the power of the Superior Courts to determine and declare public law and to define the statutory jurisdiction and authority of inferior tribunals and boards. Further, the Court held that the exclusive authority conferred upon the Workmen's Compensation Board by Section 76 (1) of the B.C. Workmen's Compensation Act to decide questions of law does not rule out the power of the courts to interpret the sections of the Act defining the Board's jurisdiction and authority and to review the Board's proceedings

in order to see if the Board has kept within its statutory jurisdiction.

A worker's claim for compensation for silicosis was denied by the Board and he sought to have it reviewed under Section 54A of the Act. The section reads:

54A (1) When a workman applies to the Board for compensation under this Act and claims:

...
(c) that the medical opinion upon which the disputed finding was made is erroneous or incomplete; and makes a request in writing to the Board accompanied by a certificate from a physician certifying that in the opinion of such physician there is a *bona fide* medical dispute to be resolved, with sufficient particulars thereof to define the question in issue, the workman shall be examined by a specialist appointed in the manner provided in this section.

...
(5) Within eighteen days after his appointment, the specialist shall examine the workman at a time and place specified by the Board, and shall certify to the Board as to:

- (a) the condition of the workman;
- (b) his fitness for employment;
- (c) if unfit, the cause of such unfitness;
- (d) the extent of his temporary or permanent disability by reason of the injury in respect of which he has claimed compensation; and
- (e) such other matters as may, in his opinion, or in the opinion of the Board, be pertinent to the claim;

and such certificate, which shall be in the form provided by regulation, shall be conclusive as to the matters certified.

...
(9) Within eighteen days of the receipt of the certificate from the specialist, the Board shall review the claim and notify the workman in writing of its decision regarding the matters contained in such certificate

A specialist appointed under Section 54A examined the workman and in his certificate to the Board stated:

Mr. Battaglia therefore has a fibrotic condition of his lungs caused by silica which has been inhaled during mining and its X-ray appearance is as specific as X-ray can be for

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

this condition. His capacity for effort is markedly reduced. He is therefore entitled to a pension for silicosis.

The Board refused to accept as conclusive the finding of the specialist that Battaglia had silicosis and proceeded to review the finding in the light of other medical opinions that it secured. On January 23, 1958, the Board informed the worker that "the findings on file do not show that you are disabled by silicosis as defined by the Workmen's Compensation Act" and that his claim was refused.

Following the Board's refusal to change its earlier decision, Battaglia applied to the Supreme Court for a writ of *mandamus* with *certiorari* in aid to compel the Board to grant him compensation for silicosis or to hear and determine his claim according to law. On January 7, 1960, Chief Justice Lett of the Supreme Court of British Columbia quashed the Board's decision of January 23, 1958, and ordered the Board to hear and determine according to law Battaglia's claim for compensation for silicosis. The judgment of the Court was appealed by the Board.

Mr. Justice Davey of the Court of Appeal referred to Section 76 (1) of the Act, which provides that "the Board shall have exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under this Part, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any court, and no proceedings by or before the Board shall be restrained by injunction, prohibition, or other process or proceeding in any court or be removable by *certiorari* or otherwise into any court; . . ."

The Board argued that the interpretation of Section 54 A, particularly Subsections (5) and (9), its relation to Section 76 (1), and the extent to which the specialist's certificate is conclusive, are questions of law arising under Part I of the Act over which the Board has exclusive jurisdiction under Section 76 (1) and the courts have no jurisdiction to interfere.

Mr. Justice Davey rejected this argument. In his opinion, Section 54A, is a later and special section which provides a method of reviewing medical findings of the Board; therefore, Section 76 (1) must be taken to be subject to it. In reviewing a claim under Subsection (9) of Section 54A, the Board must accept as conclusive the findings certified by the specialist within the ambit of his statutory authority.

Referring to the Supreme Court of Canada decision in *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174), Mr. Justice Davey stated that it is clearly

established by judicial decision of the highest authority and accepted by Parliament that it is for the superior courts to determine and declare public law and in the course thereof to define the statutory jurisdiction and authority of inferior tribunals and boards; that it requires the clearest language to transfer that jurisdiction from the superior courts to the bodies concerned; under the B.N.A. Act, 1867, perhaps not even then. In his opinion, the exclusive authority conferred upon the Board by Section 76 (1) to decide questions of law does not extend to the interpretation of those sections of the Act defining the Board's jurisdiction and authority, and does not deprive the Supreme Court of British Columbia of its power to scrutinize the proceedings of the Board to see if it acted within the jurisdiction and authority conferred upon it by the Act.

Another point submitted by the Board was that the Board is a purely administrative body not subject to a writ of *certiorari*. In rejecting this submission, Mr. Justice Davey stated that an administrative body is subject to *certiorari* proceedings in respect of matters affecting the rights of others in which it must act judicially. It is true that the compensation Board is an administrative body, but in deciding claims it must act judicially, and not on grounds of policy or expediency. Compensation is a matter of right, not of grace, and the Board is given exclusive authority to determine the questions of fact and law upon which that right depends. The process is clearly one of adjudication, although not necessarily accompanied by the procedure followed in conventional courts.

Mr. Justice Sheppard, in his reasons for judgment, also dealt, *inter alia*, with the Board's contention that being an administrative body the Board is not subject to *certiorari*. He pointed out that the same body may have administrative and judicial functions. The Board, acting under certain sections, may be exercising an administrative function; while acting under other sections, it may be exercising judicial functions. In the case at bar, when reviewing the case under Section 54A of the Act, the Board was exercising a judicial function. Also, the specialist acting under Section 54A was exercising a judicial function. Whether the certificate of the specialist be conclusive or not as to the facts certified pursuant to Section 54A (5), the Board, in exercising the review, is acting on the principle declared by the statute and made binding on the workman and Board. That indicates a judicial function. Further, Mr. Justice Sheppard continued, there is a defined issue to be decided, that is, the validity of the

claim according to the statute, and to be decided between designated parties, the workman on the one hand and the Board on the other. These are *indicia* of judicial function.

It may be that some sections of the statute do confer upon the Board a discretion, thus indicating that under those sections the Board exercises administrative functions; for example, Section 5, in permitting the Board to admit industries or workmen, and Part I, Div. 4, in permitting the Board to determine the amount of the assessment to be made. Those are administrative functions. However, those sections do not apply in the case under review and they do not prevent the Board having judicial functions under the sections here in question.

Referring to the contention that *certiorari* is excluded by Section 76 (1) of the Act, Mr. Justice Sheppard stated that the section does not exclude *certiorari* where the Board is acting outside its jurisdiction (*Acme Home Improvement Ltd. v. Workmen's Compensation Board* (1957) 23 W.W.R. 545). Further, *certiorari* is not excluded where the powers are exercised by the Board in breach of the implied restrictions. In the case at bar, the Board had proceeded to review the certificate of the specialist. That was beyond its jurisdiction.

Further, Mr. Justice Sheppard pointed out that under Subsections (5) and (9) of Section 54A, the jurisdiction in reviewing a case is divided. The specialist has exclusive jurisdiction to determine the matters coming within subsection (5), and in respect of such matters his finding "shall be conclusive as to the matters certified." The jurisdiction of the Board in review lies outside that particular jurisdiction which is specifically assigned to the specialist. Consequently, the Board has the general jurisdiction of review exclusive of that assigned to the specialist, and therefore the Board, in review, must proceed on the basis of the certificate of the specialist being conclusive as to the matters certified by the specialist acting within the limits of subsection (5). When the specialist's certificate is taken to be conclusive, as required by Subsection (5), it still remains for the Board to determine whether the workman has a valid claim under the Workmen's Compensation Act.

In the case under review, the certificate of the specialist stated that the workman had silicosis and a disability therefrom. The Board obtained the opinions of other medical practitioners, reviewed the certificate of the specialist and had, on the weight of evidence, come to a contrary conclusion. In so doing, the Board was

acting outside its jurisdiction. It is for the specialist to say if the workman had silicosis and the extent of any disability caused thereby. The Board, in its review, must accept those findings coming within Subsection (5) and on that basis proceed to determine whether or not the workman has a valid claim for compensation. The Board, in the case at bar, had acted outside its jurisdiction in that it had not accepted the finding of the specialist as conclusive but had proceeded to review that finding in the light of other evidence. In so doing, the Board had exercised a jurisdiction not assigned to it but assigned exclusively to the specialist and had therefore acted *ultra vires*. In so acting *ultra vires* the Board was not determining a question of law and fact "arising under Part I" and was therefore not within the immunity of Section 76.

While the Board has no jurisdiction to review the finding of the specialist, the specialist's certificate, on the other hand, does not conclude the review. The general jurisdiction to review is in the Board, and upon assuming the certificate of the specialist to be conclusive as to the matters within Subsection (5), it is not open to the specialist to extend that jurisdiction so as to entrench upon the general review which is vested in the Board.

The Court dismissed the Board's appeal and confirmed the judgment of the Supreme Court by which the findings of the Board were quashed as being *ultra vires* and null and the Board was ordered to review the matter as required by law. *Battaglia v. Workmen's Compensation Board*, (1960) 32 W.W.R., Part I, p. 1.

British Columbia Supreme Court . . .

. . . holds Workmen's Compensation Board decision that is wrongful on points of law is reviewable

On May 30, 1960, Mr. Justice Manson of the B.C. Supreme Court ruled that the provision of the B.C. Workmen's Compensation Act granting the Workmen's Compensation Board exclusive jurisdiction to determine questions of fact and law and making the Board's decisions final and conclusive is ineffective insofar as it would deprive a claimant of the right to have a wrongful decision on the point of law reviewed and quashed by the courts.

Also, Mr. Justice Manson held to be *ultra vires* the provision of the Act which authorizes the Lieutenant-Governor in Council to appoint the members of the Workmen's Compensation Board. In his opinion, the Board is a judicial tribunal, therefore, its members should be appointed by the Governor General in Council.

The claimant, in *mandamus* proceedings with *certiorari* in aid, was asking the court to quash a decision of the Workmen's Compensation Board and to order the Board to assess and pay a compensation. He contended that the Board put a wrong construction in law upon the word "accident" as defined in Section 2 (1) of the Act. The definition reads:

"Accident" shall include a wilful and intentional act, not being the act of the workman and shall include a fortuitous event occasioned by physical or natural causes.

In the opinion of Mr. Justice Manson, that definition does not exclude the ordinary and common law meaning of the word "accident" and does include the acceleration of death induced by exertion in the course of employment. He found that the medical evidence showed that the claimant's death was accelerated by exertion in the course of employment. The Board, in his opinion, proceeded upon a misapprehension in law as to the meaning of the word "accident", and he ruled that the finding of the Board be quashed and the Board should assess the compensation and pay it to the claimant.

Before reaching his conclusions, Mr. Justice Manson dealt with two points raised in the course of argument: first, the validity of Section 76 of the Workmen's Compensation Act; and second, the competence of the Legislature to authorize the Lieutenant-Governor in Council to appoint the members of the compensation Board pursuant to Section 65 of the Act.

Section 76 (1) of the Act reads, in part, as follows:

76 (1) The Board shall have exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under this Part, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any Court, and no proceedings by or before the Board shall be restrained by injunction, prohibition, or other process or proceeding in any Court or be removable by *certiorari* or otherwise into any Court; and without restricting the generality of the foregoing the Board shall have exclusive jurisdiction to inquire into, hear and determine: . . .

It was agreed that the statute confers upon the Board power to determine both facts and law. The question before the Judge was whether the legislature could do what it purported to do by Section 76 and, if so, had it done so effectively?

Section 76 aims to deprive a subject, in terms the Judge considered unlikely to be found in any other provincial statute, of the right to have the decisions of an inferior tribunal reviewed upon points of law. Also, he was of the opinion that there is no similar legislation in other provinces

with the exception of some workmen's compensation acts that would show the same purpose as that of Section 76.

In Mr. Justice Manson's opinion, Section 76, insofar as it purports to deprive a claimant of a right to resort to the courts on points of law, violates a principle which has been in the British system of law from time immemorial. It has been part of the spirit of *Magna Carta* that subjects of the Sovereign shall have the opportunity of having their rights, both criminal and civil, determined by the courts. The courts have always been the protectors of the rights of private citizens and one of those rights is to have adjudications sound in law.

Section 76 of the Act, by denying access to the courts, gives to decisions of the Board the status of decisions of the Supreme Court of Canada. The Acts of Parliament and of legislatures, in Mr. Justice Manson's opinion, are not sacrosanct and the right of the subject to have his rights determined by a court of law is more sacred than an act of a legislature. The saying that Parliament is supreme is too wide a statement as both Parliament and legislatures can only legislate within the limits prescribed by the constitution. In *Switzman v. Elbling and Attorney General of Quebec* (L.G. 1957, p. 983), Mr. Justice Abbott expressed an opinion that Parliament itself could not abrogate the right of discussion and debate. By analogy of reasoning to that enunciated by Mr. Justice Abbott, Mr. Justice Manson was unable to differentiate the limitations on the powers of a legislature in the matter of the free expression of ideas by citizens from the ancient right of the subject to have his rights determined by a court of law. In *Battaglia v. Workmen's Compensation Board* (1960), 32 W.W.R., Part 1, p. 1 (reported above), Mr. Justice Davey, referring to the judgment of the Supreme Court of Canada in *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174), stressed the power of the superior courts to define the statutory jurisdiction and authority of inferior tribunals and boards. Further, he expressed an opinion that Section 76 (1) does not deprive the Supreme Court of British Columbia of its power to scrutinize the proceedings of the Board to see if it acted within the jurisdiction and authority conferred upon it by the Act.

In England, the Court of Appeal in *Re Gilmore's Application* (1957) All ER 796, held that a statute purporting to make a tribunal's decision final merely meant that the decision should be final on the facts, and should not be the subject of an appeal, but such a provision did not exclude jurisdiction by *certiorari*.

Reverting to the case under review, Mr. Justice Manson noted that the words of Section 76 (1)—“and shall not be open to question or review in any court” refer, following the *Gilmore* case, only to findings of fact, and it would appear that the finding on a point of law would be open to review on *certiorari*. Also, he noted that the section does not prohibit *mandamus* proceedings and the application under consideration was for *mandamus* with *certiorari* in aid.

In *Acme Home Improvement Ltd. v. Workmen's Compensation Board*, (1957) 23 W.W.R. 545, Mr. Justice Davey, in reference to Section 76 (1), observed:

The privative provisions of this section... will not oust the jurisdiction of the court to quash the assessment on *certiorari*, if the board has assumed a jurisdiction not vested in it by a wrong decision on a collateral question of law or fact upon which that jurisdiction depends.

In the *Battaglia* case, Mr. Justice Shepard, quoting this observation, added: “Further, *certiorari* is not excluded where the powers are exercised by the board in breach of the implied restrictions.”

In Mr. Justice Manson's opinion, once a board has declined jurisdiction, or has accepted jurisdiction, or has exceeded jurisdiction, if its action in doing so is founded on an incorrect statement of the law, then any order it makes in such circumstances must be quashed.

Also, Mr. Justice Manson agreed with the contention that the Legislature cannot deprive a subject of the Sovereign of the right to have decisions of an inferior tribunal reviewed in the courts on points of law, and if the Legislature has such a power, it must exercise it in clear and explicit English. Section 76, if such a power exists, falls far short of making that clear.

Turning to another issue, whether the Legislature has the competence to authorize the Lieutenant-Governor in Council to appoint the members of the board as provided in Section 65 of the Act, Mr. Justice Manson noted that the Workmen's Compensation Board is not merely an administrative tribunal because part of its function is to do administrative work. In his opinion, the Act intends to create the board a judicial tribunal and give to it the power to determine most important points of law. In fact, nearly every decision of the board involves a point of law. It is immaterial whether the board is described as an administrative body or a judicial body. The real point is, does the Act purport to confer on the board a judicial function normally performed by the courts of the land? Mr. Justice Manson had no doubt that the Act does so.

In the *Battaglia* case, Mr. Justice Shepard said that although the board, acting under certain sections, may be exercising an administrative function, that does not preclude the board's acting under other sections from exercising a judicial function. The same body may have administrative and judicial functions. The Board is exercising a judicial function in making the review under Section 54A. When there is a defined issue to be decided, namely, the validity of the claim according to the statute, between designated parties such as workmen on the one hand and the board on the other, these are *indicia* of a judicial function.

In conclusion, Mr. Justice Manson held that the board has been constituted a judicial tribunal analogous to a Superior Court and with the powers of the Supreme Court of Canada to give a final judgment. It follows that its personnel must be chosen by the Governor General pursuant to the B.N.A. Act, Section 96. But that is not to say that the province could not appoint the members of an administrative board. He accordingly directed “that the finding of the Board be quashed and that the Board assess the compensation to be paid the applicants and pay the same.” *Farrell et al. v. Workmen's Compensation Board*, (1960), 31 W.W.R., Part 13, p. 577.

British Columbia Court of Appeal . . .

... declares void arbitration award affecting the interests of union not party to the arbitration

On March 4, 1960, the British Columbia Court of Appeal, allowing a union's appeal, ruled that a union that was not a party to an arbitration, but whose interests were substantially affected by the award (which was void), may bring a court action to declare the award void. Further, the Court declared that an award that expressly professed to dispose of the rights of nonparties to such arbitration was in excess of jurisdiction and thus void; and that jurisdictional disputes are not “grievances” and if they are to be arbitrated, then the arbitration must be between the disputing unions and not between any union and the employer.

Mr. Justice Smith, rendering the judgment of the Court of Appeal, recalled the circumstances of the dispute.

Victoria Machinery Depot Company Limited employed members of Local No. 3 of the Machinists, Fitters and Helpers' Industrial Union and of Local No. 324 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitters Industry of the United States and Canada. Both unions had collective bargaining contracts with the company. In

recent years, rivalry arose between the two unions, both complaining to the employer of the way in which it apportioned work between them. Both unions threatened to force arbitrations on the employer under grievance proceedings of the collective agreements.

First the Machinists union took this course, and an arbitration took place on its insistence. The company protested and contended that the point raised was not a grievance and not arbitrable under the grievance procedure. The arbitration board took the same view and held that the dispute was a jurisdictional dispute between the two unions and not with the company and could only be decided in an arbitration to which both unions were the parties. The board then made an award that the two unions should arbitrate the division of labour.

The two unions did negotiate to that end, but they could not agree on terms of submission, and nothing came of it.

The Pipefitters then forced the company into an arbitration on division of work under the grievance procedure of their contract. The company again protested that the matter was not arbitrable. However, the arbitration between the Pipefitters and the company took place with the Machinists refusing to take part. The Board made an award which, among other things, held that the Pipefitters were entitled to do many types of work that admittedly its members had not previously done at the company's plant. The company, under pressure from the Pipefitters' union, put the award into effect and issued directions as to apportionment of the work, with the result that a number of the members of the Machinists' union were laid off.

The Machinists then brought a court action, claiming declarations that they were entitled to do nine specified types of work and that the Pipefitters' award against the company was void.

The trial judge, relying on the clause on jurisdiction in the Machinists' collective agreement, which was similar to the corresponding clause in the Pipefitters' contract, held that the dispute was jurisdictional and that the effect of the jurisdictional clauses in the collective agreements was that when a jurisdictional dispute arose, the work should be apportioned as the employer directed "pending a settlement by an independent arbitrator or pending a satisfactory settlement to all concerned." He did not enlarge on how such settlement was to be reached when the parties could not agree on a basis for arbitration, or how such an impasse was to be resolved, but he held that the Machinists had not ex-

hausted their remedies under the jurisdictional clause of their collective agreement, and that until they did so, they could not sue; so he dismissed the action. (L.G., Jan., 1960, p. 69).

Mr. Justice Smith noted that the Machinists had claimed that the Pipefitters' award was void on two main grounds:

- (1) that it was an attempt to deal with a jurisdictional dispute between the two unions under the guise of deciding a "grievance," which meant a dispute between the union and employer;
- (2) that the award attempted to decide the rights of the machinists who were no party to it, and though it did not bind the Machinists, it actually operated to their detriment, and so was void.

Both collective bargaining agreements had "grievance" clauses that were similar and followed immediately after the jurisdiction clauses, which indicates that those who drafted the agreements clearly distinguished between grievances and jurisdictional disputes.

The trial judge held that it was unnecessary to decide whether the Pipefitters' award was void or even "bad," that both unions must let the employer divide the work when jurisdictional dispute arises, and that the unions are bound by that decision until another solution that satisfies all parties is reached. But the trial judge failed to decide how much or how little force that award should have. He implied that the award should never have been made, but he did not decide whether it could be ignored; actually, he said that he did not need to decide whether the award was void or voidable. The result was that though he said that it was the company's duty to apportion the work, he did not say how it could do this with the Pipefitters' union's award still being there.

Mr. Justice Smith was of the opinion that in those circumstances the decision whether or not the award was void could not be avoided.

The company and the Machinists' union asked that the award be declared void. The Pipefitters denied that either the Machinists or the company was in a position to attack the award. They contended that the Machinists could not attack it even by action for declaration because they were no party to it.

Mr. Justice Smith rejected this contention. He was of the opinion that the scope of actions for declarations was being widened and the Machinists could claim the award to be void if they could show that their

interests were substantially affected by the award. There is no doubt that the Machinists' interests were affected. The decisions in some American cases point out that a void, as opposed to a voidable judgment, can be attacked by a stranger; in many English cases, the courts have allowed a stranger to impugn a void judgment. Mr. Justice Smith did not see any distinction in principle between attacking a void judgment and a void arbitration award. Therefore, the Machinists had the status to seek a declaration that the Pipefitters' award was void.

Regarding the grounds for the contention that the award was void, Mr. Justice Smith thought that Articles XI and XII of both collective agreements mean that jurisdictional disputes are not grievances and if they are to be arbitrated, then the arbitration must be between the disputing unions and not between any union and the employer.

Consequently, when a union enforces on the employer arbitration of a jurisdictional dispute, there is no submission for the arbitrators to act, and without submission (unless the statute gives necessary authority), the arbitrators have no jurisdiction.

Another reason for holding the award void was, in Mr. Justice Smith's opinion, that it expressly professed to dispose of the rights of nonparties, which was in excess of jurisdiction. The award was full of rulings that decided the rights of the Machinists and even outside trades and that alone was sufficient to make the award void.

The trial judge held that the Machinists could not sue because they had not exhausted their remedies under Article XI of the collective agreement. That remedy was to arbitrate with the Pipefitters. Mr. Justice Smith did not agree with that reasoning. He noted that the negotiations with the Pipefitters on the terms of arbitration were abortive and there was no prospect of agreement, and the Machinists had reached the point where they were entitled to sue.

As to the Pipefitters, they had the same remedy as the Machinists; instead of forcing an arbitration on the employer, they had the right to sue the Machinists for a declaration of their rights, joining the employer also as a defendant so as to bind him.

The award being void, the Machinists might have been entitled to a decision apportioning the various items of work. But counsel for the Machinists did not ask for a decision in this respect and stated that the Machinists' union was willing to abide by the ruling of the trial judge that the company should apportion the work.

The Court of Appeal allowed the Machinists' union appeal to the extent of declaring the Pipefitters' award void. *Machinists, Fitters and Helpers, Local No. 3 v. Victoria Machinery Depot Company Limited and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitters Industry of the United States and Canada, Local No. 324*, (1960), 31 W.W.R., Part 12, p. 564.

Recent Regulations under Provincial Legislation

British Columbia establishes new minimum wage for employees in amusement places

In British Columbia a new minimum wage order which went into force on August 1 set a minimum wage of 75 cents an hour for driving school instructors and for employees in amusement places and provided for a 32-hour weekly rest.

British Columbia Male and Female Minimum Wage Acts

A new order of the British Columbia Board of Industrial Relations establishing a minimum wage of 75 cents an hour for driving school instructors and employees in amusement places was gazetted on July 14 as B.C. Reg. 138/60 to go into force on August 1. The new order replaced a 1948 order that set a minimum wage of \$18 a week for employees who worked 40 or more hours a week and of 45 cents an hour for

part-time workers with lower rates for learners.

The new order has a somewhat wider coverage than formerly, applying to driving school instructors as well as to a number of other workers not specifically covered by the previous order, including employees in dance studios, zoos, physical culture or health clinics and studios, charm and modelling schools and driving schools. The Order continues to cover employees in the following other places where a charge for admission or service is made to the public: indoor and outdoor theatres, dance-halls, dance pavilions, music halls, concert rooms and lecture halls (excluding players and artists); shooting galleries, bowling alleys, billiard parlours, pool rooms, ice rinks, roller rinks, amusement parks, golf courses,

sports grounds and arenas; swimming pools, bathing pavilions and dressing rooms, bathing beaches, steam baths; parking lots, auto camps, shoe-shine establishments and boat liveries.

Golf caddies, watchmen, motion picture projectionists and persons subject to another order are again excluded. Supervisory, managerial or confidential employees, previously excluded only from the overtime provision are now fully exempt. The Board, however, may determine whether or not an employee belongs in this category.

In line with the usual practice, some variation of the 75-cent minimum is provided. Pin-setters may be paid a minimum wage of 55 cents an hour and lower rates may also be paid to apprentices and handicapped or part-time workers under special permit from the Board, the Order providing that such employees must be paid the rate specified in the permit.

The daily guarantee provision has been brought into line with that in other orders. Every employee must be paid at his regular rate of pay for the entire period spent at work in response to a call from the employer, with a minimum of two hours pay if he reports for work, unless his condition is such that he is not competent to perform his duties or has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. An employee who commences work must receive at least four hours pay except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on a school day are to receive a minimum of two hours' pay. Under the previous order all employees were entitled to at least two hours' pay for

reporting for work and part-time workers were guaranteed a minimum of three hours' pay if they commenced work except in the case of *force majeure* or unless the Board gave special permission to vary the arrangement.

As before, hours may not exceed eight in the day or 44 in the week unless the Board has approved a different arrangement in accordance with the exceptions provided in the Hours of Work Act and regulations. The Board may also permit longer hours during emergency conditions, in which case time and one-half the regular rate must be paid for all time worked beyond the prescribed daily and hourly limits.

For the first time employees in amusement places and other workplaces covered by the Order are entitled to a weekly rest of 32 consecutive hours. In exceptional cases, however, the Board may approve a different arrangement regarding a rest period upon receipt of a joint application from the employer and employees concerned.

The new order also contains the usual provisions respecting semi-monthly payment of wages, the posting of orders and work schedules and the keeping of records and employee registers.

Quebec Minimum Wage Act

In Quebec, an amendment to the general minimum wage order (No. 4, 1960) added fishing establishments in the electoral district of Duplessis where fish and other seafoods are processed to the list of workplaces without a regular workweek. This means that employees in such places are not entitled to overtime.

The amendment was approved by O.C. 1016 of June 28 and gazetted July 9 to take effect May 1.

Industrial Health and Safety Legislation, 1960

(Continued from page 908)

the Act is operated contrary to the Boiler and Pressure Vessels Act it shall "be deemed to endanger the safety of the persons employed therein."

In Quebec, an amendment to the Motor Vehicles Act prohibits, except in towns, cities or urban territory, a bus driver from driving for more than 10 hours per 24 hours, and the driver of a delivery truck from driving for more than 12 hours per 24 hours, unless he has rested for eight consecutive hours within the 24-hour period.

Also, a bus driver may not drive for more than 60 hours, and the driver of a delivery vehicle for more than 72 hours, in one week.

In towns, cities and urban territory, bus drivers and drivers of delivery vehicles must not drive more than 250 miles in 24 hours.

Before the amendment, the Act provided that bus drivers in the province were not to drive more than 250 miles in 24 hours but placed no limitation on the hours or mileage of drivers of delivery vehicles.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit at end of June down 19 per cent from number at previous month-end, up 35 per cent from year-earlier total. Total of initial and renewal claims and benefit payments both greater than during June 1959*

Claimants† for unemployment insurance benefit on June 30 numbered 296,400, a figure 19 per cent less than the total of 364,300 on May 31 but 35 per cent greater than the figure of 220,500 on June 30, 1959.

Although the decline since the previous month affected largely males, they still made up more than 75 per cent of the increase over last year.

Initial and renewal claims for benefit during June numbered 128,500, which figure was about 22 per cent less than the 165,600 in May but 20 per cent more than the 107,100 in June 1959.

Of the 76,900 initial claims filed in June, an estimated 12,000 (or one in six) were filed by persons who had exhausted benefit and wanted to re-establish credits. This was a sharp decline from May, when this group was estimated at about 50,000 (or almost one in two).

(A claimant's ability to re-establish entitlement to benefit immediately after exhaustion is considerably less outside the seasonal benefit period than during it. Twenty-four contributions within the preceding 12 months must be proved, and a total of 30 contributions in the previous two years; whereas during the seasonal benefit period such a claimant qualifies for an extension under seasonal benefit Class B by reason of his having exhausted his regular benefit. Consequently he is less likely to file a new claim when he exhausts his benefit during the mid-May to December period than when he does so during the seasonal benefit period.)

The average weekly number of beneficiaries was estimated at 275,900 for June, 560,800 for May, and 197,000 for June 1959.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. Consequently the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Benefit payments totalled \$26,800,000 in June, \$52,200,000 in May, and \$18,200,000 in June 1959.

The average weekly payment was \$22.11 for June, \$22.17 for May, and \$20.95 for June 1959. The higher average rate this year is partly explained by the combined impact of the greater proportion of males this June than last—their average rate being substantially higher than that for females—and by the new benefit rates established by the amendments to the Act made in September 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June showed that insurance books or contribution cards had been issued to 4,230,270 who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At June 30 employers registered numbered 328,945, an increase of 617 since May 31.

Enforcement Statistics

During June 7,099 investigations were conducted by enforcement officers across Canada. Of these, 4,352 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 177 were miscellaneous investigations. The remaining 2,570 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 190 cases, 50 against employers and 140 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,686.*

Unemployment Insurance Fund

Revenue received in June totalled \$23,-735,928.09 compared with \$25,187,592.93

in May and \$19,406,132.90 in June 1959. Benefits paid in June totalled \$26,841,962.03 compared with \$52,213,351.82 in May and \$18,101,353.40 in June last year. The balance in the Unemployment Insurance Fund on June 30 was \$296,187,477.10; on May 31 it was \$299,293,511.04 and on June 30, 1959 it was \$434,152,690.64.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1754 July 13, 1960

Summary of the Main Facts: The claimant, a married woman, became employed as a stenographer and typist in a law office in C....., Que., on February 2, 1959. She continued in this employment until May 23, 1959, when she went to M....., Que., to be with her sister, whose husband was drowned on that day.

She returned to C..... at the end of June, after which she resumed her duties in the law office and worked until July 4, when her employer informed her that he was leaving the next day on a business trip, which was expected to last about five days. While out of town, he became ill and, as a consequence, was unable to return to C..... until some time in September or October 1959.

On September 1, 1959, the claimant applied for benefit, by letter, to the local office of the Unemployment Insurance Commission in R....., Que., and stated that for the previous two months she had been unemployed because of her employer's absence, that she was unable to forward her insurance book as it was in the employer's office, to which she had no access, and that she had tried without success to obtain other suitable employment in C.....

On September 7, she again wrote to the local office and asked if it would be possible to have her claim made effective to a date earlier than September 1, because, had she known her employer would have been absent from C..... for such a lengthy period, she would have applied for benefit on July 4. She added that each week she expected he would return and for that reason did not apply earlier.

On December 28, 1959, the claimant completed a formal application to have her claim antedated to July 9 and in support thereof, referred to the reasons given in her letter of September 7 for not having

applied for benefit much earlier and, in addition, submitted seven telegrams she had received from the employer during his absence, all indicating that he expected to return to C..... soon.

The insurance officer informed the claimant on January 13, 1960 that she was not entitled to have her claim antedated because she had not shown good cause for delay in making her claim (sections 46 (3) of the Act and 150 of the Regulations).

On February 8, 1960, the claimant appealed to a board of referees on the following grounds:

...I feel I have established good cause for the delay in filing my claim as explained in a letter to your office on September 7th, 1959, in an interview with your Mr. G..... on December 28th, 1959, and also confirmed by several telegrams sent to your office. The delay was caused by the fact that I was expecting (my employer) to return from one week to another, and by the telegrams you have on hand you will agree that I was justified in my belief. As there is a waiting period of one week before any benefit is paid, I did not consider it worthwhile to make my claim, thinking my employer would return before the waiting period was over.

As already explained to your office, the last day I worked for (my employer) was July 4th, 1959, when he advised me he was leaving the next day on a business trip and would return on July 10th. My salary was to be paid for this period. On July 16th I received a first wire from (my employer) stating he would return in a week. I received further telephone calls from M..... and T..... to the same effect, as well as the telegrams you already have in my file...

The board of referees unanimously dismissed the appeal at a hearing held on March 16, 1960, at which the claimant was present. The board felt that the claimant had a valid reason for the delay in making her claim and that such reason had existed for the period July 9 to September 1, 1959. The board, held, however, that she was not entitled to have her claim antedated during the period in question as she was not available for work in that she expected to be employed again by the same employer within a very short period of time.

*These do not necessarily relate to the investigations conducted during this period.

On April 14, 1960, with the permission of the chairman of the board of referees, the claimant appealed to the Umpire for the following reasons:

My request to have my claim antedated to July 9th, 1959, was refused mainly because it was decided, due to the fact that I was expecting my former employer to return to C....., that I was not available for work. As I have had ten years experience in a legal office I prefer that type of work, but would have accepted other employment in the meantime. However, no other work, temporary or permanent, was available here. In my letter to the U.I.C. dated September 1st, 1959, I stated that I had tried unsuccessfully to find other employment here, but this point was not brought out at the hearing held in A..... on March 16th last. I feel that consideration should be given on this point.

Considerations and Conclusions: On the facts before me, I agree with the unanimous finding of the board of referees, which is in accordance with the provisions of sections 46 (3) of the Act and 150 of the Unemployment Insurance Regulations.

It seems clear that the members of the board of referees were convinced that, notwithstanding the reasons given by the claimant for her delay in making a claim and her statement that she had sought, without success, suitable employment in C....., she had up to September 1 unduly restricted her availability inasmuch as had her employer returned in the meantime, she would not have accepted or continued in other employment. Moreover, the claimant has failed to prove that the employment which she had sought was of a permanent nature.

For these reasons, I dismiss the claimant's appeal.

Decision CUB-1756, July 13, 1960

Summary of the Main Facts: The claimant, married, 36 years of age, filed an initial application for benefit on January 13, 1960, and stated that he had worked as a truck driver for Canadian Breweries Transport Limited, Toronto, Ont., from November 1956 to January 8, 1960, when he was laid off because of lack of work.

In the confirmation of separation (Form UIC 479), the employer stated that the claimant became separated from his employment because of an "Infraction of Company Rules & Regulations".

Because of the conflicting statements of the claimant and the employer regarding the cause of the separation, both parties were asked by the local office of the Unemployment Insurance Commission to submit written comments. The claimant did not reply. However, the employer provided the following additional information:

REASON FOR DISCHARGE: Customer (The Carling Breweries Ltd.) refuses to have this driver deliver for them.

- Reason 1) Failure to complete work assignment on time, thereby booking more hours than necessary. Several warnings.
- 2) Consistently visited home during work hours contrary to instructions and failed to deduct such time from booked hours.
- 3) Consistently short on cash.

The insurance officer disqualified the claimant from receipt of benefit for the period January 10, 1960, the effective date of his claim, to February 13, 1960, because, in his opinion, the claimant had lost his employment by reason of his own misconduct within the meaning of section 60 (1) of the Act.

The claimant appealed to a board of referees. Upon receipt of the appeal, the insurance officer communicated with the Manager of the Canadian Breweries Transport Limited and learned that "in accordance with the provisions of the Union Contract (the claimant's) case was submitted to arbitration on 15 February 1960. A decision is expected shortly and will be available for consideration."

The claimant and his representative, an official of the Brewery, Malt and Soft Drink Workers International Union Local 304, attended the hearing of the board of referees in Toronto on March 2, 1960. The board, by a majority decision, dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer. The decision reads, in part:

... The gentlemen who appeared handed to the Board a decision of Bora Laskin, Q.C., who was the arbiter in the grievance between the employer and the employee. The report stated that in the opinion of the arbiter there was industrial misconduct in fact, but the warnings to the employee were such that they might be considered weak or vague, and, for this reason and other reasons, it was suggested that the employee be re-instated but, however, should suffer a period of suspension.

It is the opinion of the majority of the Board that the claimant did, in fact, lose his employment with Canadian Breweries Transport Ltd. on 8 January 1960, by reason of his own misconduct. The instances of misconduct were admitted by the claimant before the Board...

The dissenting member of the board was of the opinion that in view of Mr. Laskin's decision, referred to above, whereby the claimant should be re-instated to the employ of the company, he did not lose his employment by reason of his own misconduct.

On March 30, 1960, the insurance officer obtained the following information from the employer:

The claimant's last day worked was 8 January, 1960, suspension commenced effective 9 January, 1960. He was re-instated effective 15 March, 1960, following his period of suspension. (The claimant) worked on 15 and 16 March, 1960 and then resigned voluntarily.

The claimant appealed to the Umpire and also requested an oral hearing which was held in Toronto on July 6, 1960. The Unemployment Insurance Commission was represented at the hearing by F. G. Power, a solicitor of its legal branch. The claimant was present.

Considerations and Conclusions: In the course of his testimony at the hearing, the claimant gave reasons why, in his opinion, the employer's action in bringing about the loss of his employment on January 8, 1960 was not justified.

While not wishing to minimize the claimant's side of the story, I feel, as did the

majority members of the board of referees, that he did lose his employment on the latter-mentioned date by reason of his own misconduct. However, as it was considered that the claimant's breach of the company's rules did not warrant his dismissal but a suspension only, I am of the opinion that the nature of the irregularities which brought about his loss of employment was such as to show the existence of extenuating circumstances. For that reason, I hereby direct that the period of disqualification be reduced from five weeks to three weeks.

Except for the foregoing modification, I dismiss the claimant's appeal.

New federal standards for state unemployment insurance to raise benefits and to extend the duration of benefit to 39 weeks in all states were recommended recently by the majority of the United States Senate Special Committee on Unemployment Problems. The minority, on the other hand, proposed that federal grants should be made to states for supplementary benefits during periods of high national unemployment.

Measures for dealing with unemployment unanimously recommended by the committee were: increased federal aid to distressed areas and to employees and businesses hurt by foreign competition; raising the base on which unemployment insurance taxes are levied; increased public assistance aid to states; and federal financial aid to strengthen public employment services.

Other measures proposed by the majority were: a nationwide vocational training program financed by federal grants in aid; establishment of a youth conservation corps and special loans for retraining of certain adult workers; and legislation to provide for stand-by public works and emergency loan programs to enable prompt action to be taken at the outset of a recession.

Canadian Railway Board of Adjustment

(Continued from page 938)

The company said it believed the conductor's interpretation of the car limit rule was wrong, "but whether it was right or wrong is not the point at issue. He had no right to take the arbitrary action he did."

The company held that the discipline assessed was warranted because the conductor's action resulted in disruption of the North Vancouver yard work and in delay and expense to the company. Only the fact that this was the conductor's first offence of this kind saved him from dismissal, the company added.

In a general statement the Board said that "inasmuch as the Squamish subdivision now extends from North Vancouver to Lillooet, the operation of a through freight train out of North Vancouver with more than 70 cars was not permitted under the rule cited by the Brotherhood.

In its decision it recommended, in view of the misunderstanding in the application of the car limit rule, that the discipline assessed be changed from 20 demerit marks to a caution.

Case No. 732—Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen regarding the time within which notification of

the assessment of discipline has to be given to employees disciplined.

On March 6, a conductor and a brakeman were notified that they had been assessed demerit marks, effective January 30, in connection with a derailment allegedly brought about by excessive speed. The union contended that, in accordance with the current collective agreement, discipline must be assessed within 15 days of the date of the investigation.

The company, in its contention, stated that according to "the accepted practice" the notification to the employees had been placed in the company's mail 14 days after the investigation; but the union protested the discipline on the ground that the employees did not actually receive the notification within 15 days.

The company added that after the protest had been made by the union, meetings were held between representatives of the union and the company, and the company had agreed to the union's request that in future notification of discipline would be sent by Royal Mail, the postmark on the letter to constitute the date of notification.

The contention of the employees was not sustained.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during July Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 182 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling repair or demolition. In the same period, a total of 168 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$ 26,259.50
Defence Production	95	414,389.00
Post Office (June Report)	13	260,292.05
Post Office (July Report)	4	118,440.95
RCMP	7	73,156.90

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$18,755.10 was collected from 13 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 546 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any questions which may arise with regard thereto.)

Department of Agriculture

Near Morris Man: Harris Construction Co Ltd, construction of Morris River Stock-watering Dams. *near Elbow Sask:* Acorn Construction Ltd, relocation of Highway No 19 from Elbow to intersection with Highway No 42, South Saskatchewan River Project.

Central Mortgage and Housing Corporation

Charlottetown P E I: Jack Rawek, *exterior painting. *Montreal Que:* The Atlantis Flooring Co Ltd, *recovering kitchen floors & counter tops, Villeray Terrace; Belgo Construction, *masonry work, Villeray Terrace; Industrial Maintenance Ltd, *masonry work, Montreal North. *Rouyn Que:* Michel Rivard Ltee, *carpentry repairs; Delphis Cote Ltd, *repairs to roofs. *Val d'Or Que:* Paquin Construction Co Ltd, *carpentry repairs; Metallic Industries Ltd, *repairs to roofs. *Collingwood Ont:* H M Tonge, *exterior painting. *Fergus Ont:* Trim Painting Co, *exterior painting of housing units, (1/48). *Galt Ont:* Burnley Contracting Co, *exterior painting of housing units (4/49). *Guelph Ont:* Trim Painting Co, *exterior painting of housing units (3/48). *Niagara Falls Ont:* Trim Painting Co, *exterior painting of housing units (8/48). *Petawawa Ont:* Max A Crump Landscaping, site improvement & planting for 200 housing units (DND 13/58); Fontaine Nurseries Ltd, site improvement & planting for standard elementary school (DND 14/58). *Stamford Ont:* Trim Painting Co, *exterior painting of housing units (1/48). *Stratford Ont:* Trim Painting Co, *exterior painting of housing units (3/48). *Calgary Alta:* A E Pollock Landscaping Ltd, site improvement & planting for 200 housing units, (DND 7/58).

Department of Citizenship and Immigration

St Regis Indian Agency Que: Angus L MacDonald Construction Ltd, alterations to Agency Office. *Fort Frances Indian Agency Ont:* Harry Christiansen Construction Co Ltd, erection of one-classroom day school, Wild Potato Lake on Seine River. *Sioux Lookout Indian Agency Ont:* P G Wallin Ltd, installation of new dishwashing unit & repairs to walk-in refrigerator, Sioux Lookout IRS. *Six Nations Indian Agency Ont:* Cromar Construction Ltd, alterations & additions to Mohawk Institute, Brantford. *Portage la Prairie Indian Agency Man:* R E Turner, roof repairs, Brandon IRS. *Touchwood Indian Agency Sask:* Waterman-Waterbury Co Ltd, installation of boiler at Gordon's IRS. *Athabasca Indian Agency Alta:* Dawson & Hall Ltd, repair of fire damage, Fort Chipewyan Indian Day School. *Edmonton Indian Agency Alta:* St Laurent Construction Ltd, construction of Janvier two-classroom Indian Day School, Janvier Reserve. *Fort Vermilion Indian Agency Alta:* High Prairie Plumbing & Heating Ltd, installation of water supply system & water treatment equipment, Assumption IRS, Hay Lakes. *Peigan Indian Agency*

Alta: Engineered Buildings (Calgary) Ltd, construction of two one-classroom schools, Sacred Heart residential school. *West Coast Indian Agency B C:* Port Alberni Home Builders Ltd, kitchen improvements, Alberni IRS. *Williams Lake Indian Agency B C:* Ocean Park Plumbing & Heating, improvements to bathroom facilities, Cariboo IRS. *Yukon Indian Agency Y T:* J T Devlin Co Ltd, general improvements to buildings, Lower Post IRS.

Defence Construction (1951) Limited

Greenwood N S: Dynamic Construction Ltd, construction of single storey APU Bldg & installation of generator set, RCAF Station; Evans Contracting Co Ltd, construction of drainage ditches, ground development, RCAF Station. *Halifax N S:* H W Corkum Construction Co Ltd, alterations to Gladstone bulk storage bldg. *Trenton Ont:* Cribb Construction Co Ltd, conversion of leanto into auxiliary power unit room & installation of generator set, Hangar No 4, RCAF Station. *Uplands Ont:* The Gas Machinery Company (Canada) Ltd, *completion of residual work, supply & installation of air drying plant for Air Supply Plant for National Research Council, NAE. *Portage la Prairie Man:* W & G Ellwood, construction of single storey APU bldg & installation of generator set, RCAF Station. *Winnipeg Man:* Harris Construction Co Ltd, rebuilding of intersite road, RCAF Station. *Cold Lake Alta:* McRae & Associates Construction Ltd, construction of steel prefabricated beacon building & outside services, RCAF Station. *Namao Alta:* Alph's Decorating Ltd, application of fire retardant coating within Hangars 3 & 4, including leantos, RCAF Station. *Chilliwack B C:* Blanchet Bros, exterior painting of 30 bldgs & 109 PMQs, Camp.

Building and Maintenance

Goose Bay Labrador: Arno Electric Reg'd, replacement of underground power cable from power plant to distribution transformer at Spruce Park Married Quarters, RCAF Station. *Chatham N B:* Banfield & Miles, exterior painting of 150 PMQs, RCAF Station. *Longueuil Que:* Pavage Richelieu Ltee, asphalt paving, concrete work, fencing, etc, grounds improvement at Jacques Cartier Barracks. *Clinton Ont:* C A McDowell & Co, replacement of concrete hardstand, RCAF Station. *Kingston Ont:* E S Fox Plumbing & Heating Ltd, alterations to heating system in Hewitt House, RMC. *North Bay Ont:* Donald M Hawkins Ltd, exterior painting of 232 PMQs, RCAF Station. *Uplands Ont:* Richards-Wilcox Canadian Co Ltd, repair to No 5 section of canopy type hangar door on Hangar No 12, RCAF Station; Beaver Asphalt Paving Co Ltd, repair of asphalt apron, Hangars 1 & 2, RCAF Station. *Calgary Alta:* Coxson Decorating Ltd, exterior painting of 219 PMQs, Currie Barracks. *Cold Lake Alta:* Drywall Decorating (Alberta) Co Ltd, exterior painting of 207 PMQs, RCAF Station.

Department of Defence Production

Goose Bay Labrador: Dougal Painting Contractors Co Ltd, cleaning & refinishing the main floor areas at RCAF Station. *Gander Nfld:* Herwood Lumber Co Ltd, supply & installation of fly screens & storm windows on Administration bldg No 86, RCAF Station. *Greenwood N S:* Lester Croft, exterior trim painting of station bldgs, RCAF Station; Valley Plumbing & Heating Ltd, replacing water service line to bldgs Nos 2, 5, 9, 11, 13, 35, 41 & hangars 1, 2 & 3, RCAF Station. *Halifax N S:* T Hogan & Co Ltd, repairs to refractory in boilers 1 & 2 in bldg No 9, Willow Park. *Bathurst N B:* Maritime Waterproofing & Contracting Co Ltd, exterior renovation & waterproofing of Armoury, Old Post Office Bldg. *St. Hubert Que:* Canadian Erectors Ltd, repairs to two Lee heaters at RCAF Station. *Seven Islands Que:* Tri-Bec Inc, installation of fire alarm protection system in Operation Bldg, walkways & towers, RCAF Station, Moisie. *Ottawa Ont:* Alf Grodde Ltd, cleaning & painting interior of Central Heating Plant at Uplands. *Picton Ont:* H J McFarland Construction Co Ltd, repair of roads in PMQ Area, Picton Heights. *Rockcliffe Ont:* National Roofing & Waterproofing Ltd, re-roofing skating rink & west leanto curling rinks, RCAF Station. *Trenton Ont:* Walker Painting & Decorating Co Ltd, layout & painting of markings on three runways, RCAF Station. *Uplands Ont:* Hurdman Paving Ltd, paving of CE-CEPE parking lot & PMQ entrance road, RCAF Station. *Fort Churchill Man:* Canadian Comstock Co Ltd, extension of electrical power line & installation of transformers. *Portage la Prairie Man:* G H Hay Decorating Co, interior painting of forty PMQs, RCAF Station. *Moose Jaw Sask:* A F Ware, exterior painting of sixty PMQs, RCAF Station. *Saskatoon Sask:* Miller's Sheet Metal & Roofing Contractors, application of roof, Drill Hall, Bldg 20, RCAF Station. *Calgary Alta:* Gallelli & Sons Co Ltd, construction of concrete curb & catch basins, RCAF Station, Lincoln Park. *Edmonton*

Alta: B & E Painting & Decorating Ltd, painting exterior of bldgs, Hamilton Gault Barracks; B & E Painting & Decorating Ltd, exterior painting of bldgs, Griesbach Barracks. *Lancaster Park Alta*: Mecon Installations Ltd, supply & installation of steam line, manhole, etc, RCAF Station, Namao. *Penhold Alta*: Coxson Decorating, interior painting of 30 PMQs, RCAF Station. *Vancouver B C*: Insul-Mastic & Building Products Ltd, exterior cleaning of bldgs & repainting, North Jericho.

Department of Northern Affairs and National Resources

Arctic Red River, Fort Good Hope, Fort Wrigley, Reindeer Station, Lake Claire Sweet Grass Creek, N W T: Maloney-Crawford Tank & Service Co Ltd, supply & installation of POL storage tanks. *Hay River N W T*: Infilco (Canada) Ltd, supply & erection of equipment for water treatment plant.

Department of Public Works

Gull Island Nfld: Hedley Drover, construction of wharf. *St Mary's Nfld*: L G & M H Smith Ltd, wharf repairs. *Launching Pond P E I*: Eastern (P E I) Contractors, retaining wall extension. *Bayfield N S*: Campbell & Grant Construction Co Ltd, breakwater repairs. *Charlos Cove N S*: Colin R MacDonald Ltd, construction of wharf. *Eskasoni N S*: Stephens Construction Ltd, construction of two-classroom school at Eskasoni Indian Agency. *Northport N S*: Colin R MacDonald Ltd, wharf reconstruction & extension. *Whycocomagh N S*: Stephens Construction Ltd, construction of one-classroom addition with toilet accommodation & three-bedroom staff unit, Indian day school. *Dulhousie N B*: Stephen Construction Co Ltd, paving of approach road to public wharf; J W & J Anderson Ltd, roadway repairs. *Richardson N B*: J W McMulkin & Son Ltd, wharf extension. *St. Andrews N B*: MacPherson Builders Ltd, construction of Biological Station workshop. *Stuartown N B*: J W McMulkin & Son Ltd, wharf extension. *White Head N B*: Clare Construction Co Ltd, construction of wharf. *Deschailons Que*: Plessis Construction Ltd, construction of protection works. *Fort George Que*: Ron Construction Co Ltd, construction of pump house & installation of water distribution system, James Bay Agency, & construction of frame bldgs at Paint Hills. *L'Anse au Beaufils Que*: Bisson Construction Inc, harbour improvements. *Les Eboulements (St Joseph de la Rive) Que*: Esdras Boivin, construction of protection wall. *Les Ecureuils Que*: Allmo Paving Ltd, extension to protection wall (1960). *Montreal Que*: Richard & B A Ryan Ltd, installation of elevator, 1613 Delorimier St. *Rouyn Que*: Les Entreprises Rouyn Ltd, addition & alterations, federal bldg. *Ste Anne de Beaupre Que*: Aime Fortin, repairs to wharf. *Goderich Ont*: George L Dillion Construction Ltd, installation of wales & guardrail. *Ottawa Ont*: Gendron Plumbing & Heating Co Ltd, supply & installation of two water pressure systems for X-Ray equipment, 555 Booth St; Otis Elevator Co Ltd, supply & installation of elevator, Rideau Hall; Roy Soderling & Co Ltd, renovations & air conditioning, photographic rooms, Public Archives Bldg, Sussex Drive; Federal Air-Conditioning & Refrigeration Ltd, supply & installation of air conditioning system, "B" Bldg, Cartier Square. *Port Arthur Indian Agency Ont*: O & H Construction Ltd construction of staff unit, Pic Indian day school, Heron. *Six Nations Indian Agency Ont*: Kovacs Construction Co Ltd, construction of two-classroom school, Six Nations No 7. *Toronto Ont*: Kovacs Construction Co Ltd, alterations to Dominion public bldg, 1 Front Street West. *Wallaceburg Ont*: Ontario Marine & Dredging Ltd, harbour improvements (wharf, transit shed & turning basin). *Whitby Ont*: Tracey Construction Inc, harbour improvements. *Selkirk Man*: J S Quinn Construction Co Ltd, wharf extension (Selkirk Shipyard). *The Pas Man*: Matheson Bros Ltd, alterations & additions to federal bldg. *Carway Alta*: Southern Alberta Construction Ltd, alterations to canopies, Canadian Customs & Immigration Bldg. *Goodfish Lake Alta*: Robert Holzer, construction of four-bedroom staff unit & school alterations, Saddle Lake Indian Agency. *Edmonton Alta*: *Erickson & Rimmer & Sons Construction Ltd, construction & delivery of steel ferry for Fort Providence, MacKenzie River; Alberta Mechanical Contractors Ltd, ventilation alterations to existing RCMP Rifle Range. *Lakalsap B C*: Stange Construction Co Ltd, addition of classroom & toilets, Indian day school. *Renata B C*: Pacific Piledriving Co Ltd, wharf reconstruction. *Shoal Harbour B C*: Wakeman & Trimble Contractors Ltd, construction of breakwater. *Skookumchuck B C*: Slade Contractors Co Ltd, construction of one-classroom school & three-bedroom staff unit. *Stuart Island B C*: Pacific Piledriving Co Ltd, construction of wharf & float. *Yoho National Park B C*: W & G Grant Construction (Pacific) Ltd, diversion of CPR mainline in vicinity of Wapta Lake, CPR mileage 125.4 to 126.0. *Hay River N W T*: Rain Bros Construction Ltd, & Park

Bros Ltd, grading, culverts & screened gravel surfacing, Hay River to Enterprise Development Road. *Fort McPherson N W T*: Alta Bend Ltd, construction of water supply & sewage disposal system with mains & services. *Inuvik N W T*: Poole Construction Co Ltd, construction of floating wharf. *MacKenzie River Ferry Crossing N W T*: McNamara Construction Western Ltd, construction of approach roads & causeway. *Carcross Y T*: St Laurent Construction Ltd, construction of warehouse, garage & roothouse, IRS.

Contracts Containing The General Fair Wages Clause

Halifax N S: Fred Rhodenizer, installation of stokers, federal bldg. *Cape Tormentine N B*: Harbour Development Ltd, dredging. *Saint John (Courtenay Bay) N B*: Harbour Development Ltd, dredging. *Quebec Que*: A Gingras, alterations to 910 St Honore St. *Rouyn Que*: Les Entreprises de Rouyn Ltd, supply & installation of partitions, McQuaig St. *Arnprior Ont*: Dibblee Construction Co Ltd, ground improvements, Civil Defence College. *Huntsville Ont*: Sydney Earl, alterations to federal bldg. *Ottawa Ont*: Allied Insulation, insulation of pipes, Central Heating Plant, Cliff St; R A Bingham & Son, installation of partitions, "A" Bldg, Cartier Square; A Lanctot Construction Co Ltd, repairs to entrances, "B" & "C" Bldgs, Cartier Square; Ottawa Boiler & Steel Works, retubing boiler, Jackson Bldg; Roger E Boivin, redecorating washrooms, No 2 Temporary Bldg; McFarlane & Leblanc, electrical repairs, No 2 Temporary Bldg; Bun Wiseman, general repairs, 45 Spencer St; Presley Painting & Decorating Co Ltd, redecoration, Supreme Court Bldg; Roy Soderlind Co, general repairs, Geological Survey Bldg; Rene Cleroux, plumbing repairs, 555 Booth St; F J Shouldice Construction Co Ltd, general repairs, 552 Booth St; A Lanctot Construction Co Ltd, general alterations, Post Office, Sparks & Elgin Sts; J M McQueen, exterior repairs, Rideau Hall; Campbell Steel & Iron Works, boiler room repairs, Cartier Square; The B Phillips Co, general repairs, 30 Lydia St; Thos P Crawford, installation of air conditioning unit, Laboratory, 30 Caldwell Ave; Welldun Plumbing & Heating, plumbing repairs, Centre Block, Parliament Bldgs. *Brandon Man*: Merchandising Industries Co, installation of mail conveyor, federal bldg. *Souris Man*: Dodd Plumbing & Heating Ltd, supply & installation of boiler, Post Office Bldg. *Winnipeg Man*: Building Mechanics Ltd, general alterations, federal bldg. *Regina Sask*: Yarnton Decorating Co Ltd, exterior painting, Motherwell Bldg. *Lethbridge Alta*: General Construction Co, paving, federal bldg. *Browning Passage B C*: MacKenzie Dredging & Derrick Co Ltd, dredging, Pender Island Canal.

St. Lawrence Seaway Authority

St Catharines Ont: MacPherson Construction, road repairs, Lock 1 to Lock 3, Welland Canal.

Department of Transport

Moncton N B: Horton Steel Works Ltd, erection of elevated water storage tank, including concrete foundation, etc. *Cartierville Que*: South Shore Construction Inc, repairs to runway 15-33, Airport. *Orillia Ont*: Allan G Cook, *construction of two steel scows. *Sault Ste Marie Ont*: Curran & Briggs Ltd, additional development, Airport. *Uplands Ont*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of underground power distribution, Ottawa Airport. *Regina Sask*: Beattie Ramsay Construction Co Ltd, construction of ramps, sidewalks & access roads to serve new Air Terminal Bldg. *Edmonton Alta*: Arthur A Voice Construction Co Ltd, installation of water supply mains & sewage disposal lines, International Airport; Combustion Engineering-Superheater Ltd, supply & installation of high temperature water generators, International Airport. *Lucy Island B C*: Stange Construction Co Ltd, construction of single dwelling (Prince Rupert Agency). *Vancouver B C*: Allied Builders Ltd, *construction of shallow draft buoy vessel for service on MacKenzie River. *Frobisher Bay N W T*: Bedard-Girard Ltd, installation of approach lighting. *Resolute Bay N W T*: The Tower Company Ltd, prefabrication, transportation & erection of storage bldg at bldg site & installation of ground antenna system at transmitter site.

PRICES AND THE COST OF LIVING

Consumer Price Index, August 1960

Canada's consumer price index (1949=100) advanced 0.3 per cent, from 127.5 to 127.9, between July and August. A year ago the index stood at 126.4.*

The increase resulted largely from a 1.0-per-cent increase in the food index from 120.5 to 121.7, which approximated the usual July-August seasonal increase. The shelter, household operation, and other commodities and services indexes all edged up a fractional 0.1 per cent. The clothing index was down 0.5 per cent.

In foods, higher prices were reported for eggs, beef, pork, bananas and oranges, with most domestic fruits and vegetables showing substantial seasonal declines.

The shelter index moved from 143.9 to 144.0, with rents unchanged but the home-ownership component, reflecting 1960 property tax changes, moving to higher levels.

The household operation index edged up to 123.1 from 123.0 on the strength of price increases for coal, linoleum, textiles and household supplies. Fuel oil prices were lower and August furniture sales were in evidence on a number of furniture items.

The other commodities and services index increased from 137.6 to 137.7 as higher prices were reported for gasoline, taxi fares, some rail fares, newspapers and personal care items. The drug index was lower as substantial price decreases occurred on penicillin prescriptions.

The clothing index declined from 110.8 to 110.3, as mid-summer sale prices for women's and children's wear and some footwear offset scattered price increases for cotton dress prints, boys' trousers and men's pyjamas.

Group indexes one year earlier (August 1959) were: food 120.5, shelter 141.9, clothing 109.7, household operation 122.6, and other commodities and services 135.3.

City Consumer Price Indexes, July 1960

Consumer price indexes (1949=100) showed mixed results between June and July: five of the ten regional city indexes were lower, four were higher and one unchanged.† Decreases ranged from -0.5 per cent in both Halifax and Montreal to -0.1 per cent in Toronto; increases ranged

narrowly from +0.2 per cent in Saskatoon-Regina to +0.3 per cent in St. John's, Winnipeg and Edmonton-Calgary. The Saint John index was unchanged.

Food indexes were lower in six cities and higher in the other four regional cities. Shelter indexes rose in six cities, declined in three cities and remained unchanged in the remaining regional city. Clothing indexes were quite steady; they remained unchanged at June levels in five cities, declined in three cities and increased in the other two cities. Household operation indexes showed mixed results, with indexes down in three cities, up in four cities and unchanged in the other three. Other commodities and services indexes increased in three regional cities, decreased in six cities and remained unchanged in the other regional city.

Regional consumer price index point changes between June and July were as follows: Halifax -0.6 to 126.4; Montreal -0.6 to 127.2; Ottawa -0.4 to 128.2; Vancouver -0.2 to 127.5; Toronto -0.1 to 130.1; Winnipeg +0.4 to 125.4; Edmonton-Calgary +0.4 to 123.6; St. John's +0.3 to 116.5*; Saskatoon-Regina +0.3 to 124.0. Saint John remained unchanged at 128.6.

Wholesale Price Index, July 1960

Canada's general wholesale price index (1935-39=100) edged up 0.1 per cent between June and July this year, from 231.9 to 232.2, and was 0.5 per cent above last year's July index of 231.1.

The increase was not evenly distributed among the component groups; all but two of the eight major group indexes declined.

Higher prices for eggs, oils and fats, fresh and cured meats, furs, and livestock pushed the animal products group index up 1.8 per cent from 246.0 to 250.5, which was sufficient to account for the slight rise in the total index. The index for the chemical products group was unchanged at 188.2.

The index for the vegetable products group was down 0.2 per cent from 205.2 to 204.7. There was a drop of 0.4 per cent in the wood products group index from 307.5 to 306.3. Decreases of 0.1 per cent occurred in the textile products, iron products, and non-metallic minerals group indexes.

*See Table F-1 at back of book.

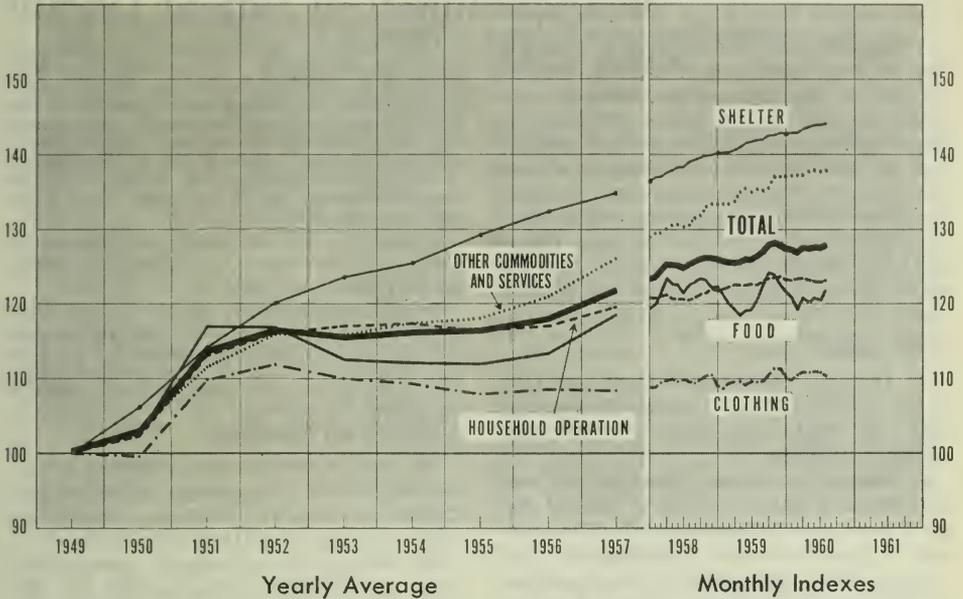
†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



U.S. Consumer Price Index, July 1960

Recording the smallest July increase in six years, the United States consumer price index (1947-49=100) rose 0.1 per cent between mid-June and mid-July to a new record high, 126.6. It was 126.5 at mid-June and 124.9 in July 1959.

This was the fifth consecutive month in which a new high was reached, and the increase during the month was the 13th in 16 months.

Principal causes of the latest increase were higher prices for food (although the increase here was smaller than usual at this time of year), gasoline and services.

U.K. Index of Retail Prices, June 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100), after holding steady for two months, rose from 110.3 to 110.9 between mid-May and mid-June. This index is now 1.6 points higher than in June last year.

Canadian Co-operatives Report 8-Per-Cent Increase in Business

The volume of business done by Canadian marketing, purchasing, fishermen's and service co-operatives in the year ended July 31, 1959 was 8 per cent greater than in the previous year, it is reported in the 28th annual edition of *Co-operation in Canada*, a publication of the Economics Division, Department of Agriculture.

The 1959 total was \$1,363,752,000, compared with \$1,245,423,000 in 1958.

The number of co-operative associations in Canada increased to 2,905 during 1959 from 2,883 the year before, but the number of shareholders or members dropped from 1,580,089 to 1,564,514.

The marketing and purchasing co-operatives accounted for by far the largest volume of business—a total of \$1,296,273,000 in 1959, compared with \$22,744,000 in service, and \$25,161,000 in fishermen's co-operatives.

Although fewer marketing and purchasing co-operatives reported in 1959, there was an increase of \$55 million in assets over 1958. Assets in 1958 totalled \$505,023,000; in 1959 the total was \$560,148,000.

Liabilities to the public increased from \$283,176,000 in 1958 to \$314,686,000 in 1959. Liabilities to members also increased from \$77,175,000 in 1958 to \$79,528,000 in 1959.

Net worth of the reporting marketing and purchasing co-operatives increased from \$144,672,000 to \$165,933,000, and members' equity from \$221,847,000 to \$245,461,000.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numberal) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 143

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-second Annual Report for the Year ended December 31, 1959*. Edmonton, 1960. Pp. 37.
2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-third Annual Report, Year ended December 31, 1959*. [Victoria?] Queen's Printer, 1960. Pp. 48.
3. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1959*. Toronto, Queen's Printer, 1960. Pp. 103.
4. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirtieth Annual Report for the Calendar Year 1959*. Regina, Queen's Printer, 1960. Pp. 24.

Business

5. AMERICAN MANAGEMENT ASSOCIATION. *The Changing Dimensions of Office Management; Technical and Managerial Trends in Administrative Operations*. New York, c1960. Pp. 159.

Describes "some of the changes that have taken place in data processing, in systems planning, in office services, in the design and maintenance of office facilities, and in many other areas of administrative responsibility."

6. ANTHONY, EDWARD L., Ed. *Equity Capital and Small Business*. Washington, GPO, 1960. Pp. 78.

A collection of eight articles on different aspects of equity capital. Partial Contents: Equity Capital and Small Business. Steps in incorporating a Business. Equity Financing for the Small Firm. Some Current Sources of Financial Assistance. Equity Financing for Smaller Business. Equity Capital for Small Business Corporations.

7. SANZO, RICHARD. *Ratio Analysis for Small Business*. [2d ed.] Washington, GPO, 1960. Pp. 55.

Describes the different types of business ratios, how they are obtained and how they can be interpreted.

Collective Bargaining

8. INTERNATIONAL LABOUR OFFICE. *Collective Bargaining; a Workers' Education Manual*. Geneva, 1960. Pp. 158.

Deals with "...the definition and origins of collective bargaining, the conditions essential for its success, how it works, the subject matter of collective bargaining and agreements, the practical application of agreements, procedures for the settlement of disputes, unfair labour practices, various consequences of breakdowns in collective bargaining and, finally, conciliation, arbitration, and the attitude of the State towards collective bargaining."

9. UNITED STEELWORKERS OF AMERICA. *Collective Bargaining or Monopoly*. Pittsburgh [1960?] Pp. 90.

Presents arguments in favour of collective bargaining. Expresses the fear that certain sections of the new Labor-Management Reporting and Disclosure Act of 1959, as well as future labour legislation, may interfere with collective bargaining by unions.

Congresses and Conventions

10. SOUTH AFRICAN TRADE UNION COUNCIL. *Report of Proceedings, Fifth Annual Conference held at Durban, April/May, 1959*. Johannesburg [1959?] Pp. 137.

11. INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA. *Proceedings of the Eleventh Annual Conference, Toronto, Ontario, October 21-24, 1959*. Toronto, Distributed for the Institute... by the University of Toronto Press [1960?] Pp. 214.

Some of the topics discussed were the operation of the St. Lawrence Seaway; the Heeney report on the Civil Service; pension plans in public and private employment; provincial-municipal relations; and, energy resources and the national interest.

12. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. ONTARIO CHAPTER. *Proceedings of the Fifteenth Annual Conference of the Ontario Chapter, Honey Harbour Ontario, September 18th, 19th, 20th, 1959*. [Toronto, 1960?] Pp. 21.

Economic Policy

The following are Materials prepared in connection with the study of employment, growth and price levels for consideration by the Joint Economic Committee, Congress of the United States, and published in Washington by the Government Printing Office in 1959 and 1960.

13. BERNSTEIN, EDWARD MORRIS. *International Effects of U.S. Economic Policy*. Pp. 93.

Study paper No. 16. At head of title: 86th Cong., 2d sess. Joint Committee print.

14. ECKSTEIN, OTTO. *Steel and the Post-war Inflation*, by Otto Eckstein and Gary Froman. *An Analysis of the Inflation in Machinery Prices*, by Thomas A. Wilson. Pp. 81.

Study papers nos. 2 and 3. At head of title: 86th Cong., 1st sess. Joint Committee print.

15. GURLEY, JOHN GREY. *Liquidity and Financial Institutions in the Postwar Period*, by John G. Gurley. *Profits, Profit Markups*,

and Productivity: an Examination of Corporate Behavior since 1947, by Edwin Kuh. Pp. 111.

Study papers nos. 14 and 15. At head of title: 86th Cong., 1st sess. Joint Committee print.

16. HARRIS, SEYMOUR EDWIN. *The Incidence of Inflation: or Who gets Hurt?* By Seymour Harris. *Protection against Inflation*, by H. S. Houthakker. *The Share of Wages and Salaries in Manufacturing Incomes, 1947-56*, by Alfred H. Conrad. Pp. 153.

Study papers nos. 7 8, and 9. At head of title: 86th Cong., 1st sess. Joint Committee print.

17. HIRSCH, WERNER ZVI. *Analysis of the Rising Costs of Public Education*, by Werner Z. Hirsch. *Trends in the Supply and Demand of Medical Care*, by Markley Roberts. Pp. 85.

Study papers nos. 4 and 5. At head of title: 86th Cong., 1st. sess. Joint Committee print.

18. KNOWLES, JAMES WILEY. *The Potential Economic Growth in the United States*, by James W. Knowles, with the assistance of Charles B. Warden, Jr. Pp. 56.

Study paper No. 20. At head of title: 86th Cong., 2d sess. Joint Committee print.

19. KREPPS, THEODORE JOHN. *An Evaluation of Antitrust Policy: its Relation to Economic Growth, Full Employment, and Prices*. Pp. 49.

Study paper no. 22. At head of title: 86th Cong., 2d sess. Joint Committee print.

20. REDFORD, EMMETTE SHELBURN. *Potential Public Policies to deal with Inflation caused by Market Power*, by Emmette Redford. *A Brief Interpretive Survey of Wage-Price Problems in Europe*, by Mark W. Leiserson. Pp. 86.

Study papers nos. 10 and 11. At head of title: 86th Cong., 1st sess. Joint Committee print.

21. ROWEN, HENRY. *National Security and the American Economy in the 1960's*. Pp. 79.

Study paper No. 18. At head of title: 86th Cong., 2d sess. Joint Committee print.

22. SCHULTZE, CHARLES L. *Prices and Costs in Manufacturing Industries*, by Charles L. Schultze and Joseph L. Tryon. Pp. 58.

Study paper no. 17. At head of title: 86th Cong., 2d sess. Joint Committee print.

23. SCHULTZE, CHARLES L. *Recent Inflation in the United States*. Pp. 137.

Study paper no. 1. At head of title: 86th Cong., 2d sess. Joint Committee print.

24. SMITH, WARREN LOUNSBURY. *Debt Management in the United States*. Pp. 154.

Study paper no. 19. At head of title: 86th Cong., 2d sess. Joint Committee print.

25. U.S. BUREAU OF LABOR STATISTICS. *The Extent and Nature of Frictional Unemployment*. Pp. 69.

Study paper no. 6. At head of title: 86th Cong., 2d sess. Joint Committee print.

26. U.S. BUREAU OF LABOR STATISTICS. *The Structure of Unemployment in Areas of Substantial Labor Surplus*. Pp. 34.

Study paper no. 23. At head of title: 86th Cong., 2d sess. Joint Committee print.

Efficiency, Industrial

27. EUROPEAN PRODUCTIVITY AGENCY. *Fitting the Job to the Worker. International Conference of Zurich, 2nd-6th March 1959. General Report by Prof. Bernard Metz*. Project no. 6/07E. [Paris, 1960] Pp. 115.

The participants at the conference discussed the following: the respective roles of physiology and experimental psychology; heavy muscular work; work place design; presentation and use of sensory information provided by the work process; design of controls; lighting and noise; heat and the working environment; and, working hours and rest periods.

28. INTERNATIONAL LABOUR OFFICE. *Job Evaluation*. Geneva, 1960. Pp. 146.

Provides a brief description of the aims and methods of job evaluation, some examples and information based on actual experience with job evaluation schemes, and some comments on the use of job evaluation as an aid in wage determination.

Labour Organization

29. BRIEFS, GOETZ ANTONY. *Unionism reappraised from Classical Unionism to Union Establishment*. Washington, American Enterprise Association, 1960. Pp. 67.

The author states in the Preface, "In the following pages we shall try to trace the course of trade union development, to seek an explanation of the change in the union's nature and *modus operandi*, and to bring out some of the implications which big unionism in its 'established' status has for modern society."

30. EVANS, ERIC WYN. *Mabon (William Abraham 1842-1922). A Study in Trade Union Leadership*. Cardiff, University of Wales Press, 1959. Pp. 115.

William Abraham was active on behalf of Welsh miners in the British trade union movement for over forty years. He worked for the Eight Hour Day and for the Workmen's Compensation Act. He was a Member of Parliament and later a member of the British Privy Council.

Labouring Classes

31. CANADA. DEPARTMENT OF LABOUR. *Six Broadcasts on the Rehabilitation of the Disabled*. Ottawa, Queen's Printer, 1960. Pp. 40.

These broadcasts were given in the "Canada at Work" broadcast series. Contents: Physical Medicine and Rehabilitation, by A. T. Jousse. The Role of Psychiatry in Rehabilitation, by G. C. Sisler. Vocational Guidance in Rehabilitation, by E. K. Ford. Physiotherapy and Rehabilitation, by G. Gower-Rees. Occupational Therapy in Rehabilitation, by M. R. Hood. The Role of the Medical Social Worker in Rehabilitation, by F. Johanneson.

32. CANADA. DEPARTMENT OF LABOUR. *Speaking out... about the Older Worker Problem*. Ottawa, Queen's Printer, 1960. Pp. 26.

These are talks given in the "Canada at Work" broadcast series in the Fall of 1959. Contents: A Summary of the Older Worker Problem, by Michael Starr. An Industrialist's Views on the Older Worker Problem, by W. H. Cruickshank. Hold that Pension! By Cecil G. White. Labour's Views on the Older Worker Problem, By John W. Bruce. Experience Available, by Ian Campbell.

33. HARTLE, DOUGLAS G. *Unemployment: Cause? Treatment? Cure?* Toronto, Ontario Woodsworth Memorial Foundation, 1960. Pp. [24]

34. INDIAN NATIONAL TRADE UNION CONGRESS. *Labour Policy in Third Five Year Plan; Memorandum.* New Delhi, 1960. Pp. 56.

35. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General.* First item on the agenda. Geneva, 1960. 2 Volumes.

At head of title: Report 1. (Part 1-2). International Labour Conference. Forty-fourth session, Geneva, 1960. Contents: Pt. 1. Youth and Work. Pt. 2. Fourteenth Report of the International Labour Organization to the United Nations.

36. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Plans under Collective Bargaining; Hospital Benefits, Early 1959.* Washington, GPO, 1960. Pp. 37.

A study of the hospital benefit features of health and insurance plans under collective bargaining based on a analysis of 300 selected plans.

Wages and Hours

37. STIEBER, JACK W. *The Steel Industry Wage Structure; a Study of the Joint Union-Management Job Evaluation Program in the Basic Steel Industry.* Cambridge, Harvard University Press, 1959. Pp. 380.

The wage structure system in the basic steel industry in the U.S. is based on job descriptions and classifications negotiated jointly by the steel companies and the United Steelworkers of America. This book discusses these negotiations and the development and administration of the job evaluation program.

38. U.S. DEPARTMENT OF LABOR. *Problems involved in applying a Federal Minimum Wage to Agricultural Workers,* by Harry S. Kantor with the assistance of Cora S. Cronemeyer and Francis L. Hauser. Washington, 1960. 2 Volumes.

"Much of the present study represents an effort to identify the practical difficulties in the application of a minimum wage to agriculture and to develop solutions, or approaches to solutions."

Miscellaneous

39. CANADA. ROYAL COMMISSION ON ENERGY. *Report.* 1st-2nd. Oct. 1958-July 1959. Ottawa, Queen's Printer, 1959-1960. 2 Volumes.

Henry Borden, chairman. Contents of 1st Report: Export of Natural Gas and Crude Oil. Regulation of Pipe Line Companies. National Energy Board. Trans-Canada Pipe Lines Limited. Contents of 2nd Report: Crude Oil Reserves. Production and Marketing of Canadian Oil. Export of Canadian Oil. Future

Markets for Canadian Oil. The Montreal Market. Conclusions and Recommendations.

40. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Choosing your Career.* London, HMSO, 1960. Pp. 32.

Booklet prepared for young people leaving school. Suggests different types of jobs and the training necessary for them. The material in this booklet has particular reference to British students.

41. GREAT BRITAIN. FACTORY DEPARTMENT. *Report on Safety and Health in the Building and Civil Engineering Industries, 1954-1958.* London, HMSO, 1960. Pp. 30.

42. GROUP OF FOUR ON ECONOMIC ORGANIZATION. *A Remodelled Economic Organization. [A Report by the Group of Four established by the Resolution of 14th January 1960 of the Twenty Governments and the Commission of the European Economic Community]* Paris, Organization for European Economic Co-operation, 1960. Pp. 78.

The Group of Four consisted of W. Randolph Burgess, Bernard Clappier, Sir Paul Gore-Booth and Xenophon Zolotas. The Group of Four on Economic Organization met to consider the reorganization of the Organization for European Economic Co-operation to allow for inclusion of the present eighteen members plus the Associate Members, Canada and the U.S.A. This report briefly reviews the work of the OEEC and suggests what the Group of Four thinks are the principal aims and tasks for a future Organization "in the light of experience and changes in the economic scene." The Group of Four includes proposals for membership, name and structure and the necessary juridical and transitional arrangements, and a suggested draft Convention. The proposed name for the new Organization is the Organization for Economic Cooperation and Development.

43. INCE, (SIR) GODFREY HERBERT. *The Ministry of Labour and National Service.* London, Allen & Unwin, 1960. Pp. 215.

The author was Permanent Secretary to the Ministry of Labour and National Service from 1944 to 1956. He describes the function of the Ministry and some of the problems with which it has had to deal with and outlines its principal duties.

44. MONTREAL. UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Les relations industrielles: signification et recherche,* par Jean-Real Cardin. Montreal, 1960. Pp. 22.

A general discussion of industrial relations research.

45. PUBLIC PERSONNEL ASSOCIATION. OTTAWA CHAPTER. *Conference for Personnel Officers, March, 1960. Text of Major Speeches.* Ottawa, 1960. Pp. 44.

Contents: The Role of the Civil Service Commission, by G. A. Blackburn. The Role of the Department of Finance in Personnel Administration, by H. R. Balls, D. E. Anderson, J. E. E. MacLaren [and] J. B. Moore. The Role of the Treasury Board in Personnel Administration, by C. J. MacKenzie. The Role of the Departmental Officer in the Future, by L. J. Rodger. What Top Management expects of the Personnel Officer, by Dr. G. F. Davidson.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	961
Table B-1—Labour Income.....	962
Tables C-1 to C-6—Employment, Hours and Earnings.....	963
Tables D-1 to D-6—Employment Service Statistics.....	968
Tables E-1 to E-4—Unemployment Insurance.....	978
Tables F-1 and F-2—Prices.....	980
Tables G-1 to G-4—Strikes and Lockouts.....	981

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 18, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,454	126	448	1,816	2,376	1,114	574
Agricultural.....	890	*	52	130	176	298	32
Non-Agricultural.....	5,764	124	396	1,686	2,200	816	542
Males.....	4,801	106	346	1,361	1,717	836	435
Agricultural.....	631	*	50	122	157	272	28
Non-Agricultural.....	4,170	104	296	1,239	1,560	564	407
Females.....	1,653	20	102	455	659	278	139
Agricultural.....	59	*	*	*	19	26	*
Non-Agricultural.....	1,594	20	100	447	640	252	135
All Ages.....	6,454	126	448	1,816	2,376	1,114	574
14—19 years.....	617	13	48	217	193	104	42
20—24 years.....	829	24	61	271	269	140	64
25—44 years.....	2,954	58	182	822	1,120	497	275
45—64 years.....	1,821	29	137	455	701	325	174
65 years and over.....	233	*	20	51	93	48	19
<i>Persons with Jobs</i>							
All status groups.....	6,154	111	428	1,715	2,283	1,085	532
Males.....	4,553	91	327	1,278	1,643	812	402
Females.....	1,601	20	101	437	640	273	130
Agricultural.....	682	*	51	128	174	296	31
Non-Agricultural.....	5,472	109	377	1,587	2,109	789	501
Paid Workers.....	5,010	89	341	1,438	1,954	736	452
Males.....	3,570	71	251	1,046	1,387	501	334
Females.....	1,440	18	90	392	587	235	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	300	15 ⁽¹⁾	20	101	93	29	42
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,326	149	462	1,519	1,769	903	524
Males.....	1,070	39	101	285	330	191	124
Females.....	4,256	110	361	1,234	1,439	712	400

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANAD

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended June 18, 1960		Week Ended May 21, 1960		Week Ended June 20, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	328	312	431	416	261	247
Without Jobs.....	300	287	399	385	234	222
Under 1 month.....	85	—	75	—	61	—
1—3 months.....	91	—	119	—	73	—
4—6 months.....	62	—	135	—	45	—
7—12 months.....	44	—	50	—	37	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	11	—	13	—	11	—
Worked.....	28	25	32	31	27	25
1—14 hours.....	*	*	10	10	*	*
15—34 hours.....	20	18	22	21	20	18

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.
* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4	191.7	1,482.3
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,243.3	204.4	1,461.1
March.....	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April.....	44.7	422.9	145.0	.....	.....	.....	.....	.....	.....	1,486.9
May ³	45.2	429.7	147.9	71.7†	356.1†	77.7†	656.5†	1,297.1†	209.8†	1,532.6
June†.....	46.8	434.8	150.7	.....	.....	.....	.....	.....	.....	1,576.8

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at June, 1960 employers in the principal non-agricultural industries reported a total employment of 2,366,502. Tables C-1 (every second month) and C-3 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹				Index Numbers (1949 = 100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$				\$	
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May*.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June†.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959
Provinces				\$	\$	\$
Newfoundland.....	121.5	106.5	117.5	66.40	67.89	63.58
Prince Edward Island.....	131.4	114.9	127.4	55.88	56.93	55.59
Nova Scotia.....	97.3	87.4	96.0	62.26	62.71	60.55
New Brunswick.....	97.7	90.0	98.0	61.37	63.20	59.73
Quebec.....	117.8	113.6	117.6	72.41	73.33	70.69
Ontario.....	119.8	117.6	121.4	78.42	78.68	76.73
Manitoba.....	111.4	106.7	111.8	71.23	71.09	70.60
Saskatchewan.....	128.5	120.0	133.2	71.34	71.41	69.77
Alberta (including Northwest Territories).....	153.9	145.7	154.7	76.58	76.86	75.94
British Columbia (including Yukon).....	116.1	113.9	117.9	82.78	83.36	81.29
Canada.....	118.8	114.8	119.6	75.38	75.98	73.82
Urban Areas						
St. John's.....	132.0	121.0	131.1	54.29	55.90	53.75
Sydney.....	85.6	72.0	89.2	76.37	76.25	73.54
Halifax.....	115.3	114.0	116.2	61.59	61.62	60.11
Moncton.....	97.8	93.9	98.5	60.11	59.60	57.41
Saint John.....	100.8	100.4	95.4	60.22	60.90	57.01
Chicoutimi—Jonquiere.....	118.8	116.0	110.0	86.33	89.38	87.93
Quebec.....	112.7	109.4	110.9	63.21	63.81	61.99
Sherbrooke.....	100.5	97.4	100.5	60.85	63.75	59.70
Shawinigan.....	104.6	101.5	97.4	81.97	83.83	80.80
Three Rivers.....	116.1	110.9	117.9	68.06	68.68	67.81
Drummondville.....	74.8	74.0	75.3	59.99	61.41	60.51
Montreal.....	123.6	122.3	123.9	74.49	74.74	72.33
Ottawa—Hull.....	124.9	121.1	125.2	69.64	69.66	68.12
Kingston.....	111.9	108.7	111.6	75.12	73.48	69.09
Peterborough.....	98.2	97.4	102.1	83.65	84.06	82.34
Oshawa.....	186.3	185.3	182.5	91.03	92.36	86.87
Toronto.....	129.9	128.9	131.0	78.81	78.82	77.19
Hamilton.....	114.5	112.6	112.7	83.12	84.44	81.96
St. Catharines.....	110.4	109.4	113.2	83.85	85.72	84.32
Niagara Falls.....	100.5	95.8	102.7	77.33	79.17	75.35
Brantford.....	83.1	83.5	91.2	71.87	72.11	70.55
Guelph.....	121.3	122.4	128.2	69.47	70.34	68.32
Galt.....	115.8	113.9	111.2	67.16	67.15	66.31
Kitchener.....	121.0	120.0	119.5	71.90	71.60	69.98
Sudbury.....	144.7	143.1	138.8	88.44	89.76	86.53
Timmins.....	94.1	91.8	93.3	68.89	68.21	65.24
London.....	124.4	122.2	125.6	71.87	71.23	69.94
Sarnia.....	126.3	125.9	107.4	95.95	101.79	95.63
Windsor.....	79.0	77.9	82.1	87.46	86.74	84.89
Sault Ste. Marie.....	143.2	147.3	144.0	93.16	94.32	92.28
Ft. William—Pt. Arthur.....	109.2	103.3	117.1	77.57	76.18	75.76
Winnipeg.....	111.8	108.5	110.5	68.25	68.09	67.30
Regina.....	133.9	128.2	137.1	68.61	68.85	66.62
Saskatoon.....	139.1	133.3	137.4	67.58	67.27	67.55
Edmonton.....	186.5	179.5	188.3	71.83	72.45	71.47
Calgary.....	169.0	165.0	168.2	72.65	72.45	71.68
Vancouver.....	114.7	114.3	118.1	81.34	81.50	79.52
Victoria.....	111.0	112.7	114.8	74.17	74.86	72.95

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959
				\$	\$	\$
Mining	118.1	113.4	123.3	93.62	91.22	89.37
Metal mining.....	137.9	136.6	141.3	95.65	95.64	91.45
Gold.....	74.0	72.6	73.9	76.65	75.33	72.30
Other metal.....	197.5	196.3	204.2	102.29	102.64	97.92
Fuels.....	82.1	74.2	91.9	94.55	95.99	89.99
Coal.....	40.9	32.5	48.0	74.34	69.97	69.18
Oil and natural gas.....	259.4	253.6	264.4	108.26	110.35	104.84
Non-metal.....	133.7	123.4	135.3	82.42	84.02	78.29
Manufacturing	110.6	108.9	111.7	77.83	78.40	76.20
Durable goods.....	116.0	114.6	117.8	83.40	84.27	81.72
Non-durable goods.....	105.9	104.1	106.4	72.67	72.94	71.01
Food and beverages.....	112.9	107.3	112.7	70.46	70.38	68.90
Meat products.....	137.2	132.7	140.5	79.58	78.54	78.96
Canned and preserved fruits and vegetables.....	84.5	78.3	82.9	63.01	65.08	61.21
Grain mill products.....	103.8	102.5	103.8	75.58	75.27	72.61
Bread and other bakery products.....	112.5	110.5	109.3	67.23	66.09	66.68
Distilled and malt liquors.....	103.8	99.0	107.5	94.18	93.04	88.69
Tobacco and tobacco products.....	73.0	77.7	86.3	78.49	77.71	75.75
Rubber products.....	102.7	103.7	106.8	79.45	79.95	79.79
Leather products.....	80.8	81.1	88.6	49.31	50.48	50.74
Boots and shoes (except rubber).....	87.1	87.7	95.3	46.55	47.48	48.11
Textile products (except clothing).....	77.7	76.8	80.1	61.91	62.26	60.09
Cotton yarn and broad woven goods.....	70.2	68.6	75.6	57.91	59.18	55.08
Woolen goods.....	60.9	60.5	59.7	58.15	57.88	57.89
Synthetic textiles and silk.....	83.5	83.4	82.0	69.01	68.62	66.52
Clothing (textile and fur).....	88.1	88.7	91.2	47.05	48.55	47.03
Men's clothing.....	90.4	89.1	93.4	45.76	47.20	45.94
Women's clothing.....	92.8	96.1	93.7	48.48	50.36	48.56
Knit goods.....	70.1	71.1	77.8	47.05	47.92	46.12
Wood products.....	105.9	100.7	109.6	65.66	67.72	65.64
Saw and planing mills.....	108.0	101.0	113.2	67.37	70.34	67.58
Furniture.....	110.3	109.2	111.6	63.92	64.48	63.34
Other wood products.....	87.7	83.5	89.0	59.95	60.79	59.45
Paper products.....	123.7	120.8	123.2	89.79	89.92	88.85
Pulp and paper mills.....	124.8	121.1	124.6	96.50	96.75	95.34
Other paper products.....	121.1	120.0	119.4	73.29	73.47	71.74
Printing, publishing and allied industries.....	124.4	124.1	120.4	84.91	85.11	82.77
Iron and steel products.....	108.8	108.9	110.2	87.65	88.35	86.29
Agricultural implements.....	76.7	79.2	82.0	90.12	88.76	89.40
Fabricated and structural steel.....	156.9	151.4	168.1	87.17	89.71	87.32
Hardware and tools.....	102.4	102.4	98.2	79.55	79.29	77.76
Heating and cooking appliances.....	96.2	97.5	105.9	76.89	75.30	74.04
Iron castings.....	92.4	93.7	100.4	82.61	84.41	81.88
Machinery—Industrial.....	119.4	119.4	117.0	84.97	85.38	83.76
Primary iron and steel.....	123.5	125.4	119.0	98.55	100.80	98.16
Sheet metal products.....	109.8	106.6	110.9	87.30	86.35	84.83
Transportation equipment.....	113.0	112.9	115.9	89.03	89.79	86.54
Aircraft and parts.....	242.9	239.2	263.2	92.59	94.23	88.07
Motor vehicles.....	115.3	115.6	111.7	100.02	99.65	98.30
Motor vehicles parts and accessories.....	110.0	109.3	114.9	87.00	88.61	85.07
Railroad and rolling stock equipment.....	64.6	64.6	70.8	80.27	80.13	79.14
Shipbuilding and repairing.....	136.0	139.1	133.8	80.95	82.64	79.46
Non-ferrous metal products.....	130.7	128.6	126.5	87.86	88.91	84.85
Aluminum products.....	146.1	141.7	137.8	85.27	84.44	81.86
Brass and copper products.....	103.7	102.8	112.2	83.55	84.16	79.70
Smelting and refining.....	153.8	151.0	142.4	94.53	96.43	92.65
Electrical apparatus and supplies.....	134.7	134.6	134.4	84.35	84.13	81.80
Heavy electrical machinery.....	108.0	108.0	111.8	91.68	91.97	88.52
Telecommunication equipment.....	214.6	210.9	207.1	82.57	82.68	79.10
Non-metallic mineral products.....	144.8	139.0	146.1	80.87	79.67	79.31
Clay products.....	93.6	92.7	104.1	75.86	74.78	73.62
Glass and glass products.....	151.5	150.7	152.3	76.71	76.83	73.19
Products of petroleum and coal.....	139.6	135.7	141.2	116.75	117.09	113.81
Petroleum refining.....	142.3	138.9	143.2	117.82	117.80	114.82
Chemical products.....	134.2	133.2	127.3	90.36	90.18	85.68
Medicinal and pharmaceutical preparations.....	119.1	119.8	119.3	79.86	79.98	75.85
Acids, alkalis and salts.....	155.4	149.9	142.6	102.13	102.43	97.49
Miscellaneous manufacturing industries.....	130.1	129.4	125.3	69.17	69.67	68.04
Construction	129.9	111.0	133.0	77.59	79.86	77.96
Building and general engineering.....	123.5	109.6	131.7	84.30	87.54	84.94
Highways, bridges and streets.....	140.3	113.5	135.1	67.91	67.71	66.99
Electric and motor transportation.....	132.6	130.9	129.2	80.16	80.18	78.04
Service	143.3	140.1	138.7	52.89	53.58	50.23
Hotels and restaurants.....	130.5	126.0	127.9	41.15	41.21	39.87
Laundries and dry cleaning plants.....	116.2	115.3	114.8	46.70	47.83	46.11
Industrial composite	118.8	114.8	119.6	75.38	75.98	73.82

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1960	April 1960	May 1959	May 1960	April 1960	May 1959
Newfoundland.....	41.6	42.5	39.7	1.58	1.61	1.58
Nova Scotia.....	41.1	41.0	41.5	1.56	1.57	1.53
New Brunswick.....	41.3	41.4	42.4	1.56	1.59	1.47
Quebec.....	40.5	41.3	41.8	1.61	1.60	1.54
Ontario.....	40.2	40.4	41.0	1.88	1.89	1.82
Manitoba.....	39.7	39.5	40.7	1.68	1.68	1.66
Saskatchewan.....	39.5	39.5	40.7	1.90	1.91	1.87
Alberta ⁽¹⁾	39.6	39.4	40.5	1.89	1.89	1.84
British Columbia ⁽²⁾	37.3	38.0	38.8	2.16	2.15	2.08

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

*Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.9	41.2	40.5	2.09	2.12	2.06	87.44	87.37	83.41
Metal mining.....	42.0	41.4	40.4	2.16	2.19	2.16	91.00	90.78	87.11
Gold.....	43.1	41.9	41.3	1.66	1.67	1.62	71.55	69.96	66.81
Other metal.....	41.6	41.2	40.1	2.36	2.39	2.36	98.44	98.58	94.47
Fuels.....	40.4	38.7	39.8	1.98	2.00	1.91	79.96	77.52	75.96
Coal.....	40.7	38.1	39.3	1.78	1.74	1.73	72.31	66.36	68.05
Oil and natural gas.....	39.9	39.5	40.5	2.32	2.33	2.21	92.63	91.92	89.29
Non-metal.....	42.9	42.9	42.1	1.86	1.88	1.81	79.68	80.60	76.11
Manufacturing	40.1	40.5	41.1	1.79	1.79	1.73	71.67	72.37	70.90
Durable goods.....	40.5	40.9	41.4	1.93	1.94	1.86	78.08	79.21	77.12
Non-durable goods.....	39.7	40.1	40.7	1.65	1.64	1.59	65.37	65.60	64.63
Food and beverages.....	40.9	40.4	41.3	1.59	1.60	1.55	65.15	64.47	63.93
Meat products.....	40.7	39.9	41.9	1.86	1.85	1.81	75.78	73.97	75.80
Canned and preserved fruits and vegetables.....	38.3	38.9	38.5	1.39	1.43	1.35	53.34	55.50	51.85
Grain mill products.....	42.3	41.9	42.1	1.70	1.69	1.63	71.65	70.77	68.78
Bread and other bakery products.....	42.7	42.1	42.8	1.47	1.44	1.41	62.71	60.77	60.49
Distilled liquors.....	40.6	39.0	40.1	2.00	2.02	1.87	81.18	78.62	75.11
Malt liquors.....	39.8	39.3	40.0	2.24	2.23	2.12	89.41	87.54	84.77
Tobacco and tobacco products.....	40.2	40.0	40.6	1.82	1.80	1.72	73.10	72.06	69.92
Rubber products.....	40.1	40.6	41.9	1.83	1.82	1.79	73.46	74.11	74.95
Leather products.....	35.8	37.4	39.8	1.22	1.20	1.17	43.52	45.01	46.74
Boots and shoes (except rubber).....	34.9	36.5	39.5	1.18	1.16	1.12	41.12	42.38	44.37
Other leather products.....	37.7	39.2	40.7	1.30	1.30	1.28	48.91	50.93	52.31
Textile products (except clothing).....	41.4	41.8	41.9	1.34	1.33	1.28	55.37	55.84	53.94
Cotton yarn and broad woven goods.....	39.7	40.4	39.8	1.35	1.35	1.26	53.38	54.62	50.18
Woolen goods.....	42.4	42.2	44.1	1.24	1.24	1.21	52.78	52.48	53.50
Synthetic textiles and silk.....	42.8	43.1	43.4	1.44	1.43	1.37	61.48	61.52	59.30
Clothing (textile and fur).....	36.4	38.0	38.1	1.14	1.14	1.10	41.41	43.16	42.02
Men's clothing.....	36.1	37.7	37.4	1.14	1.14	1.12	41.18	42.86	42.01
Women's clothing.....	35.2	36.9	37.2	1.20	1.21	1.15	42.41	44.76	42.83
Knit goods.....	38.9	39.9	40.2	1.05	1.06	1.03	41.48	42.38	41.44
*Wood products.....	39.8	40.9	42.2	1.57	1.58	1.50	62.42	64.63	63.14
Saw and planing mills.....	39.1	40.3	41.7	1.67	1.70	1.58	65.07	68.47	66.17
Furniture.....	41.1	41.7	42.9	1.44	1.43	1.37	59.03	59.46	58.90
Other wood products.....	41.3	42.1	43.1	1.33	1.32	1.29	55.13	55.62	55.43
Paper products.....	41.0	41.3	41.7	2.05	2.03	2.00	84.02	83.93	83.53
Pulp and paper mills.....	41.1	41.4	41.8	2.19	2.18	2.14	90.21	90.21	89.68
Other paper products.....	40.5	40.9	41.3	1.65	1.63	1.59	66.76	66.81	65.57
Printing, publishing and allied industries.....	39.2	39.3	39.9	2.17	2.17	2.09	84.82	85.28	83.39
Iron and steel products.....	40.3	40.7	41.3	2.06	2.07	2.00	83.07	84.08	82.44
Agricultural implements.....	40.5	40.0	42.2	2.09	2.08	2.04	84.52	83.37	85.97
Fabricated and structural steel.....	39.6	40.5	41.3	2.04	2.04	1.95	80.73	82.54	80.60
Hardware and tools.....	41.6	41.6	41.9	1.78	1.77	1.73	74.11	73.70	72.74
Heating and cooking appliances.....	40.1	39.6	40.8	1.77	1.77	1.72	71.12	70.01	70.04
Iron castings.....	39.4	40.8	41.2	1.97	1.98	1.90	77.61	80.76	78.27
Machinery—Industrial.....	41.3	41.8	42.1	1.92	1.92	1.88	79.40	80.13	79.00
Primary iron and steel.....	39.4	40.4	40.7	2.40	2.41	2.33	94.51	97.30	94.58
Sheet metal products.....	40.9	40.3	40.9	2.03	2.02	1.97	82.97	81.51	80.54
*Transportation equipment.....	40.9	41.4	41.2	2.05	2.05	1.99	83.70	84.90	81.87
Aircraft and parts.....	41.9	42.8	40.7	2.02	2.04	1.95	84.49	87.22	79.44
Motor vehicles.....	41.6	41.7	42.5	2.26	2.26	2.19	94.12	94.13	93.25
Motor vehicle parts and accessories.....	40.7	41.4	41.4	2.01	2.03	1.95	81.83	84.05	80.88
Railroad and rolling stock equipment.....	39.8	39.7	40.0	1.96	1.96	1.94	77.98	77.85	77.41
Shipbuilding and repairing.....	40.4	41.3	41.0	1.95	1.97	1.90	78.96	81.18	78.09
*Non-ferrous metal products.....	39.9	40.7	40.3	2.06	2.05	1.97	82.07	83.55	79.55
Aluminum products.....	41.5	41.4	41.5	1.83	1.82	1.72	76.09	75.22	71.38
Brass and copper products.....	40.0	40.6	40.1	1.93	1.93	1.86	77.12	78.35	74.54
Smelting and refining.....	39.4	40.4	40.1	2.26	2.25	2.19	88.88	91.05	87.68
*Electrical apparatus and supplies.....	40.2	40.2	40.6	1.84	1.84	1.78	74.03	73.78	72.45
Heavy electrical machinery and equipment.....	40.3	40.4	40.4	2.04	2.05	1.99	82.30	82.96	80.40
Telecommunication equipment.....	40.5	40.6	40.2	1.65	1.66	1.61	66.95	67.23	64.93
Refrigerators, vacuum cleaners and appliances.....	39.1	39.6	40.8	1.89	1.86	1.77	73.96	73.59	72.40
Wire and cable.....	41.3	41.2	42.4	2.01	2.00	1.96	82.99	82.40	83.16
Miscellaneous electrical products.....	40.3	39.8	40.3	1.74	1.73	1.69	70.30	69.03	68.10
*Non-metallic mineral products.....	42.8	41.8	43.7	1.78	1.78	1.73	76.11	74.45	75.44
Clay products.....	42.9	41.4	42.9	1.65	1.66	1.60	70.82	68.63	68.88
Glass and glass products.....	41.1	41.1	41.2	1.76	1.77	1.70	72.41	72.76	69.78
Products of petroleum and coal.....	41.4	41.1	42.7	2.55	2.54	2.46	105.53	104.10	105.28
Chemical products.....	40.7	40.9	40.9	1.96	1.95	1.84	79.65	79.65	75.20
Medicinal and pharmaceutical preparations.....	40.1	40.2	40.7	1.50	1.50	1.43	60.03	60.52	58.28
Acids, alkalis and salts.....	41.2	41.1	40.8	2.24	2.24	2.17	92.36	92.08	88.55
Miscellaneous manufacturing industries.....	40.4	41.4	41.5	1.48	1.47	1.42	59.86	60.78	59.10
Construction	39.1	39.2	41.3	1.91	1.96	1.84	74.86	76.91	75.82
Building and general engineering.....	38.4	39.6	41.3	2.10	2.13	1.99	80.76	84.34	82.31
Highways, bridges and streets.....	40.2	38.6	41.4	1.61	1.64	1.55	64.82	63.16	64.12
Electric and motor transportation.....	43.4	43.6	44.6	1.83	1.82	1.75	79.24	79.28	77.91
Service	39.3	39.6	39.7	1.04	1.04	1.00	40.84	40.99	39.67
Hotels and restaurants.....	39.3	39.2	39.3	1.02	1.01	0.98	39.88	39.65	38.47
Laundries and dry cleaning plants.....	40.4	41.6	41.5	1.00	1.00	0.98	40.46	41.51	40.52

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Monthly Average 1959.....	40.9	1.72	70.41	168.7	126.5	133.3
Last Pay Period in:						
1959 June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March.....	40.5	1.78	71.94	172.4	126.9	135.9
April.....	40.5	1.79	72.37	173.4	127.5	136.0
May (1).....	40.1	1.79	71.67	171.7	127.4	134.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960†.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960(1).....	14,714	12,594	27,308	242,582	128,062	370,644

* Current Vacancies only. Deferred vacancies are excluded.

† Figures revised

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1960⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 31 1960	June 30 1959
Agriculture, Fishing, Trapping.....	863	1,383	2,246	- 153	+ 1,091
Forestry.....	4,764	6	4,770	+ 204	+ 3,699
Mining, Quarrying and Oil Wells.....	619	56	675	- 568	+ 50
Metal Mining.....	349	22	371	- 264	- 68
Fuels.....	158	19	177	- 178	+ 101
Non-Metal Mining.....	80	1	81	- 56	+ 15
Quarrying, Clay and Sand Pits.....	7	2	9	- 6	- 5
Prospecting.....	25	12	37	- 64	+ 7
Manufacturing.....	2,870	1,860	4,730	- 834	- 957
Foods and Beverages.....	308	360	668	+ 74	+ 133
Tobacco and Tobacco Products.....	6	5	11	0	- 9
Rubber Products.....	13	9	22	- 16	- 39
Leather Products.....	49	106	155	+ 8	- 20
Textile Products (except clothing).....	78	133	211	- 2	- 69
Clothing (textile and fur).....	90	563	653	- 181	- 347
Wood Products.....	236	44	280	- 85	- 202
Paper Products.....	235	58	293	+ 116	+ 107
Printing, Publishing and Allied Industries.....	129	93	222	- 51	- 44
Iron and Steel Products.....	469	129	598	- 112	- 266
Transportation Equipment.....	467	45	512	- 13	- 85
Non-Ferrous Metal Products.....	139	44	183	- 90	- 43
Electrical Apparatus and Supplies.....	252	76	328	- 177	- 79
Non-Metallic Mineral Products.....	91	31	122	- 41	- 28
Products of Petroleum and Coal.....	26	12	38	- 32	- 12
Chemical Products.....	202	79	281	- 185	+ 77
Miscellaneous Manufacturing Industries.....	80	73	153	- 47	- 31
Construction.....	1,784	101	1,885	+ 55	- 246
General Contractors.....	1,271	63	1,334	+ 34	- 55
Special Trade Contractors.....	513	38	551	+ 21	- 191
Transportation, Storage and Communication.....	789	295	1,084	- 622	- 48
Transportation.....	654	108	762	- 306	- 3
Storage.....	21	18	39	- 2	- 18
Communication.....	114	169	283	- 314	- 27
Public Utility Operation.....	105	56	161	- 49	+ 56
Trade.....	1,765	2,440	4,205	- 786	- 329
Wholesale.....	599	532	1,131	- 218	- 141
Retail.....	1,166	1,908	3,074	- 568	- 188
Finance, Insurance and Real Estate.....	654	677	1,331	- 309	+ 29
Service.....	3,146	9,027	12,173	- 3,429	- 1,236
Community or Public Service.....	559	2,168	2,727	- 404	+ 469
Government Service.....	1,327	606	1,933	- 761	+ 252
Recreation Service.....	94	78	172	- 37	- 123
Business Service.....	588	400	988	- 88	- 283
Personal Service.....	578	5,775	6,353	- 2,139	- 1,551
GRAND TOTAL.....	17,359	15,901	33,260	- 6,491	+ 2,109

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JUNE 30, 1960⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	2,172	1,834	4,006	6,423	1,897	8,320
Clerical Workers.....	1,175	3,441	4,616	16,025	48,937	64,962
Sales Workers.....	1,244	1,114	2,358	6,729	16,074	22,803
Personal and Domestic Service Workers.	1,378	6,576	7,954	24,626	20,393	45,019
Seamen.....	5	.....	5	965	2	967
Agriculture, Fishing, Forestry (Ex. log)..	981	1,231	2,212	2,956	930	3,886
Skilled and Semi-Skilled Workers.....	8,827	1,140	9,967	114,471	21,314	135,785
Food and kindred products (incl. tobacco).....	70	22	92	1,013	595	1,608
Textiles, clothing, etc.....	95	750	845	3,231	13,436	16,667
Lumber and lumber products.....	4,606	.....	4,606	10,942	129	11,071
Pulp, paper (incl. printing).....	94	16	110	1,083	483	1,566
Leather and leather products.....	26	65	91	1,139	1,158	2,297
Stone, clay and glass products.....	12	.....	12	452	37	489
Metalworking.....	541	22	563	14,837	1,167	16,004
Electrical.....	171	11	182	3,034	1,147	4,181
Transportation equipment.....	2	.....	2	2,002	53	2,055
Mining.....	203	.....	203	1,561	.....	1,561
Construction.....	838	9	847	26,847	4	26,851
Transportation (except seamen).....	493	9	502	18,880	140	19,020
Communications and public utility.....	26	.....	26	621	5	626
Trade and service.....	235	179	414	4,268	1,657	5,925
Other skilled and semi-skilled.....	1,241	39	1,280	17,217	1,009	18,226
Foremen.....	99	18	117	2,193	281	2,474
Apprentices.....	75	.....	75	5,151	13	5,164
Unskilled Workers.....	1,445	539	1,984	86,524	22,389	108,913
Food and tobacco.....	26	164	190	2,429	4,538	6,967
Lumber and lumber products.....	162	1	163	7,506	361	7,867
Metalworking.....	88	6	94	6,306	670	6,976
Construction.....	653	.....	653	35,729	.....	35,729
Other unskilled workers.....	516	368	884	34,554	16,820	51,374
GRAND TOTAL.....	17,227	15,875	33,102	258,719	131,936	390,655

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT JUNE 30, 1960

(SOURCE: FORM U.I.C. 757)

Office	Unfiled Vacancies ⁽²⁾			Registrations		
	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959
Newfoundland	283	276	419	7,888	17,816	7,773
Corner Brook.....	24	32	19	2,373	4,324	1,915
Grand Falls.....	4	6	4	632	1,365	595
St. John's.....	255	238	396	4,883	12,127	5,263
Prince Edward Island	430	241	217	1,474	2,392	1,470
Charlottetown.....	302	139	154	769	1,445	795
Summerside.....	128	102	63	705	947	675
Nova Scotia	913	992	913	13,463	20,670	12,717
Amherst.....	35	27	9	669	1,146	607
Bridgewater.....	28	38	26	810	1,220	578
Halifax.....	466	466	510	4,382	5,660	3,896
Inverness.....				225	693	221
Kentville.....	192	277	193	1,044	2,044	867
Liverpool.....	13	17	5	285	498	261
New Glasgow.....	57	38	38	1,205	2,273	1,695
Springhill.....	1			368	821	700
Sydney.....	28	28	52	3,005	3,472	2,560
Truro.....	44	50	15	735	1,251	612
Yarmouth.....	49	51	65	735	1,592	720
New Brunswick	1,427	1,514	734	12,129	21,665	12,322
Bathurst.....	8	15	4	919	3,236	824
Campbellton.....	306	485	29	1,126	2,427	1,177
Edmundston.....	84	136	15	641	1,266	683
Fredericton.....	150	172	171	1,125	1,952	1,531
Minto.....	162	93	24	544	469	537
Moncton.....	351	283	224	3,014	4,320	2,425
Newcastle.....	1	1	1	1,129	2,525	1,127
Saint John.....	220	218	218	2,394	2,647	2,405
St. Stephen.....	96	29	14	630	1,261	801
Sussex.....	42	28	27	169	422	237
Woodstock.....	7	54	7	438	1,140	575
Quebec	9,818	12,096	6,850	117,125	182,051	94,199
Alma.....	20	13	13	1,128	2,301	1,455
Asbestos.....	1	5	21	334	579	305
Baie Comeau.....	235	51		351	910	
Beauharnois.....	24	15	44	750	1,116	641
Buckingham.....	96	138	46	580	1,055	533
Causapsal.....	415	62	244	1,007	2,602	853
Chandler.....	4	25	13	247	1,497	282
Chicoutimi.....	391	105	109	1,455	1,964	1,610
Cowansville.....	58	80		296	350	
Dolbeau.....	9	194	10	732	1,967	743
Drummondville.....	19	31	24	1,630	2,251	1,386
Farnham.....	76	57	50	661	706	631
Forestville.....	346	442	297	242	1,091	548
Gaspé.....	9	26	13	287	1,489	290
Granby.....	21	95	35	1,254	1,608	831
Hull.....	43	66	83	2,159	2,573	1,618
Joliette.....	106	167	88	2,325	3,941	2,016
Jonquière.....	52	62	30	1,443	2,347	1,375
Lachute.....	14	16	29	622	819	471
La Malbaie.....	9	46	11	495	1,646	487
La Tuque.....	1,643	1,036	166	503	900	592
Lévis.....	36	49	92	1,922	3,785	1,534
Louiseville.....	16	33	20	703	997	794
Magog.....	10	24	2	460	423	311
Maniwaki.....	69	157	33	355	775	250
Matane.....	22	364	29	464	2,976	592
Mégantic.....	3	10	13	386	887	415
Mont-Laurier.....	23	29	18	465	926	360
Montmagny.....	7	15	20	724	2,142	572
Montreal.....	3,016	4,747	3,276	51,607	66,477	39,600
New Richmond.....	124	64	11	476	1,734	397
Port Alfred.....	11	35	4	335	1,093	368
Quebec.....	594	703	609	8,118	11,665	7,093
Rimouski.....	247	139	45	1,526	3,961	1,309
Rivière du Loup.....	65	160	37	1,543	4,817	876
Roberval.....	101	172	30	906	1,904	819
Rouyn.....	52	50	42	2,580	4,831	1,860
Ste. Agathe.....	42	79	100	283	817	308
Ste. Anne de Bellevue.....	57	82	62	629	965	473
Ste. Thérèse.....	39	46	23	1,322	2,096	933
St. Hyacinthe.....	48	174	52	1,692	2,338	1,420
St. Jean.....	51	47	82	1,794	2,304	1,290
St. Jérôme.....	98	81	86	1,225	1,747	789
Sept-Îles.....	275	354	167	1,527	2,573	864
Shawinigan.....	111	77	22	2,262	4,803	2,403
Sherbrooke.....	186	283	199	3,607	4,131	3,089
Sorel.....	37	56	61	1,329	1,771	1,067
Thetford Mines.....	54	59	49	990	1,769	907
Trois-Rivières.....	126	173	191	3,428	3,347	2,508

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 30, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959
Quebec—Cont'd.						
Val d'Or.....	36	28	23	1,616	2,537	1,185
Valleyfield.....	21	26	21	1,555	2,358	1,222
Victoriaville.....	33	35	21	1,510	2,173	974
Ville St. Georges.....	617	1,013	83	1,285	3,217	950
Ontario	9,118	10,441	10,804	145,466	176,371	107,391
Arnprior.....	17	77	10	192	232	90
Barrie.....	14	58	32	1,077	1,342	857
Belleville.....	46	53	41	1,335	1,945	1,087
Bracebridge.....	187	177	323	446	955	355
Brampton.....	21	36	43	1,394	1,283	1,810
Brantford.....	65	116	111	3,178	3,055	1,377
Brockville.....	19	35	36	422	496	299
Carleton Place.....	1	5	13	137	192	121
Chatham.....	62	60	159	1,966	2,450	1,370
Cobourg.....	93	59	22	731	876	399
Collingwood.....	21	18	41	438	417	604
Cornwall.....	119	134	109	2,430	3,350	1,924
Elliot Lake.....	74	63	109	364	419	537
Fort Erie.....	23	16	15	327	548	329
Fort Frances.....	24	60	31	307	467	231
Fort William.....	93	106	135	1,328	1,944	1,161
Galt.....	122	102	110	1,134	1,226	800
Gananoque.....	20	40	11	168	224	147
Goderich.....	35	25	46	379	374	251
Guelph.....	56	31	54	1,939	2,183	1,119
Hamilton.....	840	811	837	11,620	13,556	7,483
Hawkesbury.....	16	15	13	752	631	685
Kapuskasing.....	127	186	37	926	1,370	693
Kenora.....	37	56	36	329	483	311
Kingston.....	111	168	116	1,619	2,065	1,260
Kirkland Lake.....	60	70	80	896	1,330	805
Kitchener.....	110	102	193	2,060	2,547	1,165
Leamington.....	52	60	25	1,094	1,151	964
Lindsay.....	10	11	23	399	415	328
Listowel.....	27	28	19	218	359	129
London.....	524	603	656	4,250	5,001	2,929
Long Branch.....	272	209	298	3,602	3,360	2,786
Midland.....	30	30	31	379	516	322
Napanee.....	14	10	4	254	518	233
Newmarket.....	38	41	79	1,187	1,687	795
Niagara Falls.....	53	60	144	1,406	1,900	1,595
North Bay.....	27	42	15	1,386	1,920	1,328
Oakville.....	106	73	95	1,235	828	595
Orillia.....	21	30	33	726	795	489
Oshawa.....	110	131	170	4,494	4,482	2,521
Ottawa.....	792	915	936	4,696	5,821	3,503
Owen Sound.....	55	71	71	916	1,414	827
Parry Sound.....			3	223	359	212
Pembroke.....	85	118	98	1,162	1,815	836
Perth.....	33	51	28	352	421	361
Peterborough.....	94	158	115	2,973	3,403	1,467
Pictou.....	4	9	14	186	247	183
Port Arthur.....	182	403	194	2,320	3,016	2,144
Port Colborne.....	12	15	4	472	930	411
Prescott.....	48	34	21	672	798	469
Renfrew.....	21	10	9	359	430	350
St. Catharines.....	163	259	143	3,481	3,667	2,574
St. Thomas.....	36	52	70	871	1,142	680
Sarnia.....	198	109	122	1,920	2,028	1,783
Sault Ste. Marie.....	218	252	350	2,744	3,177	1,261
Simcoe.....	102	119	48	661	679	593
Sioux Lookout.....	1	16	12	124	202	112
Smiths Falls.....	29	16	12	293	312	261
Stratford.....	24	41	55	652	782	539
Sturgeon Falls.....	20	25	7	479	815	411
Sudbury.....	102	212	234	3,042	4,525	2,476
Tillsonburg.....	8	26		269	363	
Timmins.....	213	80	104	1,668	2,743	1,396
Toronto.....	2,360	2,568	3,111	40,702	50,974	29,746
Trenton.....	46	51	66	731	993	541
Walkerton.....	85	56	54	453	595	322
Wallaceburg.....	21	6	5	464	728	295
Welland.....	87	80	17	1,825	2,099	1,210
Weston.....	167	196	273	3,041	4,139	3,305
Windsor.....	280	402	166	8,057	7,570	5,918
Woodstock(3).....	52	84		1,113	1,292	
Manitoba	2,983	3,206	3,519	12,463	19,073	11,842
Brandon.....	191	231	350	1,008	1,451	774
Dauphin.....	27	25	23	511	903	433
Flin Flon.....	49	61	26	158	206	197
Portage la Prairie.....	86	61	59	528	903	508
The Pas.....	99	116	158	194	344	279
Winnipeg.....	2,531	2,712	2,903	10,064	15,266	9,651

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 30, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959
Saskatchewan	1,411	1,687	1,150	8,886	13,384	7,688
Estevan.....	49	50	39	233	275	323
Lloydminster.....	31	41	36	211	393	128
Moose Jaw.....	135	197	177	976	1,022	738
North Battleford.....	24	31	38	487	963	301
Prince Albert.....	71	98	70	907	1,504	854
Regina.....	708	832	281	2,366	2,583	2,150
Saskatoon.....	206	201	319	2,234	3,895	1,780
Swift Current.....	68	85	105	240	323	276
Weyburn.....	23	36	21	156	184	165
Yorkton.....	96	116	64	1,076	2,242	973
Alberta	3,304	5,878	3,425	21,882	29,401	15,515
Blairmore.....	37	27	5	279	369	254
Calgary.....	804	1,474	1,071	7,065	9,072	4,146
Drumheller.....	29	32	28	335	504	433
Edmonton.....	1,725	2,528	1,765	10,213	14,370	8,032
Edson.....	50	31	23	353	508	285
Grande Prairie.....	23	41	.....	1,024	1,135	.....
Lethbridge.....	415	1,467	233	1,150	1,674	856
Medicine Hat.....	116	177	202	660	617	873
Red Deer.....	105	101	98	803	1,152	636
British Columbia	3,298	2,651	3,012	49,969	59,601	37,234
Chilliwack.....	207	54	190	1,090	1,217	958
Courtenay.....	22	65	27	795	938	604
Cranbrook.....	44	50	36	744	921	547
Dawson Creek.....	6	10	13	709	1,039	930
Duncan.....	30	42	17	548	570	427
Kamloops.....	7	10	33	845	941	437
Kelowna.....	76	26	27	599	1,106	612
Kitimat.....	36	37	57	220	225	173
Mission City.....	983	21	103	864	1,124	694
Nanaimo.....	29	29	28	810	998	776
Nelson.....	180	18	39	550	745	596
New Westminster.....	184	403	286	7,575	8,348	4,883
Penticton.....	20	19	36	755	1,121	693
Port Alberni.....	49	19	15	538	570	574
Prince George.....	45	59	80	2,019	2,841	1,273
Prince Rupert.....	12	22	39	713	1,167	645
Princeton.....	23	15	11	194	283	195
Quesnel.....	18	25	17	1,142	1,608	450
Trail.....	61	115	53	586	947	715
Vancouver.....	972	1,328	1,424	22,650	26,749	16,075
Vernon.....	69	51	149	1,065	1,452	993
Victoria.....	148	160	232	4,599	4,366	3,556
Whitehorse.....	77	73	100	290	325	428
Canada	33,102	38,982	31,043	399,655	542,424	308,151
Males.....	17,227	21,772	14,579	258,719	389,576	193,774
Females.....	15,875	17,210	16,464	131,936	152,848	114,377

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for July 2, 1959 due to changes in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,461	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (6 months).....	455,035	311,778	143,257	30,884	113,566	160,197	102,070	48,318
1960 (6 months).....	431,779	292,752	139,027	38,822	117,322	140,139	90,684	44,812

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, TO JUNE 30, 1960
(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements	
	Notified	Regular	Casual	Out	Notified	Regular	Casual	Out	Notified	Regular	Casual	Out	Notified	Regular	Casual	Out	Notified	Regular	Casual	Out	Notified	Regular	Casual	Out
Agriculture	3	3	61	18	1	104	66	19	123	387	149	48	353	3,932	2,877	223	6,268	2,925	1,592	246				
Forestry	4	1				208	184	3		2,456	1,470	6	211	13,088	6,209	15	3,032	2,378	93	196				
Fishing and Trapping	1					29	12		4	9	7	1		58	2		14	11		1				
Mining, Quarrying and Oil Wells	75	48				154	137		5	259	194		11	11	934	97	911	674	26	141				
Metal Mining.....	73	47				136	118		3	235	172			11	505	5	736	540	13	132				
Fuels.....						17	9		1					2			361	2		1				
Non-Metal Mining.....	2	1																						
Quarrying, Clay and Sand Pits.....										3	3			60	46		142	118	11	6				
Prospecting.....						2	2							6	3		19	11	1	1				
Manufacturing	605	388	196	1	431	2,397	1,997	190	72	1,430	1,127	82	9	23,618	15,938	958	519	22,237	15,577	2,718	737			
Foods and Beverages.....	10	7	2			302	210	48		328	255	21	1	2,298	1,895	134	31	2,837	1,908	343	43			
Tobacco and Tobacco Products.....																	158	148	8					
Rubber Products.....																	266	223	2	224	174	27		
Leather Products.....										4	3	1		909	602	87	3	421	360	6				
Textile Products (except clothing).....	3	1	1			16	7	7		9	9			1,073	836	40	15	763	489	106	41			
Clothing (textile and fur).....	2	1				30	25	1		13	8			4,584	3,600	50	18	3,388	979	30	82			
Wood Products.....	6	4				220	201	13	1	280	248	8	1	2,086	1,816	61	56	1,733	1,358	198	39			
Paper Products.....	565	368	193			7	4			46	36			1,491	1,083	231	31	1,190	922	140	34			
Printing, Publishing and Allied Industries.....						33	24	3	2	24	14	3	1	701	563	116	7	1,435	560	707	29			
Iron and Steel Products.....	12	6				453	367	68	23	529	399	27	4	1,571	1,167	65	39	4,128	3,016	378	225			
Transportation Equipment.....	4	1				2	1,176	1,075	23	41	146	125	7	1	1,815	1,408	46	35	2,372	1,696	160	103		
Non-Ferrous Metal Products.....						21	12	3		7	3	2		1,063	596	24	261	956	727	103	21			
Electrical Apparatus and Supplies.....	1					39	22	2	5	1	1			647	523	17	6	1,393	1,039	106	37			
Non-Metallic Mineral Products.....						17	38	14		11	4	6		385	302	9	9	662	511	73	9			
Products of Petroleum and Coal.....							1			7	7			94	89	4		84	48	8	3			
Chemical Products.....	2					40	39			16	12	3		742	495	37	3	1,211	790	200	31			
Miscellaneous Manufacturing Industries.....						12	31	6		9	3	3		682	562	13	2	1,425	992	123	29			

Construction	701	617	13	29	424	365	45	11	1,495	1,039	208	99	1,715	1,825	169	23	11,752	9,007	613	530	13,730	10,323	1,770	705
General Contractors.....	658	597	8	25	324	256	18	8	1,147	822	142	74	1,433	1,118	129	22	8,018	6,262	415	356	9,844	7,539	1,062	619
Special Trade Contractors.....	43	20	5	4	100	49	27	3	348	217	66	25	282	207	40	1	3,734	2,745	198	174	3,886	2,784	708	86
Transportation, Storage and Communication	43	27	9	.....	195	46	134	40	479	102	346	46	576	351	77	47	5,099	1,653	3,645	83	5,935	2,748	2,305	136
Transportation.....	27	19	4	.....	187	39	133	40	422	58	339	41	522	314	68	39	4,850	1,490	3,601	54	4,973	2,053	2,169	97
Storage.....	6	.....	5	.....	.....	.....	.....	.....	.....	2	.....	.....	11	3	8	.....	55	23	25	.....	538	362	113	26
Communication.....	10	8	.....	.....	8	7	1	.....	52	42	5	2	43	34	1	8	185	140	19	29	424	293	23	13
Public Utility Operation	3	3	.....	.....	6	5	.....	20	10	.....	3	.....	22	13	6	.....	219	215	6	4	379	293	22	8
Trade	266	144	49	.....	360	157	112	1	1,592	875	381	10	1,296	726	327	3	8,905	5,514	1,193	23	15,394	8,987	3,448	401
Wholesale.....	93	37	39	.....	58	30	21	.....	490	237	195	1	552	307	190	2	2,837	1,631	495	2	5,174	2,866	1,555	203
Retail.....	173	107	10	.....	302	127	91	.....	1,102	638	186	9	744	419	137	1	6,068	3,883	698	26	10,220	6,121	1,793	198
Finance, Insurance and Real Estate	32	7	6	.....	20	14	1	.....	175	98	11	8	134	91	6	3	1,243	893	27	4	2,232	1,308	115	59
Service	757	265	272	1	849	382	230	1	3,917	1,833	1,316	103	3,047	1,549	945	3	22,223	12,946	4,583	276	34,116	17,036	9,596	640
Community or Public Service.....	50	14	29	.....	111	48	9	.....	281	123	107	2	162	81	52	2	1,404	947	122	4	2,717	1,564	378	40
Government Service.....	322	175	5	.....	245	187	2	.....	1,048	751	98	74	833	779	32	.....	3,503	3,351	30	112	6,514	5,237	626	149
Recreation Service.....	2	.....	.....	.....	.....	.....	.....	.....	63	26	13	2	240	15	174	.....	948	395	411	12	1,433	604	574	55
Business Service.....	21	6	.....	.....	.....	.....	.....	.....	128	65	26	7	76	55	13	.....	1,291	787	213	15	1,908	1,116	282	120
Personal Service.....	362	68	235	.....	477	136	217	.....	2,397	868	1,072	18	1,736	619	674	1	15,074	7,466	3,807	143	21,484	8,315	8,056	276
Totals	2,490	1,503	545	92	2,408	1,237	555	55	10,561	6,353	2,477	475	11,331	7,002	1,667	663	88,032	53,690	14,016	3,136	104,238	62,261	21,685	3,270
Male.....	1,884	1,282	314	82	1,887	777	323	55	7,121	4,493	1,679	439	8,821	5,683	1,255	615	62,325	35,241	10,333	2,954	67,233	41,738	15,613	2,697
Female.....	606	221	231	.....	1,021	460	227	.....	3,437	1,857	798	36	2,507	1,319	432	13	25,707	13,449	3,683	132	37,003	20,523	6,072	573

(1) Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES! AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, TO JUNE 30, 1960

(Source: U.I.C. 751)

Industry	Manitoba						Saskatchewan						Alberta						British Columbia						Canada					
	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified														
	Reg-ular	Cas-ual	Trans-fers Out		Reg-ular	Cas-ual	Trans-fers Out		Reg-ular	Cas-ual	Trans-fers Out		Reg-ular	Cas-ual	Trans-fers Out		Reg-ular	Cas-ual	Trans-fers Out		Reg-ular	Cas-ual	Trans-fers Out		Reg-ular	Cas-ual	Trans-fers Out			
Agriculture	722	420	44	1	1,563	44	786	3,243	2,656	52	259	4	1	1,211	982	11	4,762	12	23,994	9,832	9,439	2,063								
Forestry	28	9	.....	.....	3	3	.....	61	67	4	.....	.....	.....	1,211	982	11	4,762	29	20,093	11,384	132	1,855		
Fishing and Trapping	15	7	7	.....	2	2	.....	5	.....	4	.....	.....	.....	41	29	5	.....	.....	166	120	21	5
Mining	404	307	.....	30	73	65	8	842	631	18	80	18	80	661	490	3	165	165	4,313	3,102	132	538							
Metal Mining	356	288	.....	29	11	11	8	359	359	8	8	8	8	529	323	2	163	163	2,306	2,048	20	402							
Fuels	2	1	.....	1	60	43	8	512	376	6	72	6	72	24	23	1	.....	.....	970	737	15	127					
Non-Metal Mining	20	14	.....	.....	5	4	48	48	36	.....	.....	.....	105	105	.....	.....	.....	.....	544	343	91	2
Quarrying, Clay and Sand Pits	25	14	.....	.....	7	7	.....	57	46	4	.....	.....	.....	.....	.....	.....	.....	.....	291	235	17	6
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	140	109	8	.....	.....	.....	.....	.....	.....	.....	.....	202	139	9	1
Manufacturing	4,081	2,419	832	143	909	696	169	34	2,398	1,758	377	22	4,679	3,374	408	102	59,805	43,622	59,805	43,622	5,962	1,641								
Food and Beverages	639	399	132	23	289	154	81	7	510	292	208	.....	618	470	41	2	8,173	5,867	8,173	5,867	1,038	107							
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	158	170	1	1
Rubber Products	15	10	.....	.....	2	3	.....	.....	83	31	.....	.....	.....	5	2	.....	.....	.....	505	403	51	1
Leather Products	38	25	9	.....	1	1	.....	.....	19	10	7	1	42	31	.....	.....	.....	.....	1,438	1,037	130	13	
Textile Products (except clothing)	169	100	85	4	2	.....	.....	.....	38	28	2	.....	45	33	.....	.....	.....	.....	2,115	1,503	191	60
Clothing (textile and fur)	735	513	38	.....	36	30	2	.....	142	100	.....	.....	.....	142	100	.....	.....	.....	6,078	5,383	145	101
Wood Products	361	181	119	3	300	15	.....	163	123	15	.....	.....	.....	1,763	1,437	127	16	6,673	5,010	568	116					
Paper Products	108	62	13	4	22	19	1	2	53	35	4	1	413	213	8	10	3,898	2,741	3,898	2,741	592	82								
Printing, Publishing and Allied Industries	229	134	48	13	83	48	15	.....	108	65	17	1	152	80	15	.....	.....	.....	2,011	1,480	924	53				
Iron and Steel Products	823	403	253	70	122	118	19	5	403	302	35	.....	290	200	32	.....	.....	.....	8,334	5,980	877	272				
Transportation Equipment	262	187	11	2	99	6	.....	274	216	17	3	.....	342	205	36	.....	.....	.....	6,486	4,896	308	208			
Non-Ferrous Metal Products	115	93	9	.....	5	5	.....	70	52	17	3	.....	583	443	61	.....	.....	.....	2,853	1,931	219	325		
Electrical Apparatus and Supplies	142	87	6	.....	8	8	.....	11	20	17	2	7	39	21	7	.....	.....	.....	2,280	1,718	140	39			
Non-Metallic Mineral Products	118	42	42	16	93	68	21	.....	308	263	25	4	94	47	41	1	.....	.....	1,753	1,278	233	59					
Products of Petroleum and Coal	46	17	15	.....	41	47	2	2	34	23	4	.....	28	14	5	.....	.....	.....	346	246	38	5			
Chemical Products	109	53	56	.....	44	54	7	6	166	148	20	2	59	38	3	.....	.....	.....	2,395	1,632	328	47				
Miscellaneous Manufacturing Industries	175	113	31	1	22	21	.....	.....	50	29	2	.....	62	27	23	.....	.....	.....	2,437	1,750	201	32		
Construction	2,998	1,728	304	462	2,105	1,656	199	72	2,717	2,092	332	11	2,461	1,665	271	320	40,098	23,757	40,098	23,757	3,924	2,262								
General Contractors	2,000	1,117	178	426	1,528	1,218	130	64	1,669	1,327	168	5	1,956	1,366	188	303	28,577	21,622	28,577	21,622	2,438	1,902								
Special Trade Contractors	998	611	126	36	577	438	69	8	1,048	765	164	6	505	299	83	17	11,521	8,135	11,521	8,135	1,486	1,360								
Transportation, Storage and Communication	1,865	1,038	283	505	667	415	156	75	1,803	1,479	233	36	1,081	690	221	23	17,734	8,559	17,734	8,559	7,409	991								
Transportation	1,641	1,000	185	490	523	331	114	63	1,479	1,254	138	34	821	529	141	20	15,445	7,127	15,445	7,127	6,892	851								
Storage	164	34	96	1	100	61	36	.....	158	49	88	.....	132	61	65	.....	.....	.....	1,169	595	438	27			
Communication	60	54	2	14	44	23	61	12	166	136	7	.....	128	100	15	.....	.....	.....	1,120	837	791	83				

Public Utility Operation	111	105	5	1	80	52	12	43	182	167	8	118	70	16	2	1,140	933	78	58	
Trade	3,729	1,568	1,298	19	2,299	1,303	672	20	3,860	2,359	793	4	4,016	2,426	678	53	41,708	24,059	8,651	539
Wholesale	1,975	805	812	9	799	379	363	8	1,496	823	447	2	1,235	708	248	3	14,709	7,823	4,165	230
Retail	1,745	763	486	10	1,500	924	309	12	2,364	1,536	346	2	2,781	1,718	430	50	26,999	16,236	4,486	309
Finance, Insurance and Real Estate	528	259	40	.....	277	193	6	2	599	378	30	1	822	484	32	6	6,052	3,635	274	83
Service	6,512	2,457	2,690	60	4,861	2,619	1,222	234	10,421	5,541	2,421	83	10,772	6,618	2,127	44	97,505	51,246	23,802	1,445
Community or Public Service	556	334	89	3	507	320	68	2	957	604	70	49	903	581	55	4	7,658	4,926	979	106
Government Service	1,057	939	21	16	1,065	1,010	42	222	2,327	2,118	15	17	2,970	2,497	254	14	19,884	17,044	1,125	604
Recreation Service	456	103	303	4	67	33	28	.....	151	101	31	.....	162	96	37	1	3,527	1,378	1,572	74
Business Service	314	139	64	14	362	184	65	10	1,295	836	72	6	568	339	49	6	6,037	3,535	788	169
Personal Service	4,159	942	2,213	23	2,860	1,072	1,119	.....	5,681	1,882	2,233	11	6,169	3,095	1,732	19	60,390	24,563	21,338	492
Totals	21,014	10,367	5,503	1,221	12,839	8,168	2,590	1,331	26,131	17,103	4,272	497	33,514	18,531	8,534	756	312,608	186,249	61,844	11,486
Male	13,677	6,990	3,513	1,160	8,592	5,557	1,820	1,049	16,779	12,169	2,731	316	17,451	10,947	3,890	721	265,328	128,184	41,456	10,149
Female	7,337	3,377	1,990	61	4,247	2,611	770	291	9,352	4,939	1,541	181	16,063	7,584	4,644	35	107,280	58,065	20,388	1,337

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	9.6	42,255	942,061
Prince Edward Island.....	1.1	4,840	95,093
Nova Scotia.....	13.3	58,611	1,276,851
New Brunswick.....	10.7	47,096	1,011,033
Quebec.....	85.6	376,859	8,245,917
Ontario.....	93.3	410,315	9,121,077
Manitoba.....	10.6	46,836	1,021,925
Saskatchewan.....	6.8	29,788	632,762
Alberta.....	15.4	67,833	1,486,492
British Columbia.....	29.5	129,722	3,008,750
Total, Canada, June 1960.....	275.9	1,214,155	26,841,961
Total, Canada, May 1960.....	560.8	2,355,280	52,205,580
Total, Canada, June 1959.....	197.0	866,654	18,157,149

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JUNE 30, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percentage Postal	June 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	296,445	82,476	28,921	43,637	35,214	28,575	19,693	57,929	26.6	220,548
Male.....	196,066	59,846	18,978	28,434	23,631	19,226	12,302	33,649	28.6	137,152
Female.....	100,379	22,630	9,943	15,203	11,583	9,349	7,391	24,280	22.7	83,396
Newfoundland.....	6,147	817	525	819	826	694	618	1,848	63.4	5,825
Male.....	5,089	645	421	694	727	598	520	1,484	66.6	4,928
Female.....	1,058	172	104	125	99	96	98	364	48.0	897
Prince Edward Island....	876	232	101	114	93	68	52	216	58.7	647
Male.....	566	178	65	66	62	44	34	117	64.8	405
Female.....	310	54	36	48	31	24	18	99	47.4	242
Nova Scotia.....	14,570	5,262	999	2,481	1,498	955	825	2,550	28.1	11,569
Male.....	11,926	4,751	759	2,130	1,235	698	591	1,762	26.1	9,111
Female.....	2,644	511	240	351	263	257	234	788	37.1	2,458
New Brunswick.....	9,437	1,899	874	1,397	1,739	943	605	1,980	48.3	8,660
Male.....	6,808	1,428	573	1,031	1,475	729	427	1,145	50.3	6,377
Female.....	2,629	471	301	366	264	214	178	835	43.2	2,283
Quebec.....	91,831	22,691	9,046	13,576	11,551	10,538	6,935	17,494	28.9	72,518
Male.....	60,361	15,386	5,699	8,491	7,841	7,795	4,767	10,382	32.1	46,579
Female.....	31,470	7,305	3,347	5,085	3,710	2,743	2,168	71,112	23.0	25,939
Ontario.....	111,104	35,790	10,924	15,825	11,534	9,225	6,451	21,355	19.8	77,628
Male.....	70,284	26,098	6,975	9,741	6,845	5,316	3,540	11,769	19.7	43,485
Female.....	40,820	9,692	3,949	6,084	4,689	3,909	2,911	9,586	19.9	34,143
Manitoba.....	8,907	1,621	805	1,234	1,203	1,036	820	2,188	23.4	6,803
Male.....	5,072	1,023	444	735	679	566	411	1,214	29.5	3,607
Female.....	3,835	598	361	499	524	470	409	974	15.5	3,196
Saskatchewan.....	5,635	1,200	466	831	759	557	446	1,376	44.5	4,175
Male.....	3,267	686	269	501	474	337	257	743	50.7	2,285
Female.....	2,368	514	197	330	285	220	189	633	35.8	1,890
Alberta.....	14,710	3,654	1,435	2,221	2,057	1,602	1,073	2,668	31.5	9,702
Male.....	10,184	2,673	1,087	1,524	1,491	1,131	680	1,598	34.7	6,246
Female.....	4,526	981	348	697	566	471	393	1,070	24.2	3,456
British Columbia.....	33,228	9,310	3,746	5,139	3,954	2,957	1,868	6,254	24.3	23,021
Male.....	22,509	6,978	2,686	3,521	2,802	2,012	1,075	3,435	26.4	14,129
Female.....	10,719	2,332	1,060	1,618	1,152	945	793	2,819	20.0	8,892

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JUNE, 1960**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,671	1,377	294	2,042	1,300	742	442
Prince Edward Island.....	368	217	151	340	245	95	99
Nova Scotia.....	5,591	3,669	1,922	4,523	3,446	1,077	2,285
New Brunswick.....	3,419	2,098	1,321	3,921	2,797	1,124	865
Quebec.....	35,285	21,801	13,484	37,496	27,664	9,832	10,796
Ontario.....	55,364	31,645	23,719	57,091	44,073	13,018	13,413
Manitoba.....	3,122	2,041	1,081	3,469	2,508	961	531
Saskatchewan.....	2,021	1,325	696	2,082	1,469	613	504
Alberta.....	5,873	3,557	2,316	6,213	4,553	1,660	1,507
British Columbia.....	15,751	9,219	6,532	16,464	11,734	4,730	3,582
Total, Canada, June 1960.....	128,465	76,949	51,516	133,641	99,789	33,852	34,024
Total, Canada, May 1960.....	165,635	110,237	55,398	180,704	152,707	27,997	39,200
Total, Canada, June 1959.....	107,080	63,922	43,158	107,507	79,054	28,453	25,659

* In addition, revised claims received numbered 32,295.

† In addition, 33,837 revised claims were disposed of. Of these, 2,934 were special requests not granted and 1,241 were appeals by claimants. There were 4,812 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900
June.....	3,974,000	3,753,500	220,500

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1960

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1959	June 1960	July 1960					
(1) St. John's, Nfld.....	115.0	116.2	116.5	113.2	115.8	109.2	111.9	129.0
Halifax.....	125.5	127.0	126.4	114.9	134.2	120.7	129.3	140.0
Saint John.....	127.0	128.6	128.6	119.9	139.3	119.5	124.3	143.5
Montreal.....	126.2	127.8	127.2	124.4	145.9	105.3	118.2	138.4
Ottawa.....	126.6	128.6	128.2	120.7	148.7	114.1	122.5	137.6
Toronto.....	128.1	130.2	130.1	120.4	153.1	113.5	123.6	140.2
Winnipeg.....	123.1	125.0	125.4	120.0	134.3	117.2	120.4	134.4
Saskatoon-Regina.....	122.7	123.7	124.0	118.9	124.7	123.0	125.7	129.0
Edmonton-Calgary.....	122.6	123.2	123.6	115.1	124.5	120.1	128.0	133.3
Vancouver.....	126.7	127.7	127.5	118.3	138.6	116.9	132.1	136.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JULY 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	24	460
Fishing.....			
Mining.....	2	84	690
Manufacturing.....	15	2,381	19,390
Construction.....	10	1,827	9,630
Transportation, etc.....	2	56	60
Public utilities.....			
Trade.....	7	695	7,540
Service.....			
All industries.....	37	5,067	37,770

TABLE G-3—STRIKES AND LOCKOUTS, JULY 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	2	29	420
New Brunswick.....	1	98	540
Quebec.....	2	185	830
Ontario.....	23	3,423	25,420
Manitoba.....	1	93	1,860
Saskatchewan.....	2	102	1,280
Alberta.....	1	540	540
British Columbia.....	4	563	6,850
Federal.....	1	34	30
All jurisdictions.....	37	5,067	37,770

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1960

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termina- tion Date	Major Issues ~ Result
			July	Accu- mulated		
MANUFACTURING— <i>Rubber Products—</i> Kaufman Rubber, Kitchener, Ont.	Rubber Workers Loc. 88 (AFL-CIO/CLC)	345	7,760	10,350	June 25	Wages, union recognition, modified union shop, check off~
Firestone Tire and Rubber, Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	800	3,200	3,200	July 6 July 12	Piece work rate on new tire building machine~ Return of workers.
<i>Iron and Steel Products—</i> Otao Limited, Orillia, Ont.	Steelworkers Loc. 4657 (AFL-CIO/CLC)	130	1,950	7,010	June 1 July 25	Wages, union security~6¢ an hour increase the first year, 4¢ an hour second year, voluntary irrevoc- able check-off, escape clause, two additional paid statutory holidays.
<i>Non-Metallic Mineral Products—</i> Dominion Glass Co., Redcliff, Alta.	Glass and Ceramic Work- ers Loc. 201 (AFL-CIO/ CLC)	540	540	540	July 19 July 21	Heat conditions in plant~ Return of workers, con- ditions to be investigated.
CONSTRUCTION— Foster Wheeler Co., Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL- CIO/CLC)	338	2,370	2,370	July 14 July 25	Washroom facilities~Re- turn of workers, pending meeting re conditions.
Kenora and Rainy River Dis- trict Contractors' Association, Fort Frances, Kenora, Rainy River, Ont.	Carpenters Loc. 1669 (AFL-CIO/CLC)	300	2,700	2,700	July 19	Wages~
Electrical Contractors' Associa- tion, Ottawa, Ont.	I.B.E.W. Loc. 586 (AFL- CIO/CLC)	325	1,950	1,950	July 22	Wages~
Construction Aggregates, Steep Rock Lake, Ont.	Steelworkers Loc. 3466 (AFL-CIO/CLC)	600	600	600	July 12 July 13	Removal of one tug from dredging operations, senior- ity rights~Return of workers.
TRADE— Three hardware firms, New Westminster and Vancouver, B.C.	Retail, Wholesale Em- ployees Loc. 535 (AFL- CIO/CLC)	515	6,180	28,170	May 6 July 20	Wages, fringe benefits~5% increase for female help the first year, \$7.50 a month the second year, reduction in hours, improved vaca- tion scheme.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 877.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

OCCUPATIONAL MONOGRAPHS in the “CANADIAN OCCUPATIONS” SERIES

This Series is prepared by the Economics and Research Branch of the Department of Labour to help young people choose a career, and as an aid to those engaged in vocational guidance work. Each booklet covers an occupation or occupational field, outlining the kind of work done, the preparation and training needed, how to enter the occupation, career opportunities and employment outlook.

MONOGRAPHS

TITLE	Catalogue No.
1 Carpenter, 1957.....	L43-0157
*2 Bricklayers and Stone-Masons, 1954.....	L43-0254
3 Plasterer, 1954.....	L43-0354
4 Painter, 1957.....	L43-0457
*5 Plumber, Pipe Fitter and Steam Fitter, 1957.....	L43-0557
6 Sheet-Metal Worker, 1954.....	L43-0654
7 Electrician, 1954.....	L43-0754
8 Machinist and Machine Operators (Metal), 1958.....	L43-0858
*9 Printing Trades, 1957.....	L43-0957
*10 Motor Vehicle Mechanic, 1960.....	L43-1057
11 Optometrist, 1958.....	L43-1158
*12 Social Worker, 1957.....	L43-1257
13 Lawyer, 1958.....	L43-1358
*14 Mining Occupations, 1957.....	L43-1457
15 Foundry Workers, 1957.....	L43-1557
*16 Technical Occupations in Radio and Electronics, (being revised).....	L43-16
17 Forge Shop Occupations, 1959.....	L43-1759
18 Tool and Die Makers, 1959.....	L43-1859
19 Railway Careers, 1954.....	L43-1954
*20-35 Careers in Natural Science and Engineering, 1953 (one booklet).....	L43-2053
36 Hospital Workers (Other than Professional), 1954.....	L43-3654
*37 Draughtsman, 1955.....	L43-3755
38 Welder, 1955.....	L43-3855
*39 Careers in Home Economics, 1956.....	L43-3956
40 Occupations in the Aircraft Manufacturing Industry, 1956.....	L43-4056
*41 Careers in Construction, 1957.....	L43-4157
42 Medical Laboratory Technologist, 1957.....	L43-4257
*43 Careers in Meteorology, 1958.....	L43-4358
44 Teacher, 1959.....	L43-4459
45 Physical and Occupational Therapist, 1959.....	L43-4559
46 Office Occupations, 1960.....	L43-4660

All monographs in the “Canadian Occupations” series are priced at 10 cents per copy, with the exception of *Careers in Natural Science and Engineering*, which is 25 cents. A discount of 25 per cent is allowed on quantities of 100 or more of the same title.

Send remittance by cheque or money order, made payable to the Receiver General of Canada, to The Queen’s Printer, Ottawa, Canada.

School guidance counsellors should inquire from their provincial Department of Education for supplies.

FILMSTRIPS

*The Department of Labour, in collaboration with the National Film Board, has prepared a number of occupational filmstrips based on titles in the “Canadian Occupations” series. Titles covered to date are indicated by an asterisk. Monographs 20-35 have been covered in two filmstrips, entitled *Careers in Natural Science and Careers in the Engineering Profession*.

Filmstrips are priced at \$1.50 each and may be purchased from the National Film Board, Box 6100, Montreal.

THE LABOUR FORCE

ECONOMICS AND RESEARCH BRANCH

Employment and Unemployment, September

The return of students to school and the completion of a large part of the harvest were the main developments affecting the labour force between mid-August and mid-September. The result was a large decrease in the size of the labour force, a somewhat smaller decrease in employment, and a moderate decline in unemployment.

In the week ended September 17, the labour force was estimated at 6,474,000, which is 183,000 higher than a year earlier but 149,000 lower than in mid-August. The estimate of employment was 6,147,000, which is 81,000 higher than in September 1959 but 124,000 lower than in August this year. Unemployment was estimated at 327,000, which is 25,000 lower than a month earlier but 102,000 higher than a year earlier.

During the August-September period, employment of persons under 20 years of age dropped by 170,000, a reflection of the withdrawal of students from summer employment. The main offsetting increase, amounting to 51,000, was among women over 25 years of age; the re-employment of married women in the service industry constituted a large part of this group. Smaller gains, such as those resulting from the resumption of automobile production, were overshadowed by these large seasonal movements. Agricultural employment decreased seasonally to about the same level as a year earlier.

Employment this September was higher than a year earlier by 81,000; this was a somewhat smaller margin over year-earlier figures than that registered in the early months of this year. Increased employment of women, particularly in trade and services of all kinds, was largely responsible for the growth over the year; the number of men employed was down slightly from a year earlier, the decrease occurring mainly in construction and manufacturing.

Employment was estimated at 6,147,000 in September, 6,271,000 in August and 6,066,000 in September 1959. The number of men employed was estimated at 4,512,000 in September, 4,633,000 in August and 4,532,000 in September last year; for women the comparable numbers were 1,635,000, 1,638,000 and 1,534,000.

The statement given here on the current manpower situation presents for the first time a national estimate of unemployment. Briefly, unemployment as now defined combines Labour Force Survey estimates of persons without jobs and seeking work and persons on temporary layoff. This definition, which is comparable to the one recommended by the International Labour Organization, was recommended by an interdepartmental committee on unemployment statistics (L.G., Apr. p. 348) and adopted by the Government earlier this month. Employment and unemployment estimates for previous months have been revised to conform to the new definition.

Between August and September, employment decreases were general west of the Atlantic region. Employment was higher than a year earlier in all regions except British Columbia, where lumbering and construction have been less active than last year; the effects of slackness in these industries outweighed the steady demand for office and sales workers. This demand was apparent in most parts of the country.

The regional breakdown of employment estimates was:

	September 1960	August 1960	September 1959
Atlantic	551,000	542,000	529,000
Quebec	1,699,000	1,745,000	1,688,000
Ontario	2,262,000	2,303,000	2,219,000
Prairies	1,104,000	1,136,000	1,090,000
Pacific	531,000	545,000	540,000

In the trade and service industries, a high rate of growth continued. In the third quarter, these industries employed 56,000 more men and 92,000 more women than last year. Large pulp-cutting programs in eastern Canada increased total employment in primary industries to a level slightly higher than a year ago. In construction and manufacturing, however, gains this summer were less than seasonal, and the third-quarter employment total in these two industries was down 74,000 from a year earlier.

Unemployment

The number unemployed decreased between August and September, in contrast to the increases that occurred in the two previous months. Most of the decrease, which amounted to 25,000, took place in the Ontario region, and was partly the result of the recall of automobile workers for production of new models.

Unemployment as a ratio of the total labour force was 5.1 per cent in September, 5.3 per cent in August and 3.6 per cent in September 1959. The September unemployment rate was higher than the national average in the Atlantic, Quebec and Pacific regions; it was considerably lower than the average in the Ontario and Prairie regions.

Of the 327,000 unemployed in September, 268,000 were men and 59,000 women. The number on temporary layoff, 22,000, was relatively high for this time of year.

There was little change in the duration of unemployment between August and September. About 70 per cent of the total without work and seeking work were unemployed for less than four months, 14 per cent for four to six months and 15 per cent for longer than six months.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	September 1960	September 1959	September 1960	September 1959	September 1960	September 1959
Metropolitan.....	1	—	6	2	5	10
Major Industrial.....	1	—	21	10	4	16
Major Agricultural.....	—	—	2	1	12	13
Minor.....	—	—	22	5	36	53
Total.....	2	—	51	18	57	92

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	VANCOUVER-NEW WESTMINSTER ←	CALGARY ← Hamilton Montreal Quebec-Levis Toronto → WINDSOR	Edmonton Halifax Ottawa-Hull St. John's Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Oshawa	Brantford Corner Brook Cornwall Farnham-Granby Guelph Joliette Kingston Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sydney TIMMINS- KIRKLAND LAKE ← Trois Rivières Victoria	Fort William-Port Arthur Kitchener London Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural)		Barrie Thetford-Megantic- St. Georges	Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Belleville-Trenton Brampton Bridgewater Campbellton Central Vancouver Island Drummondville Fredericton Lindsay Newcastle Owen Sound Pembroke Prince George-Quesnel QUEBEC NORTH SHORE ← Rimouski Ste. Agathe-St. Jérôme St. Jean St. Stephen SAULT STE. MARIE ← Sorel TRURO ← Valleyfield Victoriaville	Bathurst Beauharnois Bracebridge → CHILLIWACK Cranbrook Dauphin Dawson Creek Drumheller Edmundston Galt Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Thérèse Listowel Medicine Hat Montmagny North Bay → OKANAGAN VALLEY Portage La Prairie Prince Rupert → ST. HYACINTHE St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 983, September issue.

Current Labour Statistics

(Latest available statistics as of October 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 17	6,474,000	- 2.3	+ 2.9
Employed.....	Sept. 17	6,147,000	- 2.0	+ 1.3
Agriculture.....	Sept. 17	757,000	- 7.7	+ 0.9
Non-Agriculture.....	Sept. 17	5,390,000	- 1.1	+ 1.4
Paid Workers.....	Sept. 17	4,961,000	- 1.5	+ 1.2
At work 35 hours or more.....	Sept. 17	5,412,000	+ 2.4	+ 0.8
At work less than 35 hours.....	Sept. 17	544,000	+ 7.5	+ 5.8
Employed but not at work.....	Sept. 17	191,000	- 60.1	+ 5.5
Unemployed.....	Sept. 17	327,000	- 7.1	+ 45.3
Without work and seeking work.....	Sept. 17	305,000	- 5.3	+ 43.2
On temporary layoff up to 30 days.....	Sept. 17	22,000	- 26.7	+ 83.3
Registered for work, NES				
Atlantic.....	Sept. 15	35,600	+ 16.7	+ 41.7
Quebec.....	Sept. 15	110,200	+ 2.6	+ 47.1
Ontario.....	Sept. 15	139,100	- 3.3	+ 46.4
Prairie.....	Sept. 15	43,800	+ 17.4	+ 57.0
Pacific.....	Sept. 15	46,000	+ 2.7	+ 29.2
Total, all regions.....	Sept. 15	374,700	+ 3.0	+ 45.0
Claimants for Unemployment Insurance benefit.....	Aug. 31	280,195	- 4.7	+ 33.4
Amount of benefit payments.....	Aug.	\$21,356,560	+ 8.4	+ 62.7
Industrial employment (1949 = 100).....	July	121.9	- 0.9	- 1.0
Manufacturing employment (1949 = 100)....	July	110.2	- 1.8	- 1.8
Immigration.....	1st six mos.	58,041	-	+ 1.7
Destined to the labour force.....	1st six mos.	30,845	-	+ 4.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	52	+ 23.8	+ 57.6
No. of workers involved.....	September	11,877	+ 8.4	- 60.5
Duration in man days.....	September	114,610	- 11.3	- 59.4
<i>Earnings and Income</i>				
Average weekly wages and salaries(ind. comp.)	July	\$76.31	+ 0.8	+ 3.5
Average hourly earnings (mfg.).....	July	\$ 1.77	- 1.1	+ 3.5
Average hours worked per week (mfg.).....	July	40.6	+ 0.5	- 0.5
Average weekly earnings (mfg.).....	July	\$72.03	- 0.2	+ 3.0
Consumer price index (av. 1949 = 100).....	September	128.4	+ 0.4	+ 1.0
Real weekly earnings (mfg. av. 1949 = 100)....	July	134.9	- 0.5	+ 1.8
Total labour income.....\$000,000	July	1,565	- 0.9	+ 4.0
<i>Industrial Production</i>				
Total (average 1949 = 100).....	August	162.6	+ 0.6	- 0.4
Manufacturing.....	August	145.6	+ 1.3	- 1.4
Durables.....	August	135.9	- 3.4	- 2.5
Non-Durables.....	August	153.8	+ 5.0	- 0.7

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983, September issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During September, 76 major collective agreements covering approximately 230,000 workers were in various stages of negotiation. A further 10 major agreements were concluded to provide wage increases for more than 13,800 workers.

Collective bargaining was in progress during the month for the renewal of agreements covering loggers and lumber workers at various locations across Canada. In British Columbia the **International Woodworkers of America** were negotiating two agreements, one with **Interior Forest Labour Relations Association**, representing 34 firms in the southern interior of B.C., and the other with the **Northern Interior Lumbermen's Association**. A conciliation board that had been set up to help settle the outstanding issues between the union and the southern interior operators released a majority report, signed by the chairman and the companies' nominee, containing recommended settlement terms. It proposed that the parties sign a two-year agreement providing for a 6-cent-an-hour increase on September 1, 1960 and an additional 4 cents one year later, making the basic wage \$1.79 on September 1, 1961. The recommendations were accepted by the union but rejected by the Association, which maintained that the operators were unable to pay the new rates. They pointed out that lumber prices had dropped to the 1952 level, when the basic wage was \$1.30 an hour and the agreement allowed one paid statutory holiday annually compared with the current nine. However, the door was left open for further talks, and early in October it was reported that a compromise had been worked out.

A conciliation board was also set up in the dispute between the union and the Northern Interior Lumbermen's Association, which represents 38 employers. The majority report recommended a one-year agreement with a 6-cent-an-hour increase on September 1, 1960 and a further 2 cents effective March 1, 1961, at which time the basic rate would become \$1.77 per hour. In addition, the report proposed improved shift premiums and a third week of vacation for employees with five years of continuous service. By the end of September neither party had commented on the proposals.

In Ontario, approximately 16,000 bushworkers represented by the **United Brotherhood of Carpenters and Joiners of America** will be affected by the bargaining for new collective agreements with the woodland divisions of the major pulp and paper firms in the province. A key issue in the negotiations has been the union demand for a reduction in the 48-hour week to 40 hours without loss of pay. Direct bargaining between the union and a number of companies failed to bring about a settlement, and conciliation services were requested. Conciliation officers were brought into the talks with **Abitibi Power and Paper**, Port Arthur; **Great Lakes Paper**, Fort William; **Kimberley-Clark Spruce Falls Paper**, Kapuskasing and Longlac; **KVP Company**, Espanola; **Marathon Corporation**, Port Arthur; and **St. Lawrence Corporation**, Nipigon.

Early in October, a settlement between the **Seafarers' International Union** and the **Lake Carriers' Association** ended a short-lived strike and averted a threatened tie-up of approximately half of Canada's Great Lakes shipping fleet. Strike action, limited to the vessels of N. M. Paterson and Sons Limited, was

taken at the end of September after union members voted to reject a conciliation board's recommendations (L.G., June, p. 547; Aug., p. 769). The other four companies in the bargaining group thereupon announced that their fleets would be put out of service until the issues were settled. Within a few days vessels that reached terminal ports were tied up and the crews paid off. Had the tie-up been completed, some 1,600 crewmen and approximately 100 ships would have been affected, leaving Canada Steamship Lines and 11 smaller companies the only ones operating on the Great Lakes and inland waterways. Before the tie-up could make much headway, a compromise solution was worked out with the aid of a federal mediator, resulting in a two-year agreement that provided a 5-per-cent wage increase retroactive to July 15 of this year and a reduction in the work week from 48 hours to 44 hours effective during the 1961 shipping season, with special compensation for work done on Saturdays and legal holidays.

The **International Ladies' Garment Workers** signed new agreements with **Toronto's Dress and Sportswear Manufacturers' Guilds** similar to the one that gave the union's Montreal members a 37½-hour week effective in 1963. Following closely the pattern set in Montreal, the Toronto three-year agreements gave an immediate increase of \$4 weekly for cutters and \$3 weekly for hourly-paid workers. The 40-hour week will be reduced to 39 hours on January 1, 1962 and to 37½ hours a year later. Time workers will receive the same pay for the reduced hours as they had previously received for 40 hours; piece workers will get a 2½-per-cent increase on January 1, 1962 and 3½ per cent on January 1, 1963 to compensate for the lost working time. Other provisions include an increase in the employers' contribution to the severance pay fund, and an agreement by the manufacturers to place the union label on all dresses and sportswear.

Among the collective agreements due to terminate during the last quarter of 1960 is the first five-year agreement signed in 1955 between **Canadian General Electric** and the **United Electrical, Radio and Machine Workers**, representing 5,000 workers at the company's eight plants in Toronto, Peterborough and Guelph, Ont. Early in October the union reportedly formulated the terms for a new agreement and presented their proposals to the company. The new proposals contained provisions designed to protect the workers from the immediate effects of automation and technological change. To offset the loss of jobs through improved manufacturing methods, the union asked for a reduction in the current 40-hour work week with the same take-home pay. The extent of the reduced work week was not specified but was left open for negotiation. In addition, they proposed that the company provide the necessary training required to qualify employees for newly created jobs arising out of automated processes and improved manufacturing methods.

For the forthcoming negotiations the union served notice that they will not ask for a five-year agreement as previously, but rather will seek a one-year term. The union proposed that the 9-per-cent cost-of-living bonus arising out of the expiring agreement be incorporated into the established rates and that, in addition, wages be increased by 15 cents an hour. Another demand was that the employer pay the entire cost of the hospital plan, eliminating the deductible feature whereby employees paid the first \$50 of medical costs. In addition, the union requested that the vacation plan be altered to provide two weeks with pay after one year of service, three weeks after 10 years and four weeks after 20 years. After receipt of the union's proposals, the company was expected to arrange for meetings in October to discuss terms for a new agreement.

The 39th CCCL convention, held in Montreal at the end of September, approved a resolution that changed the name of the Canadian and Catholic Confederation of Labour to the Confederation of National Trade Unions (*Confédération des Syndicats nationaux*). Accordingly, beginning with this issue, the initials CNTU instead of CCCL will be used in the Collective Bargaining Scene (below) to indicate affiliation.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During October, November and December (except those under negotiation in September)

Company and Location	Union
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Association Patronale des Mfrs. de Chaussures, Québec, P.Q.	Leather and Shoe Wkrs. Federation (CNTU)
Bell Telephone, Que. & Ont.	Canadian Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Ont. & Que.	Canadian Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont.	Canadian Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Ont. & Que.	Traffic Empl. (Ind.)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
British Rubber, Lachine, Que.	CLC-chartered local
Calgary Power, Calgary, Alta.	Empl. Assoc. (Ind.)
Cdn. General Electric, Toronto, Peterborough & Guelph, Ont.	U.E. (Ind.)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers Assoc., eastern Canada	Lithographers (CLC)
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
City of Calgary, Alta.	Public Empl. (CLC) (clerical empl.)
City of Calgary, Alta.	Public Empl. (CLC) (outside wkrs.)
City of Edmonton, Alta.	I.B.E.W. (AFL-CIO/CLC)
City of Edmonton, Alta.	Public Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Public Empl. (CLC) (outside wkrs.)
City of Montreal, Que.	Public Service Empl. (CLC) (manual wkrs.)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
City of Vancouver, B.C.	Public Empl. (CLC) (inside wkrs.)
City of Winnipeg, Man.	Fire Fighters (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office wkrs.)
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Food Stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assoc., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Fort William, Ont.	Railway Clerks (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Malartic Gold Fields, Halet, Que.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel. & Eastern Electric, com- pany-wide	I.B.E.W. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports	Miramichi Trades & Labour (Ind.)
Northwestern Utilities, Edmonton, Alta.	Empl. Assoc. (Ind.)
Northwest Industries, Edmonton, Alta.	Machinists (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask.	CLC-chartered local (hospital empl.)
Rock City Tobacco, Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Lawrence Seaway Authority	Railway, Transport and General Wkrs. (CLC)
Shipping Federation of Can., Halifax, N.S.	I.L.A. (CLC)
Shipping Federation of Can., Saint John, N.B.	I.L.A. (CLC)
Shipping Federation of Can., Montreal, Que.	I.L.A. (CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Company and Location	Union
Toronto Telegram, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co., Shawinigan, Que.	Metal Trades' Federation (CNTU)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
City of Montreal, Que.	C.N.T.U. chartered local (office wrks.)
City of Montreal, Que.	Fire Fighters (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Crown Zellerbach, Richmond, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Granby, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	Photo Engravers (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CNTU)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mère, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Shipyard Workers (CLC)
T.C.A., company-wide	Air Line Flight Attendants (CLC)

Conciliation Board

Aluminum Co., Arvida, Que.	Metal Trades' Federation (CNTU)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)

Company and Location	Union
Dom. Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Drumheller Coal Operators' Assoc., Alta.	Mine Wkrs. (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Northern Interior Lumbermen's Assoc., B.C.	Woodworkers (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Township of Scarborough, Ont.	Public Empl. (CLC)

Post-Conciliation Bargaining

Association des Marchands Détaillants (Auto-Voiture), Québec, P.Q.	CNTU-chartered local
CNR, CPR, other railways	15 unions (non-operating empl.)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)

Arbitration

City of Quebec, Que.	Municipal and School Empl. (Ind.) (inside wkrs.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wkrs.)

Work Stoppage

Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada (N. M. Paterson only)	Seafarers (AFL-CIO)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached During September

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

BATA SHOE, BATAWA, ONT.—SHOE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—2¢-an-hr. increase effective Sept. 28, 1960, plus an additional 3¢-an-hr. effective Sept. 23, 1961 for hourly wkrs.; all piece work rates increased by 2%; 3 wks. vacation after 15 yrs. of service (formerly 2 wks. and 3 days after 15 yrs.).

CBC, COMPANY-WIDE—MOVING PICTURE MACHINE OPERATORS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—retroactive pay of \$200 per empl. pro-rated on the basis of length of service in the bargaining unit since June 1, 1959; plus a general increase of 5% on basic wages eff. upon ratification of agreement; an additional 4% general increase on basic wages eff. June 1, 1961; in addition to the increases certain categories will receive adjustments ranging from 1% to 5%.

DOM. ENGINEERING WORKS, LACHINE, QUE.—MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—a lump sum payment of \$20 in lieu of retroactive pay for all empl. who have been in continuous employment since March 28, 1960; eff. Sept. 10, 1960 all empl. will receive an increase averaging 6¢ an hr.; eff. Sept. 10, 1960 the work wk. was reduced from 41½ hrs. to 40 hrs. without change in take-home pay.

DRESS MFRS. GUILD (DRESSES) TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,100 empl.—increases ranging from \$3 to \$4 per wk. for hourly wkrs.; a general increase of 7% for piece wkrs.; two-stage reduction in work wk., the first eff. Jan. 1, 1962 from 40 to 39 hrs., the second eff. Jan. 1, 1963 to 37½ hrs., both reductions without change in take-home pay; 1 extra paid statutory holiday making a total of 6 per yr.

DRESS MFRS. GUILD (SPORTSWEAR), TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—increases ranging from \$3 to \$4 per wk. for hourly wkrs.; a general increase of 7% for piece wkrs.; two-stage reduction in work wk., the first eff. Jan. 1, 1962 from 40 to 39 hrs., the second eff. Jan. 1, 1963 to 37½ hrs., both reductions without change in take-home pay; 1 extra paid statutory holiday making a total of 6 per yr.

K.V.P. COMPANY, ESPANOLA, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—increases ranging from 11¢ to 15¢ an hr. retroactive to May 1, 1960; an additional increase ranging from 4¢ to 5¢ an hr. eff. Nov. 1, 1960; special leave with pay up to 3 days in the event of a death in the immediate family of the empl.

NEW BRUNSWICK TELEPHONE, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC DEPT.): 2-yr. agreement covering 700 empl.—an immediate increase of \$2.50 per wk.; an additional increase of \$1.75 per wk. eff. July 31, 1961; time-and-one-half to be paid in addition to straight time for empl. working on statutory holidays.

PHILLIPS ELECTRICAL, BROCKVILLE, ONT.—I.U.E. (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—settlement terms not yet available.

POWER SUPER MARKETS, TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—increase of \$4 per wk. retroactive to May 1, 1960; an additional increase of \$2 per wk. eff. May 1, 1961 plus an additional \$1 per wk. eff. Jan. 1, 1962; hrs. reduced from 43 to 42 hrs. without change in take-home pay; 4 wks. vacation after 23 yrs. of service (formerly 4 wks. after 25 yrs.).

SASKATCHEWAN GOV'T.—SASKATCHEWAN CIVIL SERVICE (CLC): 1-yr. agreement covering 5,000 empl.—adjustments given to individual classifications averaging approx. 3 per cent.

NOTES OF CURRENT INTEREST

Prime Minister Conferring with Business, Industry, Farm and Labour Leaders on Unemployment Problem

Before the next session of Parliament begins, on October 28, Prime Minister Rt. Hon. John Diefenbaker will confer with representatives of business, industry, farm, labour and other leaders to learn their views on ways to combat unemployment in Canada. The plans were announced during a nation-wide television appearance last month of the Prime Minister.

In his speech, Mr. Diefenbaker noted that the Government currently is attacking the unemployment problem on three main fronts:

1. By providing the maximum of assistance to those who are actually unemployed;
2. By creating new jobs through direct federal projects, separately, as well as in co-operation with the provinces and municipalities;
3. By seeking out the underlying causes "of this phenomenon of unemployment in a period of economic progress and to take whatever action offers a reasonable hope of increasing the jobs provided by the whole economy to meet the requirements of all who wish to work . . ."

He then explained in detail the actions of the federal Government toward relieving unemployment.

"In the matter of direct assistance to the unemployed, we have extended unemployment insurance coverage by including fishermen, married women and others under its benefits, by the extension of seasonal benefits and other measures which have increased both the numbers of persons entitled to benefits and the amounts of the benefits themselves. As a result, more than four million Canadians can now qualify for unemployment insurance."

At this point the Prime Minister commented on the belief of some persons that others were taking advantage of the Unemployment Insurance Fund. "There may be some such cases, because after all, since the inception of unemployment insurance a total of some \$3 billion dollars has been paid out in benefits.

"However, the utmost precaution is being taken to prevent abuse," he said, citing the fact that in the last fiscal year the claims of more than a third of the applicants were

disallowed in the first instance, although many were later able to qualify for seasonal or other benefits.

"We are intensifying our efforts to prevent and punish any who wrongfully take benefits under the Fund at the expense of their fellow citizens who have proper claims on those benefits," the Prime Minister said.

On the Government's second approach to the unemployment problem—projects designed to create new jobs—Mr. Diefenbaker mentioned the Winter Works Incentive Program, recalling that this year the period has been extended to a starting date of October 15.

"Preliminary estimates were that it would create 165,000 jobs, and this figure is almost certain to be exceeded. Two major cities have already announced that projects under this program will be doubled, and if this is reflected in the action of other major cities, it is possible that the result may be an additional two hundred thousand winter jobs.

"It is my view that seasonal unemployment this winter could be reduced to its absolute minimum with the full co-operation of the provinces in the winter works program in addition to the other measures being taken by the federal Government.

"I urge earnest re-consideration of these provincial contributions wherever they fall short of guaranteeing the full potential of the winter works program in any province. The enthusiastic co-operation of many municipalities leaves little doubt that many more jobs can be provided if they are given even greater incentives."

Pointing out that one of the main areas of the drop in jobs in winter is the construction industry, Mr. Diefenbaker recalled the increase, from four to six billion dollars, in the total that can be loaned for housing by approved lenders, and from \$1 billion to \$1½ billion in the total of CMHC direct housing loans. "These measures alone should mean new jobs this winter for at least 60,000 Canadians who might otherwise be unemployed."

All federal building contracts are now being timed so that the maximum amount of work will be done this winter, and gov-

ernment contractors are no longer allowed, as they once were, to stop work entirely in the wintertime without permission from the Government, the Prime Minister said.

"Some 103 public works construction projects totalling \$54 million will be continued through this winter. In addition, 45 new construction projects totalling \$15 million will be begun this winter. Additional expenditures on many smaller projects and purchasing orders are expected to bring the total of all government public works in operation this winter up to approximately \$100 million.

Turning to the third aspect of the unemployment problem, the underlying causes, Mr. Diefenbaker said that every expert, self-appointed or otherwise, has his own view of what these causes are.

"We know that some manufacturing industries are lagging behind the rest of the economy in the creation of new jobs. Much has been said and written about this recently, particularly in respect to the difficulties some secondary industries are facing from foreign competition in our own domestic market." The Government is determined to do whatever can be done to make it possible for these secondary industries "to

resume their important role as leaders in the creation of new jobs for Canadians," the Prime Minister said.

As a further measure to combat unemployment, Mr. Diefenbaker reported that instructions have recently been sent out to senior government employees across the country to recommend any federal project that can be undertaken at once in any area where unemployment is high.

The Prime Minister urged that it be realized that curing unemployment is not a project that can be accomplished by the federal Government alone. It required the united action of all Canadians in all walks of life.

Concluding his remarks, Mr. Diefenbaker said that short-term action such as the Government has been taking is necessary to meet the immediate situation, "but let us never forget that the long-term solution is dependent in large measure on the continued expansion of our trade.

"We cannot achieve this if we price ourselves out of the markets of the world because of unreasonable demands from any quarter calculated to benefit any one part of the population at the expense of the others."

Advance Starting Date of Winter Works Incentive Program

Six and one-half months of work instead of the five months provided last winter will be possible in 1960-61 as a result of an extension of the Municipal Winter Works Incentive Program announced by Hon. Michael Starr, Minister of Labour, on September 7. The Program began on October 15; starting date in previous years was December 1.

It is estimated that the extension will provide at least 10,000 additional on-site jobs and approximately 10,000 indirectly

through the use of additional materials and services, Mr. Starr said. The Government expects the 1960-61 Program to provide 83,000 direct jobs and approximately 165,000 direct and indirect ones.

Mr. Starr said he had urged on the provinces and municipalities participating in the Program the importance of maintaining the highest level of Canadian content in the use of materials on projects carried out under the Program in order to provide a maximum amount of employment.

Seasonal Unemployment Problem Worsening, N.B. Report Says

Over the years the amount of seasonal unemployment in New Brunswick has increased as the numbers employed in the province's seasonal industries have increased, with the result that seasonal unemployment has become a progressively more serious social and economic problem, says the foreword of a new handbook just published by the New Brunswick Department of Labour, entitled *Seasonal Employment in New Brunswick*.

Further on the booklet points out that "The seaside location of the province led to the development of the fishing and transportation industries; extensive forest lands

led to the development of the lumbering and logging industries. These, with the important addition of the construction industry, are subject to climatic variations and conditions."

The first section of the handbook, entitled "Seasonal Employment," has four chapters, appendixes on employment statistics and survey methods, and summaries of the provincial Government's winter works projects in 1958-59 and 1959-60, and of the federal Municipal Winter Works Incentive Program in the same two years.

Section II deals with Winter Construction Experience.

Warns against Granting of Tax Concessions that Have Effect of Replacing Labour, Now Surplus, by Capital, Now In Short Supply

Canada's internal growth is threatened, not by a shortage of capital investment, but by a surplus of labour, and "we should not discourage the use of labour by granting special tax concessions and privileges which could have the effect of replacing labour by capital," said Eric W. Kierans, President of the Montreal Stock Exchange and Canadian Stock Exchange, in an address before the annual conference last month of the Canadian Institute of Chartered Accountants.

He was speaking on "Economic Implications of Depreciation Policies" and had declared that Canadian depreciation policy must be determined solely by an analysis of economic conditions in this country, not by solutions of other nations. As an illustration he described how Britain's capital cost allowance provisions favoured the employment of capital over labour. But in England, "labour is the factor in relatively short supply; in Canada, we have a chronic, structural unemployment problem."

"Where the productivity of capital facilities is greater than that of labour, then we must obviously make the economic choice and employ additional capital, even when this has to be imported. But when the relative productivities are equal, it would only be common sense in Canada to use labour, which is in excess supply, and to save on capital, of which this country is very short."

Foreign Ownership

Our economic policy should be directed to achieving a fuller state of employment. In addition, we have the "serious institutional factor of foreign ownership of more than 62 per cent of our manufacturing, mining and smelting, oil and gas industries," Mr. Kierans continued. Since foreign investment has concentrated in the capital-intensive rather than the labour-employing sector, "it is obvious that the immediate beneficiary of tax concessions on a capital cost allowance basis would be the foreign ownership that now causes us so much concern."

He pointed out that such concessions would accelerate the trend toward foreign control by making it easier for the foreign ownership to finance their growth and expansion from internal sources; the growth is, in effect, "financed by interest-free loans from the Government" and by profits. The possibility that foreign corporations would permit Canadians to invest in their operations in this country thus becomes more and more remote: the firms have no need for further funds from external sources.

Economic survival demands constantly increasing efficiency. The problem is not solely that of replacing presumed obsolescence, as proponents of accelerated depreciation or write-offs based on replacement rather than original cost imply. Economic efficiency does not consist merely in the existence of a large, new and shiny industrial plant with all the latest electronic gadgets, but in the exact balancing of all resources—land, labour and capital—to meet demand, Mr. Kierans said.

"We cannot afford the economic waste nor technological obsolescence of more expansion based on inaccurate projections of demand," he warned.

How do we charge off overinvestment that results from excess capacity? "Normally, in a single-product firm or in a new firm, the enterprise collapses and the investors lose their capital. But in today's complex, multi-product corporation, the losses of ill-conceived projects are written off against the profits of other lines, and so the Treasury subsidizes the failure by reduced tax revenues on diminished profits and the consumer by the increase in or stickiness of prices on profitable items which must absorb these extraneous costs," Mr. Kierans said.

Structural Unemployment

Part of the blame for structural unemployment in Canada may be traced to our obsession with the virtues of fixed capital, he continued. This has led to an unbalanced development of the economy and a disproportionate mixture of labour and capital.

"Burdened with excess capacity in many industries and short of capital, we still seek tax privileges to encourage still more investment? Where can we get such funds but abroad—and thus sell more of our resources?"

"Blessed with an abundant supply of highly skilled labour, we seek to turn this asset into a liability by offering the special concessions of accelerated costing to those who employ fixed capital in place of labour.

"The wage earner is no longer on an equal footing with capital when their employment is determined, not by their respective productivities, but by the manner in which these costs can be used to reduce taxable profits.

"Tomorrow's labour costs are a charge against tomorrow's income; but accelerated depreciation seeks to charge off tomorrow's cost of capital against today's profits—a worthwhile inducement to substitute capital for labour," Mr. Kierans said.

Canadian tax policy should favour the use of labour not only to reduce the social costs of heavy unemployment but also for economic reasons, he continued, pointing out that labour costs are variable but the substitution of capital for labour brings fixed costs, fixed costs bring inflexibility in methods of operation, and the resulting high costs and break-even points make us more highly vulnerable to fluctuations in demand than would a more judicious mix of labour and capital. He suggested that this mix be determined by their relative productivities, "not by tax concessions that favour the use of capital and prejudice the employment of labour."

Other Effects

Among other effects of juggling depreciation costs mentioned by Mr. Kierans were:

—The reduction of profits which impairs the ability of labour to bargain for increased wages. "There is a distortion in the accounts which is open to various interpretations and tends to work against a just distribution of income to labour."

—The price of a product must bear not only the normal costs of production but also the additional costs of accelerated rates of depreciation. "Prices will thus tend to be higher than normal costs would suggest."

CCA Delegations Submit Briefs To Four Atlantic Provinces

During September and October the Canadian Construction Association presented briefs to the Governments of Newfoundland, Nova Scotia, New Brunswick and Prince Edward Island.

In the briefs the CCA requested all four Governments to revise and amend provincial labour legislation.

Among other things, the Government of Newfoundland was asked to:

—Establish joint committees of interested parties and Government interdepartmental committees to co-ordinate the scheduling of both new and maintenance construction work to the greatest possible extent during the winter months.

—Facilitate the completion of the Newfoundland section of the Trans-Canada Highway with all possible speed.

The Government of Nova Scotia was asked to amend the Mechanics' Lien Act; the Government of Prince Edward Island to consider the establishment of an apprenticeship program, and to encourage the scheduling of construction operations so as to provide the maximum of wintertime employment.

Ontario and Quebec Sharing in Cost of Winter Works Projects

The Governments of Ontario and Quebec have signified their intention to participate in the federal Government's Municipal Winter Works Incentive Program, under which it pays 50 per cent of labour costs for approved projects.

Premier Jean Lesage of Quebec said his Government will contribute 40 per cent of labour costs involved for approved projects during the 1960-61 period. The Ontario Government pays 25 per cent of approved winter works projects in the province.

The extension of the period during which the federal Government will contribute (p. 995) will mean an additional 40,000 jobs in Ontario, Premier Leslie Frost has estimated.

Already three Ontario municipalities have announced their plans for winter works projects. Hamilton plans a winter works program that would cost \$4,000,000 and provide 68,000 man-hours of work. The proposed program is twice as costly as the one undertaken in 1959-60. Ottawa plans winter works projects valued at \$2,716,000, almost triple the value of the previous winter's program. Toronto's Board of Control has approved plans for projects that will cost \$4,534,190.

Make House Repairs in Winter, Minister of Labour Advises

Building supply manufacturers, building supply dealers and building contractors were urged on September 9 by Hon. Michael Starr, Minister of Labour, to concentrate on advancing the idea that interior renovations of plants, offices and homes should be done during the winter months, when skilled tradesmen and materials are more readily available.

Mr. Starr said that the practice would be "most beneficial" to wintertime employment in Canada.

At the same time, the Minister urged plant and business owners to restrict as far as possible their interior renovation and redecoration to the winter months.

He was speaking at the presentation of a plaque to the "Canadian Building Supply Dealer of the Year," Alan Burnes, Sales Manager of Lansing Building Supply Ltd., Willowdale, Ont. The company was the winner of a contest sponsored by *Building Supply Dealer*, a national trade publication, for its contribution to last winter's "Do It Now" winter employment campaign.

In 7 Years, Number of Students Matriculating in Alberta Doubles

The number of Alberta high school students achieving senior matriculation standing is rapidly increasing each year, according to a study made by the Alberta Department of Education.

The survey showed that in 1958, the last year for which complete figures are available, 1,874 Grade 12 students were awarded senior matriculation certificates. They represented 11.32 per cent of the 16,557 pupils who enrolled in the first grade 12 school years earlier. Matriculation in 1951 totalled 946, or 5.65 per cent of the 16,749 who were enrolled in Grade 1 for the first time in 1940.

Officials attribute the improvement to a realization on the part of students that senior matriculation is now a minimum requirement for many employment opportunities, and necessary for university entrance.

Department Issues 7th Report On Training of Skilled Manpower

Most federal government departments have several types of organized training programs, according to the seventh report in the series prepared under the Research Program on the Training of Skilled Manpower, which has just been published. It is *Training Programs and Courses for Canadian Government Employees*.

It is based on a survey by A. W. Crawford, former Director of Canadian Vocational Training Branch, Department of Labour, under the guidance of a subcommittee of the Interdepartmental Skilled Manpower Training Research Committee.

The report deals with the methods and procedures of providing organized or supervised training for persons employed in technical, industrial and clerical occupations at the supervisory and operational levels in federal government departments and agencies and in the Armed Forces. Crown corporations were not included in the survey.

Primary objective of the survey was to determine the nature and extent of staff training in government departments, both for the recruitment of new employees and for the development and maintenance of high standards of proficiency.

An indication of the extent to which government departments and agencies draw from and contribute to the country's pool of skilled workers, and an idea of the changes that are taking place in the training of government employees as a result of technological developments, were also sought.

The report is in three parts. The first deals with general practice and training procedures in all departments of government. It gives a brief description of three methods of providing training: educational leave, for individual trainees in degree-granting universities; external training, for individuals and groups through short intensive courses provided by outside agencies; and correspondence courses.

The second part deals with the training responsibilities and activities of the Civil Service Commission and briefly describes some of the courses that are made available to employees.

The third part consists of a series of separate sections dealing with the nature and scope of training programs and courses operated by the selected departments and agencies.

ILO Governing Body to Discuss CLC Complaint Next Month

The complaint filed with the International Labour Organization by the Canadian Labour Congress and the International Confederation of Free Trade Unions against the Government of Canada (L.G., Dec. 1959, p. 1250) concerning legislation enacted in March 1959 by Newfoundland will be discussed at the meeting of the ILO Governing Body in Geneva November 15 to 18.

The report of the ILO's Committee on Freedom of Association on the Canadian complaint came up for discussion at the Governing Body's 145th Session, held May 27 and 28, just prior to the 44th International Labour Conference. The Canadian Government Member of the Governing Body suggested postponement of discussion until the November meeting, by which time the Committee on Freedom of Association would have additional information. The Canadian Worker Member, CLC President Claude Jodoin, said he wanted quick action but was sure the delay in obtaining further information was not the fault of the federal Government.

Mr. Jodoin charged that the federal Government, having failed to exercise its power of disallowance, must share with the Government of Newfoundland responsibility for the legislation about which the CLC was complaining.

Also postponed to the November Governing Body meeting was the question of merging the manpower and employment committee and the technical assistance committee into a committee on operational programs. Suggested membership of the new committee was fourteen government, seven worker and seven employer members.

This decision was taken at the 146th Session of the Governing Body, held immediately after the conclusion of the 44th International Labour Conference. The 146th Session also approved a partial list of experts to be invited to attend a meeting of experts on major mine disasters to be held during the first quarter of 1961.

Fifth Province Passes Act on Fair Accommodation Practices

At its 1960 session the Manitoba Legislature passed the Fair Accommodation Practices Act prohibiting discrimination on account of race, creed or national origin. Similar legislation is on the statute book in Ontario, New Brunswick, Nova Scotia and Saskatchewan.

The Act prohibits any person from denying accommodation, services or facilities customarily available to the public, to any person because of "race, religion, religious creed, colour, ancestry, ethnic or national origin." The displaying of notices and signs and the use of other media of communication such as newspapers, radio and television to express discrimination on any of the above grounds is prohibited.

The Act explicitly states that its provisions are not deemed to interfere with the free expression of opinions upon any subject by speech or in writing or to confer any protection to or benefit upon enemy aliens. Places of worship do not come under the Act.

The administration of the Act will be assigned by the Lieutenant-Governor in Council to a member of the Executive Council.

Complaints of discrimination must be made in writing to the responsible Minister. Such complaints will be investigated by an officer designated by the Minister to enforce the Act. Where the officer is unable to effect a settlement of the matter, the Minister appoints a commission consisting of one or more members.

The commission, after making an inquiry into the case, may, if necessary, recommend to the Minister the course that ought to be taken. Where the commission is composed of more than one person the recommendations of the majority of the members are the recommendations of the commission.

The Minister is required to furnish a copy of the commission's recommendations to the parties and may, if he deems it advisable, publish such recommendations. The Minister is further empowered to issue an order embodying the recommendations of the Commission and requesting compliance of the parties with its terms.

A person found guilty of a violation of the Act or any order made under the Act, is subject to a fine of up to \$50 for a first offence and up to \$200 for a second. In the case of a corporation the corresponding fines are \$100 and \$400.

The Act authorizes the Minister to apply to the Supreme Court of the province for an order enjoining a person who has been convicted of an offence from continuing the violation. Any prosecution under the Act require the consent of the Minister.

National Public Employees Union Holds Sixth Annual Convention

At the sixth annual convention of the National Union of Public Employees (CLC), held in Saint John, N.B., during September, a resolution was approved requesting that a national minimum wage for men and women of \$1.50 per hour be established. Another asked that all canned goods marketed in Canada carry labels clearly showing the country of origin.

The convention urged the federal Government not to allow immigrants into Canada unless jobs were available for them.

Other resolutions called for a maximum work week of 40 hours, improved labour legislation, and improvement in the education of the Indians of Canada to equip them to take their place in modern society as Canadian citizens.

CLC President Claude Jodoin, in an interview preceding the conference, said that the four-day week will be prevalent in Canadian industry and commerce in the near future.

Mr. Jodoin said the shorter week not only will be requested by more unions "but may become a necessity because of automation and unemployment."

Addressing the delegates at the convention, Mr. Jodoin expressed the opinion that unemployment is Canada's main problem. Automation was a contributing factor, he believed, and "all sections of our economy will have to make efforts" to deal with it. But it is natural to look to the federal Government for leadership in the matter, he said, and repeated a CLC demand for a conference of government, management and labour representatives to seek ways of creating more jobs.

Union leaders, Mr. Jodoin noted, recognized that they, too, had a responsibility in combating unemployment and that they could help the situation by "discouraging overtime work and moonlighting."

Canadians Prominent at Meeting Of Accident Prevention Boards

Canadian provinces are leading the way in establishing rehabilitation programs and centres, Antonio DiPinto, Executive Assistant and at the Rhode Island Curative Centre, told delegates to the 46th annual convention of the International Association of Industrial Accident Boards and Commissions.

No state in the United States has established "specialized centres devoted exclusively to the treatment of industrially injured workers in the past 10 years, with the possible exception of Ohio," he said.

"Rehabilitation of workers is a serious business in Canada and the welfare of the individual is important."

At the convention, held at Edmonton, radiation protection at Atomic Energy of Canada, Chalk River, Ont., was given special mention in the report of the committee on atomic energy and radiation work risks. John F. Cauley, Vice-Chairman, Ontario Workmen's Compensation Board, was chairman of the committee.

At Chalk River, it was reported, it has been found necessary, in order to preserve adequate radiation hazard control standards, to keep the organization of the control personnel separate from that of the operation groups.

"In general, the figures presented justify the belief that an efficient radiation protection service well integrated into the over-all project organization can result in a large output of work in high radiation fields with no need for serious overexposure," the committee report said.

Other Canadians who took a prominent place in the program included C. M. Macleod, QC, Chairman of the Alberta Workmen's Compensation Board and retiring President of the Association, who presided at all plenary sessions; Eugene E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, who was moderator of a panel on safety; Joseph Morris, Pacific Regional Vice-President of the Canadian Labour Congress, who was a member of the safety panel; and Dr. John R. Fowler, Medical Director, Alberta Workmen's Compensation Board Rehabilitation Clinic, who was moderator of a panel on the treatment and rehabilitation of workmen with back injuries.

G. G. Greene, Director, Government Employees Compensation Branch, Department of Labour, presented a paper on the Government Employees Compensation Act and the relationship with the provincial Workmen's Compensation Boards.

President of the Association for the coming year is W. M. Douglas, Administrator, Bureau of Workmen's Compensation, Department of Labor and Industrial Relations, Honolulu, Hawaii. The 1961 convention will be held at Honolulu in November next year.

More Pay, Fewer Hours Needed To Increase Jobs, Meeting Told

Higher wages and fewer working hours, as a means of providing more work for more people, was recommended by speakers at the 12th convention of the Tobacco Workers' International Union (AFL-CIO-CLC), held in Montreal in September. It was the first time the Union had met in Canada.

It was emphasized that shorter working hours are essential because automatic machinery is producing 200 times faster than humans produced 50 years ago.

A special three-member committee was set up by the convention to gather data on automation. Its findings will be compared and synchronized with that found by other labour groups.

President John O'Hare, who was re-elected, told delegates that the Union aims to adopt a 35-hour work week to combat the effects of automation. He said he regarded the 35-hour week as "eventually inevitable" and urged that discussions on the subject be included in all future collective bargaining negotiations.

Mr. O'Hare noted that in the past few years automation has brought about changes that have had a "terrifying effect on the whole economy and are foremost in the minds of millions of workers.

"When we speak of automation the average citizen thinks in terms of fear—fear of losing one's job." This fear must be eliminated by discovering ways and means to make automation work for the benefit of all, with more security, better wages and fewer working hours, he said.

Two resolutions on political action were adopted without debate. One urged that the union's members make every effort to assure a maximum vote on behalf of "liberal and enlightened" candidates and to contribute to the AFL-CIO Committee on Political Education.

The other resolution asked that members be kept informed of labour bills, including the names and political affiliations of sponsors.

The importance of calling a national conference to study the importance of unemployment was stressed by Claude Jodoin, CLC President.

Trends in the Agricultural Labour Force

Proportion of persons employed in agriculture in Canada has dropped from 33 per cent of total labour force in 1921 to 11 per cent in 1959, study by Department of Labour reports. Between 1946 and 1958, decline averaged 4 per cent a year

The proportion of persons employed in agriculture in Canada has dropped from 33 per cent of the total labour force in 1921 to 11 per cent in 1959, according to a study just published by the Economics and Research Branch of the Department of Labour. The bulletin, *Trends in the Agricultural Labour Force in Canada from 1921 to 1959*, points out that at the beginning of this century, more than 60 per cent of the population of Canada lived in rural districts, the majority on farms.

The study is the fourth in the series of Farm Labour Bulletins published by the Department.

"Between 1946 and 1958, the number of persons with farm jobs in Canada has been declining at an average compound rate of about 4 per cent per year," the study says. It adds that if this very rapid rate of decline were to continue, the number of persons with jobs in agriculture—in 1958 reckoned at 712,000—would drop to about 300,000 by 1978.

It is unlikely, however, the report says, that the decline will continue at this rate; the latest statistics show that the decline during 1959 was only 2.8 per cent—a much slower rate than in any year since 1954.

It must be remembered that the movement from the farms after 1940 was larger because people had been "damned up" in agriculture during the depression in the 1930's. If one considers the trend of employment in agriculture for the past 28 years, i.e., from 1931 to 1959, the average compound rate of decline has been about 1.75 per cent. Projecting this slower rate of decline into the future would lead to the conclusion that the number employed in agriculture may be slightly less than 500,000 by 1979 or 1980.

Greater than in U.S.

The report points out that the drop in agricultural employment between 1946 and 1958 was even greater, relatively, than that which occurred in the United States. During that period it declined by 40 per cent in Canada, compared with a drop of 30 per cent in the United States.

The result has been that, while in 1946 persons employed in agriculture represented 15 per cent of all persons employed in the United States compared with 25 per cent in Canada, in 1958 the proportions were 9 per cent in the United States and 12 per cent in Canada.

The bulletin points out that "A study of the labour force in agriculture merits attention if for no reason other than the fact that there is a scarcity of information on this aspect of the industry. Agricultural economic studies have concentrated on such aspects as settlement problems and land tenure, choice of farm enterprises, farm production and income, capital and credit problems. Farm labour, however, has too often been accepted as a given factor."

Fourth Largest Employer

During the decade 1948-58, agriculture lost its place as the second largest industry in Canada and became fourth in terms of employment, the report says. By 1958 it had been exceeded in the numbers of persons employed by manufacturing, service, and trade.

The decline in agricultural employment between 1946 and 1958 was greatest, numerically, in the Prairie Provinces, Ontario and Quebec. These three regions accounted for 90 per cent of the total decline in Canada, the study shows.

During the period, the Prairie Provinces experienced the greatest decline in numbers, but the rate of decline was greatest in Ontario and next greatest in Quebec.

Besides the decrease in the farm population, the report states that there has been a marked change in the composition of the agricultural labour force. In 1946 unpaid family workers made up 30.4 per cent of the total number of workers, but in 1958 they constituted only 20.7 per cent.

The proportion of unpaid labour contributed by family members on farms has declined rapidly over a period of little more than a decade. The decline in this type of worker suggests that farmers are encountering increasing difficulty in retaining their sons and daughters on the farms in the face of increasing opportunities for paid employment elsewhere.

An important accompaniment of the decline in the farm labour force has been an increasing preponderance of males over females in the farm population. In 1956, males accounted for 53.6 per cent of the total; and in the age group 14 years and older they represented 54.8 per cent. "In other words," the report explains, "there were 121 males to every 100 females aged 14 and over." This high ratio of males on farms is not a new thing, however—the 1921 census showed males as 53.7 per cent of the total rural population.

Proportion of Older Workers Higher

Another important change in the composition of the farm labour force, resulting from the departure of so many younger workers for jobs in other industries, is that the proportion of older workers on farms is higher than in the past. According to labour force surveys in 1958, while 50 per cent of all men in the non-agricultural labour force were in the 25-44 age group, in agriculture this age group provided only 37.1 per cent of the total working men. In the agricultural labour force more than 42 per cent of all males were 45 years of age or older.

According to census data, in the three Maritime Provinces in 1951 nearly half the farm operators, and in Ontario about 46 per cent of them, were 50 years old or more. In the Prairie Provinces and Quebec, on the other hand, only 37 per cent were as old as this.

There has also been a trend in recent years toward an increase in the percentage of seasonal workers in the farm labour force. This, the report says, may be due to a number of factors, but the chief of these is probably the increased use of machinery, as a result of which "farmers tend to speed up their seeding and harvesting operations, concentrating the employment of seasonal

labour over much shorter periods of time and doing without extra year-round help after the peak period of activity is over."

Longer hours of work and lower wages in agriculture than in other industries make it hard for farmers to compete in the general labour market, the bulletin points out.

In 1958 farm workers put in an average of 54 hours per week, compared with 40 hours for workers in non-agricultural industries. Wages for hired farm workers have been rising since the early 1940's. In August 1941, the average in Canada for male farm wages, with board, was \$35 per month. In August 1958, the comparable average was \$120. Despite this increase over the years, however, farm wages remain lower even than those for unskilled labour in other industries...

Since unemployment insurance has not yet been extended to agricultural workers it is becoming especially difficult for farmers to get the amount of labour they need for seasonal work, the report says.

The 68-page report contains chapters on: The Agricultural Labour Force, Characteristics of the Agricultural Labour Force, Seasonality of Employment in Agriculture, Conditions of Employment in Agriculture, Trends and Characteristics of the Farm Population, Other Trends in the Agricultural Industry, and Conclusions. A number of tables and charts are also included.

McGill University's 12th Annual Industrial Relations Conference

Five speakers, including the president of a government employees' association, a union research director and a management spokesman, present talks on various aspects of the conference theme: "The Role of Government in Labour Relations"

"The Role of Government in Labour Relations," was the theme of McGill University's 12th annual industrial relations conference, September 8 and 9. The conference was attended by nearly 180 delegates representing business firms, labour organizations, employers' organizations, other universities, and federal, provincial and municipal governments.

As on previous occasions, there were five speakers, one address and the discussion period that followed it occupying each half day, and another address being given at the conference dinner. In addition, a short panel discussion wound up the conference.

The first speaker was Prof. Joseph Shister, Professor and Chairman of the Department of Industrial Relations at the University of

Buffalo, who has held appointments on a number of United States government bodies and is a member of several arbitration organizations in the United States. He spoke on "The Role of the State in Collective Bargaining."

J. C. Best, National President of the Civil Service Association of Canada, the second speaker, gave an address on "The Government as Employer."

The dinner speaker was Prof. H. D. Woods of McGill University, who spoke on "Power and Function in Industrial Relations."

Cleve Kidd, Canadian Research Director of the United Steelworkers of America, spoke on "A Union View of Government in Labour Relations." Sharman K. Laerie, Manager and General Counsel of the

Niagara Industrial Relations Institute, gave a management view in an address entitled, "A Business View of the State Function in Labour Relations."

Prof. H. D. Woods, who founded the McGill Industrial Relations Centre some 12 years ago, and who has acted as chairman of previous conferences, recently resigned as Director of the Centre to accept a Ford Foundation Faculty Research Fellowship for the year 1960-61, under which he will carry on a study of Canadian labour relations policy. His place as chairman was taken at this conference by Prof. E. C. Webster of McGill University, the acting director of the Centre.

Members of the panel whose discussion closed the conference were S. J. Frankel, a McGill political scientist; J. C. Weldon, a McGill economist; and Dr. W. Donald Wood, Director-elect of the newly established Industrial Relations Centre of Queen's University, who acted as leader; and the five conference speakers.

Prof. Joseph Shister

Assuming that no great depression or other unforeseen upheaval occurs, the prospect is that the "legal framework" will not during the next 10 years become more favourable to unions than it is now, and it may perhaps become less favourable, said Prof. Joseph Shister, the first speaker at the conference.

Prof. Shister, who is Professor and Chairman of the Department of Industrial Relations at the University of Buffalo, spoke on "The Role of the State in Collective Bargaining."

The speaker gave some of his reasons for this opinion. First, he said, the mass media—the press, radio, etc.—which editorially are in general unfavourable to unions, are not likely to change the direction of their influence. Secondly, the expected increase in the number of white collar workers, who are more hostile to unions than blue collar workers, would exert an influence unfavourable to organized labour.

Another factor was the probable relatively slow rate of growth of unions in the next decade. Prof. Shister thought that the unions would make little headway in organizing white collar workers.

Another consideration that led him to regard the outlook as unfavourable to unions was the probability that the next decade would be characterized by rising prices, for which the public would be inclined to blame the wage demands of organized labour. The continuance of prosperity will favour conservatism, the speaker also pointed out.

Management will more and more tend to take a tougher attitude in its dealings with unions, resisting attempted encroachments on its prerogatives, if not trying to win back some of those that have been lost.

Both management and labour will become less flexible toward each other, Prof. Shister predicted. Members of management groups will co-operate more closely with each other in the common cause, and so will members of union groups. Government will have to play a more important role. There will be more emergency strikes and more arbitration.

At the beginning of his address Prof. Shister pointed out that his views were based on United States experience, and that in spite of many similarities and much common ground in labour relations in Canada and the United States, there were significant differences between the two countries.

Contrary to popular belief, the legal framework is not uniform and precise, but is diversified in many ways, the speaker said. In the federal jurisdiction it differs from that of the states, and there are differences between the various states. The philosophy of the governors and of the judiciary is different in different states.

The legal framework is changing and evolutionary. Governmental intervention has grown tremendously at both the federal and the state level, but that growth has not been gradual nor has its direction been uniform, Prof. Shister said. On the contrary, growth has been sporadic and from time to time its direction has changed, now leaning in favour of unions and now in favour of management. This change in direction has shown itself at the judicial, as well as at the legislative level.

Governments have been primarily concerned with affecting the framework and procedures, not the terms of collective bargaining. Thus protection of the right to self-organization, picketing, secondary boycotts, and union security have been matters of government concern. But with the passage of the Landrum-Griffin Act (the U.S. Labour-Management Reporting and Disclosure Act 1959), government intervention has taken a new turn—regulation of the unions' internal affairs.

The internal affairs of Unions, the speaker pointed out, have a strong influence on collective bargaining. More democracy in the running of unions would make for less responsibility in collective bargaining, not more, he thought, since it would make the leaders more responsive to the will of the rank and file, who were generally more

extreme and less enlightened than the leaders of a union. In this way the regulation of internal union affairs affects bargaining policy.

Turning to the question of what determines the direction and extent of government intervention in industrial relations, Prof. Shister said that some thought this could not be explained rationally. But he believed that reasonable explanations could be given. He described some of the factors that, in his view, helped to determine the legal framework.

The chief influences, he said, were the climate of opinion—or public opinion—and collective bargaining experience.

He disagreed with those who denied that there was such a thing as independent public opinion, believing that public opinion was moulded by the mass media of communication. The climate of opinion was developed by certain forces, and the mass media of the press, the radio, etc., were not the sole or dominant influence, Prof. Shister said. The personal experience of citizens has a strong influence, and the influence of home, school, church and community are all important, he contended. Another important influence is the competition between the two dominant political parties.

As an example of the influence of personal experience, Prof. Shister said that a business or professional man who found his plans hampered or thwarted by union opposition would probably feel resentment against unions. On the other hand, a worker who had first-hand experience of the advantage of having a union to protect his interests would be likely to be a strong supporter of unions.

The climate of opinion builds up gradually, and it would lead to nothing if it were not for the stimulus of dramatic events, such as the great depression of the 1930's, the McLellan investigation into corruption in unions, and the postwar strikes in the mass-production industries. These dramatic events occur sporadically, and therefore government intervention comes in spurts.

Even the judiciary, Prof. Shister said, were sensitive to the climate of opinion. As a striking example of this, he instanced the unanimous decision of the United States Supreme Court on the question of desegregation in the schools—a decision in which the consideration of the effect on international relations had strongly influenced the Court.

The speaker gave three reasons why the public in the United States believed in free collective bargaining. These were: the wish to minimize government intervention because of a dislike of controls; the wish, for

practical reasons, to avoid enlarging the bureaucracy; and the psychological reason that most people would rather do a thing themselves even if someone else could do it better.

Collective bargaining experience affects legislation by influencing the climate of opinion and by influencing leaders in government, the judiciary, management, and labour. The philosophy and outlook of different presidents of the United States had affected the degree of intervention, Prof. Shister said, instancing the contrasting personalities of President Truman and President Eisenhower.

Most think that unions influence legislation more than management does, the speaker said, but in his opinion this view was quite wrong. Experience has shown that "organized labour in the United States cannot deliver the vote," he said. Unions have also shown a good deal of ineptitude in political action. Although management was not perfect in this field it was more adept than the unions. It had more money and press support, but its organization was also more effective for this purpose. The political influence of organized labour, Prof. Shister thought, was relatively small.

Question Period

When asked to enlarge upon what he had said about "union democracy," Prof. Shister said that labour leaders were better informed than the rank-and-file members, and understood better the limits to what management could or would give. The leaders could usually make a bargain that would suit the members better than one the members themselves could make. Except in the case of "sweetheart" contracts, which he thought were few and far between but where greater democracy would make for better contracts, Prof. Shister said that the influence of members on bargaining tended to be irresponsible and extreme.

A trade union delegate disagreed with the view that democratic procedures in unions did not allow officials to act responsibly. His own experience led him to believe that the members would be reasonable if the facts were explained to them.

Prof. Shister said that the ability of union leaders to carry the membership with them varied according to the size and intelligence of the membership and according to the "creative insight" of the leaders. In some cases where the members were intelligent and few in number the leaders might have little trouble.

Another delegate who disagreed that more democratic methods in unions would cause them to degenerate into anarchy expressed

the view that the trend in unions is toward a better educated membership; he thought this, not authoritarianism, was the answer.

Prof. Shister reminded the conference that he did not say that authoritarianism was the answer. But although he agreed that educational efforts had increased in unions, he did not think that they had increased enough, or could do so, to enable the members to see as much as the leaders.

J. C. Best

"In my view the case as to whether or not the Government is a good employer rests solely on the issue of effective negotiating procedures," said J. C. Best, National President of the Civil Service Association of Canada, in his address entitled, "The Government as Employer."

"Most of us are quite realistic enough to accept the fact that bargaining as it is spelled out in the various labour relations acts probably would not be too satisfactory in the government service," he continued. "We also recognize that any system must recognize the fact that funds, under our system of Government, are voted by Parliament, and any agreement reached would have to be subject to Parliamentary approval."

The view that the Government's "good employer policy" is enough to guarantee fair treatment for civil servants fails to take into account two important factors, the speaker said. The first of these is that employees are not concerned solely with economic gains, "and it has often been suggested that the possession of bargaining rights, the ability to stand up to the employer on terms of relative equality, in itself does much to increase the self-respect and working morale of a body of men and women."

The second, and probably more important factor, Mr. Best said, is that the "good employer policy" does not give civil servants any real assurance that their lack of bargaining rights will not result in economic loss.

"I cannot say in conscience that the Government on its record has been a good employer. True, private employers are only as good as their unions make them, but the Government does not even reach this cynical plateau," the speaker said. He added that "The whole system of employer-employee relations in the government service is rigged in the Government's favour . . . Action to equalize pay and conditions" is always too little and too late."

"Until the time comes (and it may be nearer than many of us realize) that the Government decides, in co-operation with its organized employees, to work out a system of bargaining or negotiating that is equitable to all concerned, we cannot consider the Government as being in the front rank of employers," Mr. Best said.

Much of his address was taken up with outlining the composition and history of the Canadian Civil Service and the history of employer-employee relations in the government service.

Mr. Best pointed out that if the armed forces, the Royal Canadian Mounted Police and the whole of the Public Service are included (but not counting the employees of the Crown companies), the Government is the employer of nearly 500,000 Canadian citizens, and is by far the biggest single employer in the country. "Yet in relation to its other identities and functions, the Government treats its role as an employer as a relatively minor one," he contended.

The Government as an employer has no clearly defined personnel policies and procedures, he complained. "The basic characteristic of the Government in employment matters has been a strong tendency toward expediency," he asserted. He considered it strange that "the public can remain so basically indifferent to the whole concept of the Government's role as employer."

Mr. Best then dealt with the functions of the Civil Service Commission, the Treasury Board, the departments, and the National Joint Council. Finally he outlined the character of, and the part played by the various employee organizations in the civil service.

Although conceding the value of the Civil Service Commission in regard to appointment, promotion, classification, training, etc., he said that "in the economic areas of employer-employee relations it is, to the employee, a severe handicap and a roadblock to successful negotiations . . .

"As the most powerful and important committee of Cabinet, the Treasury Board and its staff are deeply involved in personnel administration," he pointed out. "Both before and after money is voted by Parliament, Treasury Board has an influence on all personnel policies proposed by the Civil Service Commission that will result in the expenditure of public funds."

Although expert knowledge in matters of organization and scales of pay lies with the Commission, the ultimate power of decision is with Treasury Board. "In effect, the Commission has responsibility without power and Treasury Board has the power but not the responsibility for civil service matters," Mr. Best said.

The National Joint Council was established in 1944, and "was the Government's answer to the demand for something to replace or supplement direct representation from the employees." It consists of the Official side, on which there are 10 representatives, most of whom are deputy ministers or assistant deputy ministers; and the Staff side, on which there are 13 representatives drawn from the main national civil service associations, Mr. Best explained.

From the employees' point of view, the Council has a number of shortcomings, he commented. Some of these were: it is advisory only; the Government is, in fact, in a position to control the recommendations coming from the Council; the requirement that all recommendations must be unanimous tends to be stultifying; it usually takes a long time to implement its recommendations; all proceedings are confidential and staff side representatives must often make decisions without reference to those they represent; and, lastly, salary and wage questions are held to be outside the Council's terms of reference.

Mr. Best said that in spite of these faults, the Council had a part to play as a consultative body; but, he asserted, "not as the only formal means of employee-employer negotiation."

Speaking of the civil service employee's organizations, he said: "If the plethora of administrative and control agencies on the management side is confusing, the 'jungle' of employee organizations in the federal service also defies comprehension."

After implying that the rewards of public service did not compare favourably with those in industry, Mr. Best asked, "How then are these munificent rewards arrived at?" Answering his own question, he said: "Unilaterally." Government has in these matters "consistently refused to negotiate and often to even consult," he stated.

"Salary research up to and including 1957 was more or less on a hit or miss basis," he said, and no one, even in the Civil Service Commission, was at that time sure what criteria should be used in salary determination.

In 1957, "after much urging from the associations," the Government agreed to the establishment of a pay research bureau as part of the Civil Service Commission to do the statistical research work required to determine accurately the relation between civil service salaries for given jobs and their industrial counterparts.

Mr. Best said that the present situation in which "the whole system of employer-employee relations in the Government serv-

ice is rigged in the Government's favour," is "basically an unhealthy state of affairs."

In concluding, he said, "As the country's biggest single employer there is a definite onus on the Government to accept its responsibility to lead in introducing employee benefits. It is not enough for the Government to legislate morality into others, while at the same time using its sovereign power to deny its own employees a role in the determination of their salaries and working conditions."

Question Period

In reply to a question, Mr. Best said, "The strike is not an issue in the Civil Service generally at this time."

Mr. Best was asked whether his association had prepared any position as to what would constitute a satisfactory arrangement for bargaining with the Government. His reply was that it had prepared such a position, and that what it favoured was an arrangement similar to that which had been established in Great Britain.

Under this arrangement the Government negotiated with its employees on pay and working conditions, and if agreement was not reached the matter was submitted to a modified form of arbitration. The Government agreed not to reject the decision of the arbitrator, but the final decision was made by Parliament.

In reply to another question, Mr. Best said that the Department of Labour had hardly anything to do with the determination of civil service salaries and working conditions generally. Its only concern with staff matters is with reference to its own employees.

Prof. H. D. Woods

The system of industrial relations that exists in Canada today is sufficiently different from that found anywhere else to justify its being called unique, said Prof. H. D. Woods, who was the speaker at the conference dinner. His topic was, "Power and Function in Industrial Relations."

Prof. Woods said that the difference between the Canadian and the American practice in the field of labour relations is surprising, in view of the great similarities in the general economic institutions of the two countries and the presence of so many organizations of business and labour that operate on both sides of the international boundary.

He contended that "the legal framework which we have developed in Canada to deal with collective bargaining has, on the whole,

been less favourable to the emergence of strong unions and effective collective bargaining than in the American case."

The main reason for this, Prof. Woods said, is that the power of the private parties has been restricted much more in Canada than in the United States, while at the same time the function of the state has been much larger.

"In the United States the constitutional allocation of function has placed labour relations largely in federal hands. This is the reverse of the Canadian system, where the provinces are predominant. The effect this difference has had on the growth of strong or weak unions and the character of collective bargaining has not been measured. But logic as well as some spotty evidence indicate that collective bargaining is being confined within provincial boundaries in some cases where it would develop on a broader scale," the speaker said.

He mentioned three other factors that helped to explain the different development in the two countries. One of these factors was the requirements regarding membership support in certification procedure in some provinces. Another was that, owing to the imposition of compulsory delays on the use of economic force in Canada, the interference with negotiations was much more drastic than in the United States, where this restraint did not exist. A third factor was that he Canadian practice of imposing the no-strike ban, coupled with compulsory arbitration of disputes during the life of an agreement, had sharply reduced powers that were still available to the parties in the United States.

Prof. Woods said that the effect of the retention of the right to strike on grievances must be of great importance to American unionists in actual negotiation.

"A comparison of the system of industrial relations in the two countries suggests that in the United States public policy is firmly based on effective collective bargaining which leaves the major role to unions and management, whereas in Canada the private function has been sharply curtailed by the expansion of the functions of public boards and officers carrying out public policy formulated by 11 independent governments.

"The effect of this concentration of power and function in the hands of the various governments and their agencies, and the general constitutional balkanization, is hard to determine. But certainly the experiments in recent years in several provinces suggest that we are moving further along the road to state control and to diversity on a regional or provincial basis.

"The idea of a national pattern of industrial relationships worked out freely by unions and management appears to be becoming less and less possible as time passes," he said.

Prof. Woods was careful to say, however, that he did not suggest that legal framework of industrial relations that had developed in Canada had been "the result of calculated policy decisions against labour unions." Rather, he thought, it had been "the fruit of fortuitous circumstances such as the constitutional allocation of jurisdiction over labour matters which had made it possible to contain growing union power behind provincial boundaries."

He thought that it also reflected the general predisposition in Canada to assign a larger role to government than in the United States.

It might also, he thought, indicate "the low level of theorizing in this country about a philosophy of business and of labour-management relations." He said that we in Canada are pragmatists, and we have not been much concerned with long run impact.

The speaker remarked that in Canada the growth of labour legislation had been more steadily in the same direction than in the United States, where, as Prof. Shister had said, it had been inclined to veer alternately in favour of labour and management. But he said that in Canada, as in the United States, changes in industrial relations came sporadically and were largely induced by crises.

Prof. Woods said that in referring to the Canadian system of industrial relations he meant "the established machinery of state intervention in the relationships which come into being because of industrial and commercial employment." He said that although the provincial and federal departments of labour were organized in various ways, "the fact remains that the scope of governmental function in labour relations has expanded tremendously, and is not likely to decline. If anything, it will increase."

Labour relations, he said, involved a struggle for power, with labour, employers, and governments all trying to shift power in their respective directions. This was not peculiar to the labour relations field, though some of the devices used in that field were unique. These included: on management's side, discipline, dismissal, discrimination, intimidation, the run-away plant threat, and the lockout; on the union side, slow-downs, picketing, boycotts, intimidation, strikes, and so on.

The key to an understanding of the reasons why these unique devices were used lay in the unique nature of the employ-

ment relationship itself. "The fact that the thing bought and sold is labour effort or work . . . that it is delivered over time and only through the physical presence of the labourer, and that it is variable as to quantity and quality, and must be integrated with machines, materials, and the labour of others, distinguishes the labour market from all others," Prof. Woods said.

"Much of the conflict between unions and management concerns the degree of control over the process of changing the rules that is to rest with management, or with collective bargaining involving the union," he pointed out. This conflict becomes particularly difficult whenever management tries to regain lost ground, as was shown in the last U.S. steel strike, where the work rule issue was so important.

Unions start from nothing, grow, and reach a kind of maturity; but there is no permanent stability in labour relations, the speaker said. The reason for this is that "the problems are constantly changing, new issues are emerging, and new solutions have to be found. The social problems of industrialism do not disappear when resolved, they are reborn, or evolve to new forms as industrialism itself changes. The most we can expect in a relatively free society is a kind of moving equilibrium . . ."

The equilibrium between labour and management may be stabilized for a time by a number of devices, of which the certification of unions and the agreements signed by unions and management are examples. The respective roles of the two parties and of the state may also be stabilized by public policy reflected in legislation. The role of labour relations boards and minimum wage laws are examples of ways in which industrial relations are influenced by legislation.

However, the speaker pointed out, "the state leaves the determination of working conditions and wages and hours to the unions and management, where collective bargaining is operating, and to individual negotiation where it is not."

As an interesting mixture of private and public determination of the terms and conditions of work, Prof. Woods mentioned the Quebec Collective Agreement Act, under which a private agreement negotiated by a union or unions with a group of employers may be extended by law to cover the whole industry.

"Much more important in the unique Canadian system is the use of the delay on the strike and compulsory conciliation. I suggest that we have never quite made up our minds why we continue to use these devices," he said. "An equally important

question to ask is whether in fact our elaborate system of compulsory conciliation produces the results claimed."

It is suggested from time to time that the public is concerned with the effect that the terms of settlement may have on prices, employment, and the like; yet the public is quite willing to accept the results of private bargaining that produces a settlement without resort to conciliation. Clearly the ground of public interest in the settlement of a dispute must fail unless it can be shown that disputes that might end in a strike have an effect on prices more important than those that are settled without a strike. No logical case has been made out for general compulsory intervention to prevent strikes on this reasoning, Prof. Woods contended.

There are cases in which there is clearly ground for state intervention, however, he said. "Public intervention in Canadian railway disputes is inevitable simply because of the enormous role played by this form of transport in the economy, and because the employers are largely deprived by public policy of freedom to adjust freight rates upon which their revenues depend." In such cases the Government must intervene because collective bargaining cannot work properly, Prof. Woods said.

Cleve Kidd

In a democracy the role of government in industrial relations should be to give positive encouragement to direct collective bargaining between management and unions on the highest level that the maturity of both sides will permit; but this is the reverse of what is happening in Canada today, said Cleve Kidd in his address to the conference.

Mr. Kidd, Canadian Research Director of the United Steelworkers of America, spoke on "A Union View of the Role of Government in Labour Relations."

"At a time of growing Canadian unity, our balkanized methods of handling industrial relations are encouraging enmity and dissension;" our laws and the way they are administered more and more favour management; the certification procedure, instead of encouraging collective bargaining is restricting its scope; and our conciliation procedure is becoming less and less a proper process for encouraging collective bargaining and more and more a device for aiding management manoeuvres, he contended.

Although it might have been the original intention of government to interfere as little as possible in trade union affairs, he said, this attitude soon changed to the view that it would be in the best interests of unions, management and the public to

establish rules prescribing the activities that both parties directly involved in industrial relations might pursue.

The federal Industrial Disputes Investigation Act of 1907 dominated government attitudes toward industrial relations for close to half a century, Mr. Kidd said. These attitudes, in summary, included the assumption "that government should have nothing to do with problems of union recognition, with the rights of unions or managements, and should not openly encourage or discourage union organization. The sole function of government arose in the latter stages of the collective bargaining processes, when it took all possible action to prevent strikes and lockouts.

"This theory of the role of government in industrial relations has resulted in some legislation that is unique in political democracies," he continued. "I refer to the compulsory conciliation procedures that are common to both federal and provincial jurisdictions. It has also resulted in the common usage of police in strike situations—almost invariably to protect the interests of management. The police and the government came to be viewed by labour as tools of management," and this, Mr. Kidd believed, has seriously impaired and will eventually destroy government's effectiveness in mediating labour-management disputes.

The advent of industrial unionism in Canada in the 1930's drastically changed the labour situation, but it was not until 1944 that the federal Government introduced new regulatory legislation (Order-in-Council P.C. 1003) that set up certification procedures and recognized the right to organize. The wartime procedures were made permanent by the Industrial Relations and Disputes Investigation Act of 1947, Mr. Kidd related.

This Act and the discussions that led to its passing made it clear that the main responsibility for labour relations lay with the provinces, and for some time afterwards "most provincial legislation was closely patterned after the federal Act, and by and large we had uniform procedures across the country," he said. Although this was still essentially true, uniformity is increasingly breaking down, and if this continues it will lead to a "hodge-podge of provincial procedures and requirements."

Although some would say that this is inevitable, Mr. Kidd said, he hoped that this view was wrong, and that the British North America Act could be amended to allow greater uniformity to be established.

Although labour might have gained by being granted compulsory certification, he contended that the restrictions and com-

pulsions contained in legislation passed in 1944 and afterwards have placed labour in danger of being rendered ineffective.

Labour gained mandatory recognition at a cost of inhibitions and prohibitions such as compulsory conciliation; compulsory arbitration of grievances (in which he said he believed Canadian legislation was unique); hemming in, restricting and hedging the right to strike; interference with labour's jurisdictional problems; and other matters, such as the licensing of unions, as prescribed in Newfoundland.

"Some of the above constitute clear violation of fundamental democratic rights," Mr. Kidd contended.

Although he did not deny that the legislation that gave recognition to the right to organize might on the whole have contributed to the growth of unions, he thought that economic influences were probably the most important contributing factor.

Legislation providing for mandatory union recognition had been of doubtful value to unionism, he implied. There appeared to be justification for the belief that certification procedures have really been directed toward making strikes for recognition illegal rather than to encourage collective bargaining.

Mr. Kidd disagreed with Prof. Woods' view that the restrictive effect of Canadian legislation on labour had been unintentional. "Unions recognize that the rights of the community have to be respected and protected. But is this to be the excuse for legislative restrictions on, and erosions of other rights; i.e., the right to organize, to bargain collectively and to improve group standards by united actions?" he asked.

The speaker was highly critical of conciliation as it has developed in Canada and its provinces. He agreed that conciliation had served useful purposes in the past. It had, he said, allowed the parties to submit their cases to public scrutiny and had resulted in some degree of public understanding of the issues involved in major cases; and in the hands of competent chairmen (to say nothing of competent board members), conciliation boards have frequently resulted in fair and reasonable settlements. "They have, for the most part, promoted the cause of industrial peace."

But, although he had in the past been in favour of conciliation, his opinion had now changed, and he had come to think that it had outlived its usefulness and should be ended, Mr. Kidd said. He would favour its retention only when it was requested by either party "and that only in areas of major significance to the whole economy or in

the area of public service." He suggested that voluntary conciliation might be a sensible alternative.

Some of his reasons for this view were:

—The great scarcity of persons who are competent by training, temperament, or character to act as conciliation board chairmen. Mr. Kidd said that it would be hard to find a score of persons in Canada who were competent to fill the role of conciliator or mediator.

—Board chairmen are all too often subject to pressure from governments.

—The growing number and kind of restrictions that are being placed on labour unions; conciliation boards in themselves constitute a technique of delay, and conciliation has now assumed the role of another restriction.

—The degree of maturity reached by industry and unions in collective bargaining obviates the need for conciliation as we know it.

In enlarging upon these points, Mr. Kidd said with reference to the scarcity of persons suitable to act as conciliation board chairmen that he was not including the conciliation officials of the various departments of labour. The services of these men had been valuable, but he thought that they lacked power and that they should be given more scope.

He complained that the pressure that he contended governments often put on conciliation board chairmen strongly tended to be in favour of the employer.

"What do unions expect from governments in the realm of industrial relations?" he asked. First of all, he said, a minimum of interference. Pointing to the freedom from restriction in countries like Scandinavia and the United Kingdom, he said, "Only in countries like Canada and the United States, where the main concern of governments is apparently the protection of the privileges of private enterprise, are unions interfered with in every possible way short of complete state regulation.

"Next, unions expect governments to recognize their unquestioned rights to organize," Mr. Kidd said. "In this regard the concept of certification as now practised in Canada is open to serious question."

He said that the requirements of labour relations boards regarding eligibility for union membership, determination of bargaining units, proof of membership in a union, and the establishment of numerical requirements, interfere with legitimate trade union activities and have quite often defeated union attempts at organization.

"Unions also expect government to eliminate the types of legislation that have been

enacted on both coasts," the speaker continued. "These constitute direct and serious violations of basic human rights. A Bill of Rights that does not provide for the disallowing of such activities does not contain much practical substance."

Unions also want governments to establish industrial councils composed of government, employers and unions, patterned after those found in Sweden and Israel.

Another thing that unions expect from governments, Mr. Kidd said, is legislation forbidding an employer to try to open his plant by hiring strikebreakers when a strike begins. He pointed out that if compulsory certification, compulsory arbitration and conciliation were done away with, there would be no "illegal" strikes.

"We would also expect to see the use of injunctions in industrial disputes radically altered," the speaker said. "Injunctions have almost invariably been used for the purpose of limiting the effectiveness of strikes; in this sense they have facilitated the use of strikebreakers." Labour did not greatly object to the principle of injunctions, but if they were to be used fairly, he argued, the principle should be recognized that "the job of a wage or salary earner must be given equality of protection with the dollars invested by the employer."

Amendment of the B.N.A. Act to allow national collective bargaining with companies operating in more than one province was another of the things that labour expected, Mr. Kidd said.

"Finally," he said, "we would expect the type of government that labour could espouse to adopt a positive program of more even distribution of the wealth produced by our members; a program of full employment; a program of rising living standards; all these things we believe would be of the greatest help in reducing industrial strife; present day labour legislation with all its compulsory features would cease to exist as labour became an equal partner in the society it helped to produce."

Question Period

J. C. Weldon, chairman of the session, asked the speaker whether he considered that conciliation was merely useless, or whether he thought that it was positively harmful to the labour movement.

Mr. Kidd said that his thinking on the subject was not complete, and that it was not in agreement with the view generally held in labour ranks. He thought that the conciliation procedure often contained a good deal of "sound and fury, signifying nothing;" but at the same time it was sometimes valuable if one were thinking

of industrial peace. The time factor was almost always against the union, and helped management owing to the money it saved by delaying wage increases.

More than one of the delegates pressed Mr. Kidd to explain what he meant by his statement that government conciliation officers should be given more power. Mr. Kidd said that the conciliation officers of the labour departments were often very capable and that there were some outstanding people in the government service, and if they had been allowed to develop their function they might have rendered conciliation boards unnecessary. He said that perhaps he ought not to have used the word "powers." Perhaps what he really meant was an extension of influence. These conciliation officers were not used as much as they should be. Most conciliation board chairmen were not conciliators. He did not suggest, he said, that all types of conciliation should be wiped out. He agreed that conciliation officers should not make recommendations, but he thought they should act as mediators.

In answer to another question, Mr. Kidd agreed that it was hard for the labour and management representatives on conciliation boards to be impartial, and he also agreed that these two members should be dispensed with.

Prof. Woods disagreed with this view. He said that his experience with such boards had been that the party members of a board were valuable to a chairman as links with the respective parties, in communicating with and influencing them. "Let's get rid of this nonsense of having three impartial people on a board," he said.

Mr. Kidd said that he did not think the two members were needed for the purpose Prof. Woods had mentioned, because it could be effected in other ways. He thought, however, that the two members were useful in doing a reporting job for their respective parties.

When asked to amplify his statement that legal requirements regarding certification had often defeated union attempts at organization, Mr. Kidd said that he did not see why there should be any legal requirements regarding majorities in a bargaining unit. "I don't think apathetic people have any rights," he said.

Sharman Laerie

Our laws were drawn up for industrial unions, and they do not take into account the peculiar circumstances of the craft unions in the construction industry, who are in complete conflict with these laws in their method of operation, said Sharman K.

Laerie, who gave the last address of the convention. The title of his address was "A Business View of the State Function in Labour Relations".

Mr. Laerie is Manager and General Counsel of the Niagara Industrial Relations Institute.

A satisfactory certification procedure for construction unions is almost impossible to devise, owing to the temporary nature of the employment about which they have to bargain, he said. Something must be done to cure this, the speaker said, suggesting that such unions might be granted immediate, temporary bargaining rights with provision for re-examination later.

The conciliation procedure required by law also militates against construction unions, Mr. Laerie said. He questioned the suitability for such unions of the requirement that the two parties must enter into an agreement for a period of at least a year. He thought that the one-year contract requirement and conciliation procedure might be cut out for construction unions.

If these disabilities of the unions were dealt with, we should prohibit secondary boycotts, organizational strikes, and other like devices that are not a legitimate part of contract bargaining procedure, the speaker contended. The seeds of corruption on both sides lie in the present situation, and such evils as intimidation, "sweetheart contracts," blackmail, etc., are likely consequences. He predicted that the situation would get worse if not dealt with.

In a democracy the government should try so to influence the balance of power between contending parties that the net results were in the best interests of all citizens, Mr. Laerie said. This was the proper role of government in any case of contending interests.

He emphasized the importance of the shortness of the period during which the present relationships between labour and management have grown up. The present standing of unions originated a mere 25 years ago, and in that time there had been a great growth in union membership and in the strength of organized labour's position. This change had arisen out of a climate of public opinion that was favourable to unions and that was justified by the behaviour of employers. He suggested that the unions now enjoyed immunities regarding restraint of trade, trespass and assault.

In the light of the tremendous progress that had been made by unions and the revolution that had taken place in the relations between men and bosses during the past 25 years, the speaker questioned

the seriousness of the union restrictions that had been referred to by some who had spoken at the conference.

Turning to suggestions that had been made for curbing the power of unions, Mr. Laerie said that with regard to legal regulation of the internal affairs of unions, he regarded these as of very little importance in their effect on the balance of power between labour and management. The unions he dealt with were not guilty of the corrupt practices that this regulation was aimed at, but some corruption was to be expected when unions were as powerful as they are now and had so much money at their disposal. He should have thought, however, he said, that such unions as the UAW and the United Steelworkers would have welcomed this regulation.

Referring to the immunity of unions from action regarding restraint of trade, the speaker said that it was basic that almost every move of a union comes in conflict with the definition of "restraint of trade." But he objected when a group of employers were forced to break the law by the unions' power to impose certain conditions of work.

He was opposed to the proposal that unions should be broken up, or "fragmentized." The unions should be free to match the power of the employers. There was also the practical objection that any attempt to force such a breaking up would be impossible to administer: the unions would be able to find legal means to stop it.

Our law enforcement officers should be less willing than they are to excuse union persons for offences of assault and trespass during strikes, the speaker thought. He disagreed with statements that had been made that the police were at the picket lines to promote disturbances. They were there to prevent lawless violence. He referred to cases in which persons convicted of serious crimes committed during strikes had been let off with very light punishment.

The speaker condemned lawless violence during strikes, and he supported the magistrate who, in a recent case, had placed a union organizer on probation for two years, during which he was not allowed to approach within a block of any plant where a strike was going on.

Mr. Laerie said that he would be happy if the reforms he had suggested were made. If this was not done, he predicted that the trend of public opinion would tend to become more unfriendly to unions. But he counselled against the Government's "rushing in" to try to cure all these things.

He thought that our main plea to the public should be for it to influence the Government not to act too quickly.

Panel Discussion

The panel leader, Prof. W. Donald Wood, asked for the members' views on probable changes in labour relations during the 1960's.

Mr. Kidd said he suspected there would be an increase in government intervention in union affairs, but he did not fear this much. He thought it would stimulate the unions.

Mr. Laerie thought there might be "a little flattening out" in government intervention. The excesses on both coasts would tend to tone down such action.

Mr. Best thought that where there was a vacuum in labour relations there would be more government intervention.

Mr. Frankel said he thought something would develop in connection with emergency strikes.

Mr. Frankel was asked by a delegate to comment on the view that there is no such thing as public opinion, since newspaper and radio comment is overwhelmingly against labour. Mr. Frankel said that there is an area of opinion to overcome this bias. Public experience regarding strikes, for example, affected public opinion.

Messrs. Kidd and Laerie were asked what they thought of the suggestion that industrial relations boards should give rulings regarding bargaining in good faith.

Mr. Laerie did not think it would be a good thing. He said that it was hard to define "bargaining in good faith." Mr. Kidd said that in some areas he thought it could be defined; for example, where an employer made a plea of inability to pay without giving any evidence to support it. He thought that the Kaufman strike* was a clear example of bad faith. Mr. Laerie said that not many employers use the Kaufman approach, but he asked why Mr. Kaufman should not have demanded a bond from the union as security against injury to his business.

*Strike by members of Local 88, United Rubber Workers of America, at Kaufman Rubber Co. Kitchener, Ont., for union recognition, a modified union shop, check-off of union dues, and wages and hours comparable to those provided in other URWA agreements in the province. Workers involved, at the maximum, numbered 575. The union had been certified in 1945 and had been trying since then to conclude a collective agreement with the company. The owner demanded that the union post a \$25,000 bond to cover possible damages during this or any future strike. The strike began June 25, 1960 and is considered to have ended on August 17, by which time 82 per cent of the employees were back to work.

One of the delegates who was well informed on industrial relations matters said that there were few requests for rulings regarding bargaining in good faith. They were usually made in cases where there was a clear-cut refusal by an employer to meet the employees' representatives. He added that rulings were not given until they were asked for.

A delegate suggested that there would in the future be an increased pressure on government to take a stronger hand in labour relations in regard to unemployment, the competition of imports, etc. He asked for Prof. Shister's opinion on this.

Prof. Shister said that when he predicted the day before that the next 10 years would

be a period of dominant prosperity he had pointed out that this did not preclude recessions. Among the factors that he thought would make for more government intervention were that the government was expected to promote full employment, and that the economic growth of Russia would add to the pressure for full employment and a more rapid rate of economic growth than the present one. Pressure on wages by unions, and thus on prices, would also cause hostility to unions that would force government activity, he thought.

Prof. Wood said that fiscal, monetary and welfare policies would have a big influence on labour relations.

Annual Conventions of the New Brunswick and Newfoundland Federations of Labour

Question of political action occupies prominent place in discussions at both meetings. Presidents of both groups for coming year different from 1959 chiefs

The question of political action by the labour movement in Canada occupied a prominent place in the discussions at the 4th annual convention of the New Brunswick Federation of Labour at the end of August, and at the 24th annual convention of the Newfoundland Federation of Labour in July.

Both Federations will have a new president at the helm during the coming year,

although the man elected to head the New Brunswick Federation is the same one who had occupied the post for 27 consecutive terms until his defeat last year.

The Newfoundland Federation had to elect a new president because the one who held the office in 1959, being a member of the International Brotherhood of Teamsters, was forced to resign when that union was expelled from the CLC in April this year.

New Brunswick Federation of Labour

Defeated last year after 27 consecutive years in the post, James A. Whitebone of Saint John, N.B., was again elected President of the New Brunswick Federation of Labour at its fourth annual convention, in Campbellton, August 29-31. He succeeds Angus MacLeod, also of Saint John, victor over Mr. Whitebone at the 1959 convention (L.G., Oct. 1959, p. 1018), who did not seek re-election.

In two main resolutions the Federation condemned a candy factory in St. Stephen, N.B., for blocking attempts by the Bakery and Confectionery Workers' International Union of America (CLC) to organize its workers; and urged the Government of Premier Louis J. Robichaud to "abolish the immoral practice" of indiscriminate firing of employees after a change of administration, or face exposure of the "archaic and vicious political patronage system being followed by the Government of this province."

Organized labour "cannot accept the principle of discharging competent, trained employees who have given faithful service to the public, on the basis of the opinion of non-elected citizens who make up the patronage committee of the various electoral districts," the second resolution declared.

Delegates to the convention heard R. P. Rintoul of Ottawa, National Director of the National Union of Public Employees (CLC), say that "research has proved quite satisfactorily" that while weekly salaries in Canada decreased 3.5 per cent last year, business profits jumped by 15 per cent. He thought this was evidence to dismiss the "myth" that higher labour costs are pricing Canada out of the export market. If salaries had increased as much as business profits, he contended, the additional money would have boosted domestic sales and reduced unemployment.

CLC Vice-President William Dodge told the Federation that the Canadian Labour Congress took part in the founding of the new political party to be formed by a merger of the CCF and labour, but it will not be a component part of it.

"Affiliates of the party," said Mr. Dodge, "will be the individual unions, not the CLC." But the CLC will extend full co-operation to the party, he stated.

To gain the presidency of the Federation, Mr. Whitebone defeated—on the first ballot—Phillip Brooker of Fredericton and Aurele Furlotte of Dalhousie.

Serving with Mr. Whitebone will be: Yvon Lanctin, Secretary-Treasurer; and Vice-Presidents M. J. M. Kenny, Ralph J. Boyd and Aurele Furlotte.

In other resolutions, delegates suggested that the Federation:

—Request the provincial Government to make funds available, through interest-free loans, to students wishing to attend college

who can show the need, promise, aptitude and necessary scholastic qualifications;

—Petition the Government to have the Workmen's Compensation Act amended to include deafness as a disability;

—Seek legislation that would provide free school books to all students from Grades 1 to 13;

—Attempt to have the Government institute a general minimum wage order of \$1.25 an hour, an eight-hour day and a 40-hour work week;

—Demand full bargaining rights for the Public Works Employees' Union;

—Seek to have the city of Moncton included in the cost-of-living index so that a more accurate cost of living can be determined for the Maritimes;

—Urge the provincial Government to enact an equal pay for equal work act to maintain parity among workers and to eliminate what the Federation termed "an unfair labour practice."

Newfoundland Federation of Labour

Speculation that the election of officers at the 24th annual convention of the Newfoundland Federation of Labour was a struggle between factions supporting and opposing political action by the Federation—an election that was won by the supposed supporters of political action—was laid to rest in a statement released by the new executive after the close of the convention. The convention was held in St. John's from July 11 to 14.

"The Executive of the Newfoundland Federation of Labour were surprised at . . . the impression that the recent convention faced a political issue and that the election of officers was primarily a decision on the political stand of the Federation," the statement said.

"We hasten to add," said the Executive in its statement, "that we are not concerned by what any person might think about the right of labour to become involved in politics. We are supposed to have political freedom in this country, and if we decide to take part in politics that is our right as free Canadian citizens."

At the convention, Esau E. Thoms was elected President of the Federation over Steve Neary, who had been acting as caretaker-president of the Federation. Mr. Neary, who was defeated at the 1959 convention by Larry Daley, was appointed to replace Mr. Daley on the latter's resignation after the expulsion of his union, the Brotherhood of Teamsters, from the Canadian Labour Congress. Mr. Daley was organizer for the Teamsters in Newfoundland.

The entire executive for 1960-61 is new. Joe Gillies of the Retail Clerks was elected Secretary-Treasurer by acclamation. Elected Vice-Presidents were: Calvin Normore, Western Vice-President; James Mullett, Central Vice-President; and Larry Dobbin and Lester Fairwell, Eastern Vice-Presidents.

The 83 delegates to the convention approved unanimously and without discussion a resolution demanding that the provincial Government "repeal all labour legislation passed since March 1, 1959." The legislation was an outcome of the strike of loggers in the 1958-59 winter.

Presented by the St. John's District Labour Council, the resolution termed the laws in question "the most oppressive in force in any province, state or country in North America" and asked the Government to "introduce legislation restoring the labour statutes which were in effect" prior to the woods dispute of 1959.

Delegates gave the stamp of approval to a new labour weekly newspaper, *The Examiner*, test copies of which were distributed at the convention. The newspaper will be supervised by an NFL-named editorial board.

In another resolution, the Federation requested the Government to establish a university and a vocational training school at Corner Brook to serve the central and western parts of the province.

Other resolutions approved called for the raising of the minimum wage to 75 cents and \$1 an hour, the raising of workmen's compensation benefits to correspond with increases in the cost of living, and for extension of the Act providing compensation for fluorspar miners at St. Lawrence who contract lung disease to all mine workers in the province.

Guest speakers and observers at the convention included William Dodge, Executive Vice-President of the Canadian Labour Congress, and Hon. Charles Ballam, Newfoundland Minister of Labour.

The 1961 convention of the Federation will be held in Grand Falls, where the Federation was founded 24 years ago.

92nd Trades Union Congress

Delegates support two contradictory positions on defence and foreign policy but almost unanimous on other matters; approve General Council recommendation that unions take disciplinary action against stewards who incite unofficial strikes

The 92nd Trades Union Congress, which met in Douglas, Isle of Man, from September 5 to 9, in voting on defence and foreign policies supported two stands that observers believed to be mutually exclusive.

On other matters, however, the Congress was for the most part unanimous in its decisions.

The Congress accepted a recommendation from the TUC General Council that affiliated unions take disciplinary measures against shop stewards who incite unofficial strikes. It adopted two resolutions calling for action to stimulate organization of the unorganized but defeated a proposal to give the General Council authority to merge unions with conflicting jurisdictions.

The TUC reaffirmed its belief in the principle of public ownership of the means of production, distribution and exchange, and reiterated its determination to seek higher wages.

The Congress marked the retirement of Sir Vincent Tewson as General Secretary of the Trades Union Congress after 14 years in the position. He is being succeeded by George Woodcock, Assistant General Secretary since 1947. Mr. Woodcock's election was by acclamation.

At the close of the Congress, the General Council elected Ted Hill of the Boiler-makers as its Chairman. Mr. Hill will thus be President of the TUC for the coming year and will preside at the 1961 Trades Union Congress.

Almost 1,000 delegates attended, representing 184 affiliated unions with a membership of 8,128,446, a drop of about 51,000 during the year. About 4,000 of this loss was the result of the disciplinary disaffiliation of the National Amalgamated Stevedores and Dockers. Most of the remainder was in unions representing coal miners and railwaymen.

Presidential Address

In his presidential address at the opening session of the congress, Claude Bartlett, who as Chairman of the TUC General Council presided over the proceedings, condemned unofficial (wildcat) strikes, called for a quickened pace of trade union education, warned that union services do not come at cut-rate prices, and appealed to the country's unions to attract into their ranks the "black-coated, white-collared and white-coated workers who at present stand a little aloof."

Mr. Bartlett, President of the Confederation of Health Service Employees, is the first General Council Chairman in 30 years who is not employed as a full-time union official.

He warned that workers who engage in unofficial strikes risk doing harm not only to their own union but to the whole trade union movement. (Unofficial strikes have had a bad effect on public opinion recently.) But much worse is the emergence of "an organized conspiracy to defy union rules that have been democratically decided upon and to ignore the agreements that have been properly negotiated for settling grievances and avoiding disputes," he continued.

"Those whose recklessness or disregard for trade union democracy leads workers into a series of dog fights are damaging the reputation of the tens of thousands of workshop representatives who, day in and day out, quietly and without fuss or bluster, are settling scores of problems which, without their skill and sagacity, would lead to chaos in industry."

A union member "does not relish becoming one of hundreds of trade unionists to be flung out of work and to have their earnings cut at a few hours' notice because a dozen men in another workshop have

downed tools before getting down in an orderly way to the settlement of a dispute that has angered them."

The loyal trade unionist is ready to fight to defend a principle or establish a right, the TUC President said. "He sees the strike as an indispensable part of the trade union armoury... But its value depends not on how often it is used but on how wisely it is used as a last resort rather than an opening gambit.

"If there has to be a fight, the good trade unionist wants it to take place on a battleground that he has helped to choose, with the issues clear and with all the resources of the union mobilized and marshalled for success."

If unionists wanted to deal with the "deliberately mischievous minority" they must equip the conscientious majority with all the knowledge they need. There must be an even greater enlargement of the educational and training facilities that trade unions provided, Mr. Bartlett said, and unions would have to add to the number and range of the specialists they use as managements draw increasingly on the services of specialists.

Members ought to be kept up to date on the main features of union policy as it developed. Too many of them at present relied on newspapers for accounts of what was happening in the industrial field.

Where union meetings were well attended, the task of keeping members informed was not a difficult one; but where unions had ceased to attract substantial numbers of members to meetings, the unions must not be slow to experiment with other ways of "spreading the news and collecting the views."

If lack of money was a barrier to the expansion of information, education and publicity services, "members must be told bluntly that powerful machines could not be bought at cut prices."

Some unionists were saying that a massive publicity campaign was needed to restore the movement's reputation, but the President believed that the answers to allegations that any trade unionists are guilty of unworthy actions must come from the organizations of which they are members, not from a campaign run by the movement as a whole.

Claude Jodoin

"Preservation of world peace in freedom and justice is the most important problem of our time," said Claude Jodoin, President of the Canadian Labour Congress, who was a fraternal delegate to the TUC.

"We can remain an effective force for peace only if we can stand together in the face of common dangers," he added. "Unity is the paramount issue in the free international labour movement.

"There may be different roads leading to the achievement of common goals; but if we remain divided and, as a result, paralyzed by futile discussion of the best methods of achieving these goals, then our battle is lost before it is even started," Mr. Jodoin said.

No single country and no single trade union organization by itself can hope to cope with the world's problems. "International action is a must."

Both the CLC and the TUC were part of the International Confederation of Free Trade Unions, he reminded the conference, and the CLC was determined to continue its support of the international organization.

Speaking on disarmament, subject of a long debate on the third day of the conference—Mr. Jodoin spoke on the second day—the CLC President told of his organization's many pleas to the Government to work for an agreement on the halting of nuclear tests and for negotiations to bring about the beginnings of mutual and total disarmament.

"While working for disarmament," he said, "we have realized long ago that if our efforts are to be successful, and the world is to be relieved of the mortal fear of self-destruction and to live in freedom and dignity, unilateral disarmament and neutralism in world affairs, far from being helpful in the struggle, are bound to have the opposite effect. (The day after Mr. Jodoin spoke, the TUC approved a resolution calling for unilateral nuclear disarmament by Great Britain.)

"We have urged a continuation of our traditional and historical alliances, while at the same time working within these alliances for the objectives that are so close to the hearts and minds of the millions of workers throughout the world."

Defence Policy

The Congress voted both for and against atomic weapons for Britain, approving a General Council policy declaration that would have the nation retain nuclear weapons in its arsenal and also a resolution that called for complete rejection of any defence policy based on the threat of the use of nuclear weapons.

The majority in favour of the resolution, however, was greater than that in support of the official policy. The vote on the resolution was 4,356,000 to 3,213,000, a majority in

favour of 1,143,000. The vote on the policy declarations was 4,150,000 to 3,460,000, a majority of 690,000.

(TUC unions vote on the basis of their total membership and each union casts its vote as a block.)

The explanation for this confusing and apparently contradictory stand is that one of the largest affiliates, the Amalgamated Engineering Union, with 908,000 votes, cast its ballot for both the resolution and the policy declaration. The Building Workers (83,000 votes) abstained on the declaration but voted for the resolution.

The resolution, moved by the Transport and General Workers' Union, expresses the belief that the defence and foreign policies of "the future Labour Government" should be based on:

—Complete rejection of any defence policy based on the threat of the use of strategic or tactical nuclear weapons.

—Permanent cessation of the manufacture or testing of nuclear and thermonuclear weapons.

—Pressing for the re-opening of discussions between nations at the earliest possible moment as the means by which world disarmament and peaceful co-existence can be most readily achieved.

The policy declaration, which was drafted by a joint committee of the TUC General Council and the National Executive Committee of the Labour Party, and approved by both the full Council and full Committee, proposes that:

—The British contribution to the Western armory in future be in conventional terms, leaving to the United States the provision of the Western strategic deterrent.

—No further nuclear tests be conducted by Britain but smaller (tactical) nuclear weapons (as well as the strategic deterrent) should continue to be manufactured exclusively by the Americans but deployed only under strict NATO control.

—Disarmament be thought of as an immediate and urgent necessity, not as a long-term goal.

Both the policy statement and the resolution agreed that flights from British bases of aircraft carrying nuclear weapons should be halted, that the establishment of missile bases in Britain should continue to be opposed, and that Communist China should be admitted to the United Nations.

The policy declaration called for a reform of NATO and revision of NATO strategy, but expressed continued loyalty to the Organization. The resolution made no mention of NATO.

Unofficial Strikes

By a clear majority, registered by a show of hands and not a recorded vote, the Congress adopted a report of the General Council recommending that affiliated unions take disciplinary measures, including expulsion if necessary, against shop stewards who persistently flout official union policy and advice, and call men out on strike before normal grievance and arbitration procedures have been given a chance to work.

A motion to refer the report back to Council, moved and seconded by Communists, was defeated.

The report was an interim one. At the 1959 Congress, a resolution on the subject of unofficial strikes had been rejected because it implied an attack on all shop stewards, and the General Council was requested to conduct an inquiry and present a report at this year's convention.

There were two main reasons for the inquiry; first, trade unionism was declining in public esteem; second, the indirect effects of work stoppages, many of them undertaken without executive authority, were increasing.

Immediately after adopting the report, the delegates unanimously approved a composite resolution expressing appreciation of the work of shop stewards, and calling for an extension of publicity services to increase public understanding of the work performed by trade unions.

The report conceded that there had been instances of mishandling of an industrial problem by a union representative. It spoke of muddle, duplication, and conflict through shop stewards' acting as though they were independent. Conferences of stewards of different unions were being convened, not only to bypass the negotiating machinery but to order strike action, even while official negotiations were going on.

But it pointed out that time lost in strikes last year, apart from the stoppage in the printing industry, which accounted for two thirds of the days lost and which was "official," amounted to an average of less than 30 minutes a worker in the year. And it suggested that a break in the normal pattern of collective bargaining is more likely to be due to faults of management—to hasty decisions and to the causing of rumours by withholding information.

Sir Thomas Williamson, leader of the National Union of General and Municipal Workers, who presented the report, denied that the General Council was attempting

The New General Secretary

The new General Secretary of the Trades Union Congress, George Woodcock, was Assistant General Secretary since 1947. He was the only candidate nominated to succeed Sir Vincent Tewson, who retired at the end of the 92nd Congress.

Mr. Woodcock was born in 1904. At the age of 13 he went to work in the Lancashire cotton mills. When he drew his first full week's pay he joined the Weavers' Union. After 11 years in the mills he won scholarships to Ruskin College and then to Oxford University, where he obtained a degree with honours in philosophy, politics and economics.

In 1936, he joined the staff of the TUC after a brief period as a civil servant, and was appointed secretary of the TUC's Research Department. He became Assistant General Secretary of the TUC 11 years later.

to dictate union policy. The report presented only a recommendation, and the Congress had no authority to make any union do anything.

"If the unions don't want to exercise any discipline, the TUC won't force them to do it," he said. "In fact, it can't do it."

But he pointed out how unofficial strikes had damaged the reputation of the trade union movement, raided union funds by their effect on groups of workers indirectly involved, and weakened the authority of union leaders.

Organization and Jurisdiction

Two resolutions calling for action to stimulate organization of the unorganized were adopted, one unanimously. But one asking for constitutional amendments to give the General Council more authority to bring together unions with competing jurisdictions was defeated.

A motion by the National Union of Vehicle Builders expressed serious concern at the need to recruit many thousands of non-unionists into the trade union movement and at the number of young people who were not trade union members. It called for an examination of the steps necessary to secure greater participation by young people in union membership and activity. The motion was carried.

The resolution that gained unanimous approval asked the Congress to note that the rapid growth of the clerical, technical and scientific labour force had not been matched by a corresponding increase in

trade union membership in those fields of employment. It urged the General Council to look into this question and encourage organizations catering to non-manual workers.

The spokesman for the union sponsoring the motion, the National Union of Bank Employees, warned the delegates against thinking that the trade union movement was all right because of 100-per-cent organization on the shop floors and in factories. "Production techniques are such that in a few years time you may find yourself with 100-per-cent support on the production side but with an army of non-unionists in the offices. If this happens, what will happen to your strength on the shop floor?" he asked.

The Constructional Engineering Union moved a resolution instructing the General Council, in view of the differences still arising between unions regarding membership problems, to look at the TUC's authority in relation to jurisdictional problems and prepare for presentation at the 1962 Congress.

The Tobacco Workers' Union moved an amendment calling for constitutional amendments to give the General Council authority to amalgamate competing unions. The General Council opposed both the resolution and the amendment, and both were defeated.

Public Ownership

A composite motion on public ownership, moved by the President of the Union of Shop, Distributive and Allied Workers, was carried unanimously.

It reaffirmed the TUC's belief in the principle of common ownership and democratic control of those sections of industry vital to the well-being of the country, and, recognizing the vital contributions that public ownership had to make to the solution of many problems facing the nation, called for extension of that principle on a progressive and selective basis. It also called for the General Council to prepare a comprehensive report on the subject.

The resolution further asked the Council to conduct a campaign to explain the moral and material benefits that would accrue to all sections of the community as a result of the application of the principle of control of the means of production, distribution and exchange.

Nationalized Industries

A composite resolution reaffirming TUC belief in a nationalized transport system was adopted. Carried also was a resolution expressing opposition to any attack by the

Government on the nationalized industries, particularly to decentralized control in the coal mining industry.

Economic Policy

The problem of the 1960's was to achieve a breakthrough to the abundance that would come as a result of scientific and technological advances, said J. A. Birch, Chairman of the TUC Economic Committee, when presenting his report to the Congress.

"I have come to the conclusion that governments are usually preoccupied with the economic problems of the previous decade. If the main problem of the fifties was how to secure stability, the main problem of the sixties is surely how to secure expansion," he said.

The TUC General Council, he said, would continue to urge on the Government a policy of expansion through means appropriate to the age.

It was as nonsensical to assert that demands for improved wages and working conditions were bringing the country to its knees as it was to say that the answer to all problems was wage increases, he said.

To critics who regarded the General Council's economic work as nonsense, Mr. Birch said the Council was trying to influence the economic conditions in which collective bargaining would be most effective. This was equally as important as collective bargaining.

A resolution expressing alarm at the decision of the Government to reduce the scale of necessary national expenditure without first examining the trend of capital investment in the private sector of industry was adopted.

Congress unanimously adopted a resolution reaffirming its determination to seek higher wages. The resolution condemned a society that maintained an illusion of prosperity on the basis of easy credit facilities, which, when they got out of hand, compelled the Government to adopt restrictive economic policies. The result of this was that workers were first run into debt and then put out of work.

Social Insurance and Industrial Welfare

A composite resolution on social insurance benefits was carried almost unanimously. It expressed grave concern at the present low level of retirement pensions and all national insurance benefits, and called on the Government to raise substantially the present retirement pension rates to a level "more consistent with the requirements of the second half of the Twentieth Century."

The Daily Herald

Faced with the choice of either relinquishing editorial control over the daily newspaper, *Daily Herald*, or seeing it close down, the TUC decided at the 92nd convention to give up editorial control.

The Congress signed a new 25-year agreement with Odhams Press under which the *Herald* is no longer obliged to support the specific policies of the Labour Party and the trade union movement. A written undertaking has been given by Odhams Press, however, that the paper will not abrogate the "general principles of the labour movement."

The *Herald* began in 1911 as a strike sheet. It was revived the next year by Ben Tillet, who in 1919 brought in Ernest Bevin. In 1929 Bevin brought the TUC into partnership with J. S. Elias (later Lord Southwood) of Odhams Press, forming the *Daily Herald* (1929) Ltd. Under the 1929 agreement the TUC controlled the paper's political purpose and Odhams was given commercial control.

In 1957, after the *Daily Herald* had been losing circulation since the late thirties, a new arrangement was made; a publishing licence was granted to Odhams Press by the *Daily Herald* (1929) Ltd. This meant more editorial freedom for the *Herald* and more financial flexibility for Odhams, which was enabled to operate the paper in conjunction with its other publications.

The paper continued to lose money, in recent months at the rate of £300,000 a year, and its circulation had fallen to one of the smallest of the 10 national dailies in the British Isles.

The 1957 agreement gave to both parties the right to give 12 months' notice of termination of the agreement. Under the new agreement, only Odhams has this right.

The TUC will continue to hold 49 per cent of the stock of *Daily Herald* (1929) Ltd., and will continue to appoint four directors to the board of the paper.

It also asked the General Council to attempt to obtain improvements in all social insurance benefits during the current financial year.

During the discussion of the social insurance and industrial welfare section of the General Council's report, a delegate complained of the way in which the Government was altering the basis of financing national insurance—away from the taxpayer and toward the employer-employee contributions.

Annual Report of U.K. Minister of Labour, 1959

The year 1959 began in the United Kingdom with a total of nearly 621,000 registered unemployed—the highest figure since 1947—but by July the number had fallen to 395,000. It then began to rise, and it reached 421,000 in December. But this was less than the usual seasonal increase and 111,000 fewer than in the preceding year.

These figures are taken from the annual report of the Ministry of Labour for 1959, a summary of which was published in the *Ministry of Labour Gazette* for June.

Owing to the high level of unemployment at the beginning of the year, the average total of unemployment was higher than in the previous year—475,000 compared with 457,000. But by the end of 1959 unemployment had become mainly a local problem.

The mild recession that began in 1958 extended into January 1959, but a period of rapidly increasing industrial activity followed, which culminated in November with a record total working population estimated at 24,385,000, of which 23,432,000 were in civil employment.

Overtime rose to a very high level and short-time working, which was heavy at the end of 1958, toward the end of 1959 had dropped to one of the lowest levels ever reached.

In spite of the usual seasonal decline between November and December, both the total working population and the number in civil employment were higher by 166,000 and 310,000 respectively than they had been at the end of 1958, and higher than in any previous year. All but 34,000 of the increase in civil employment occurred in the manufacturing industries, especially the metal-using industries. The main reductions were in coal mining, railways, agriculture and aircraft manufacture.

Almost the whole of the increase in the working population and 184,000 of the increase in civil employment was accounted for by women and girls.

At the end of the year there were 88,000 more unfilled vacancies than in 1958 and 15,000 more than in 1957. Local shortages of labour were beginning to appear, especially of skilled engineering workers, and throughout the year the demand for scientists and professional engineers greatly exceeded the supply.

Jobs were found by the Ministry for nearly 1½ million men and women, including 72,500 disabled who were found ordinary employment and 1,100 who were placed in sheltered employment.

About 5,100 workers were trained in various skilled trades through the Ministry's vocational training schemes, which were directed mainly toward resettling disabled ex-soldiers and unemployed workers who needed special help. Courses of rehabilitation were given to more than 10,200 men and women—more than in any previous year.

Important labour legislation passed during the year included the amendment of the Factories Acts, 1937 and 1948, which introduced new provisions for the health, safety and welfare of workers (L.G., Feb., p. 186; Nov. 1959, p. 1188). The Terms and Conditions of Employment Act, 1959, repealed the Catering Wages Act, 1943, and brought the hotel and catering industry under the more flexible provisions of the Wages Councils Acts, 1945 to 1948.

The Terms and Conditions of Employment Act also set up a procedure for referring "claims" by representative organizations of employers or employees to the Industrial Court, by means of which an employer could be required to observe the recognized terms and conditions of his industry.

Most of the claims for increased wages, reduction of hours, or other conditions were settled by direct negotiation between the parties or through the industry's voluntary negotiating machinery. The Ministry's conciliation officers, however, brought about settlements in 173 disputes. Other disputes referred to the Ministry that were settled by voluntary arbitration numbered 90, and 88 were settled by the Industrial Disputes Tribunal before it came to an end in February. (L.G., 1958, p. 1389).

The total of 5½ million working days lost in industrial disputes was more than 50 per cent greater than in 1958. This was accounted for by the national printing strike, in which 3½ million days were lost.

Increases in wages and reductions in working hours were the most common subjects of negotiation. Nearly 4½ million wage earners had their weekly rates of wages increased; about 357,000, compared with 339,000 in 1958, had their weekly hours reduced by an average of one and a third hours.

On November 20, the Ministry reverted to its original title after a period of more than 20 years. The Minister of Labour Order, 1959, provided for the transfer on October 21 of the functions of Minister of National Service to the Minister of Labour; and the Ministry of National Service was dissolved by the Ministry of National Service (Dissolution) Order, 1959.

Industrial Fatalities in Canada during the Second Quarter of 1960

Deaths from industrial accidents decreased by 29 from the previous quarter and by 115 from the second quarter of 1959. Of the 219 fatalities during second quarter this year, the largest number, 37, occurred in construction and logging

There were 219* industrial fatalities in Canada in the second quarter of 1960, according to the latest reports received by the Department of Labour. This is a decrease of 29 from the previous quarter, in which 248 were recorded, including 22 in a supplementary list. In the second quarter of the previous year, 334 fatalities were recorded.

During the quarter under review, there were two accidents each resulting in the deaths of three or more persons.

The first of these cost the lives of six persons. On April 13, six loggers were drowned when the boat in which they were returning from their logging camp on Sechelt Inlet, B.C., capsized.

The second accident caused the loss of four lives. On June 20, while returning to base camp from the north end of Stuart Lake, B.C., four forest assistants were drowned when their boat capsized.

Grouped by industries (see chart page 1022) the largest number of fatalities was recorded in logging and in construction, each of which had 37. In logging, the 37 fatalities represented a decrease of 1 from the 38 that occurred during the same period in 1959 and of 5 from the 32 that were recorded during the first quarter of 1960. In construction, 37 fatalities were distributed as follows: 22 in buildings and structures, 9 in highways and bridges and 6 in other construction. For the same period last year, fatalities in this industry numbered 70: 44 in buildings and structures, 20 in highways and bridges and 6 in other construction. During 1960's first quarter, 27 fatalities were listed: 13 in buildings and structures, 12 in highways and bridges and 2 in other construction.

There were 35 fatalities in the mining industry during the quarter: 24 in metal mining, 7 in coal mining and 4 in non-metallic mineral mining. During 1959's second quarter, 43 fatalities were reported,

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1960 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 63 fatalities for which no official reports have been received, including 23 in agriculture alone.

of which 32 were in metal mining, 4 in coal mining and 7 in non-metallic mineral mining. Thirty-four workers were killed in this industry in the first quarter of 1960: 21 in metal mining, 5 in coal mining and 8 in non-metallic mineral mining.

During the quarter, accidents in the transportation, storage and communications industry resulted in 29 deaths; 8 of these were in railway transportation, 6 each in water transportation and local and highway transportation, and 5 in air transportation. During the same period last year, 42 deaths were reported, of which 16 were in local and highway transportation, 10 each in railway and water transportation and 3 in air transportation. Accidents during January, February and March of 1960 caused the deaths of 44 workers; 16 of these were in local and highway transportation, 12 in railway transportation, 10 in water transportation and 3 in storage.

Twenty-three fatalities were recorded in agriculture, an increase of 3 from the 20 that occurred during the same period in 1959 and of 13 from the 10 that were listed during the first quarter of 1960.

An analysis of the causes of the 219 fatalities during the first quarter (see chart page 1022) shows that 63 (29%) were

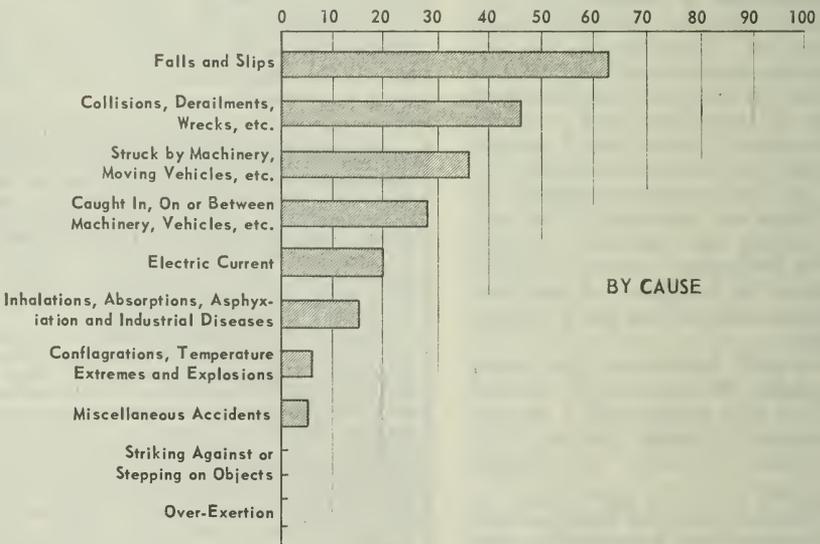
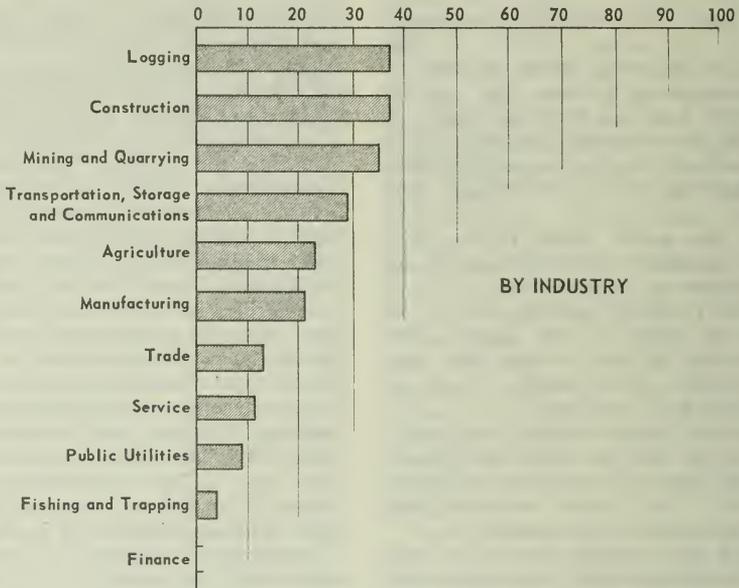
(Continued on page 1068)

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1960



Source: Economics and Research Branch, Department of Labour

Older Worker Survey by Edmonton Club

Few age restrictions on hiring revealed in replies to questionnaire by members of Edmonton service club. Average of 16 per cent of employees of respondents' firms over 65 years of age, and average of 6 per cent more than 75 years old

"About one Canadian in four is over forty, one in five is over fifty, and one in nine is over sixty. Obviously it is of great importance that so many of our population must not be thrown on the scrapheap should they lose their jobs," said the *Edmonton Journal* in an editorial on December 9 last year.

"Many employers who have a rule against hiring anyone over 30 or 40 admit that, on the ground of performance, there is no justification for that policy. However, they claim that pension fund considerations dictate it.

"It does not seem beyond ingenuity to solve this problem, perhaps through larger contributions by the worker, or a special fund for those hired over forty," the editorial said.

At the time it was published, a large service club in Edmonton was preparing a questionnaire on the older worker for circulation among its members. It was circulated early this year and an encouraging number of replies has been received.

To the question, "Has your company a restrictive policy with respect to hiring workers over a certain age, and if so, what age?" only 10 of the 126 replying said they would not hire men over 65; the same 10 noted, however, that they had no prejudice where men over 45 with suitable qualifications were concerned.

One employer of a large staff said his company had retained 100 men over 65, the firm's normal retirement age, and all are "doing good work."

Questioned on the percentage of the firm's employees over 45 years of age, 18 of the respondents reported from 0.5 to 20 per cent of their employees were over 65; the average was 16 per cent. Six per cent were more than 75 years of age.

A group of 52 employers of smaller staffs reported that from 5 to 70 per cent of their employees were more than 45 years of age; the average was 42 per cent.

"In your opinion, is there a job available in your business which could be done by a qualified older worker? was another question. Club members reported employment openings for 29 older workers.

To the question, "If company policy prevents the hiring of older workers (over 45), would consideration be given to a policy change?" almost all of those questioned who controlled labour policy and whose policy did not preclude the hiring of older workers indicated that policy would not stand in the way of hiring older workers if the applicants were otherwise suitable.

Elsewhere on the Prairies

Elsewhere in the Prairie Provinces, the Winnipeg National Employment Office recently effected the successful placement of a 56-year-old widow who found, when looking for a job, that employers were seeking younger persons and that her limited work history was a handicap. After many calls, the special placements division of the NES Winnipeg office persuaded an employer to overlook the woman's age and concentrate on her suitability. She was hired as a general office clerk with a starting salary of nearly \$200 a month.

At Moose Jaw, Sask., CHAB-TV carried a panel discussion on the older worker. An NES officer on the panel reported the recent retirement of an 82-year-old man who had retired once before, when aged 65. As he was eager to continue working, the NES found a job for him at a store; he worked another 17 years before retiring a second time.

The *Winnipeg Free Press* published an editorial commenting on statements of Dr. Wilder Penfield, former Director of the Montreal Neurological Institute, that for the average man physical demands should be lessened by age 60 but that "the brain quite often is ready for its best performance in certain fields at that age." If what Dr. Penfield said is true, the *Free Press* commented, "then a great fund of manpower is being neglected (and indeed destroyed) under our present concepts of 'social security'."

Material for this page was supplied by Morton Wilson, Prairie Regional Public Relations Officer, Unemployment Insurance Commission.

Name Woman Secretary of Royal Commission

Miss Elizabeth Leitch, government economist who was assistant secretary of the Royal Commission on Broadcasting, appointed secretary of the Royal Commission on the automobile industry. Survey women's training and employment in N.Z. city

Miss Elizabeth Leitch, an economist with the Department of Trade and Commerce, last month was appointed secretary of the Royal Commission on the automobile industry (L.G., Sept., p. 892).

A native of Calgary, Miss Leitch was graduated from the University of Toronto with a masters' degree in Economics. Twice she worked in Ottawa for a year, in 1942 and again in 1946, helping to develop the Government price control program. Later, she was assigned to the Food and Agricultural Organization in Washington, where she was chief of the prices section.

In 1950 she joined the Department of Trade and Commerce and since 1953 has been Assistant to the Director of the Economics Branch. She was given leave of absence to serve as Assistant Secretary to the recent Royal Commission on Broadcasting and will now again be freed for full-time work with the new Royal Commission.

Women's Training and Employment in N.Z.

A survey of vocational training and employment of women in the city of Christchurch, New Zealand was recently carried out by the YWCA of that country with assistance from the Department of Labour. It provides an example of co-operation between a government agency and a voluntary organization, and the findings may resemble the conditions found in a medium-sized city in Canada.

The advisory committee for the enquiry was made up of a group of women in strategic positions in business and industry. The committee interviewed representative employers and employees, the registrar of apprentices, the secretary of the furniture making and allied trades, school principals, teachers and career advisers at the secondary school level and, at the university, the heads of the faculty of engineering and extension services.

Employers who participated were selected both from industries employing considerable numbers of women and from those in which few women are employed. They included the managers of a printing, bookbinding and box-making firm, a boot and shoe fac-

tory, a daily newspaper, a clothing and knitwear factory, a department store and a firm of accountants; and the matron of a public hospital.

On the whole the enquiry revealed a conservative attitude toward the education and employment of women. In the secondary schools, girls are found in academic, commercial or domestic arts courses rather than in scientific or technical fields. Because of a shortage of teachers of science and mathematics, girls were not always encouraged to study science. In university most girls worked toward an Arts degree. For the most part students selected their courses without much assistance from guidance officers; at the most they asked for information about the occupation they intended to take up. Material about new, little-known occupations was extremely hard to find.

Except in the newspaper and in bookbinding companies, the committee found employers reluctant to promote women to posts of responsibility. Moreover, many women themselves seemed to care little about promotion. There were, however, a few able women not afraid of accepting responsibility who have been establishing themselves quietly and without opposition in new fields. Among these were a fully-trained watchmaker, a branch manager in a bookbinding establishment, a secretary of an engineering firm and a town-planning officer.

Leaflet on Ontario Labour Laws

Know Your Rights!, a new leaflet by the Ontario Department of Labour, is worth the attention of every woman worker in Ontario. The leaflet summarizes the main labour laws in effect in the province. Subjects covered include labour relations, hours of work, vacations with pay, minimum wages, workmen's compensation, fair employment practices, equal pay, industrial standards, apprenticeship and safety and health in factories, shops and offices. Copies of the leaflet may be obtained free of charge from the Ontario Department of Labour, 8 York Street, Toronto 1.

50 Years Ago This Month

Trades and Labour Congress of Canada holds 26th annual convention. Question of international peace of special concern to delegates, who adopt resolution reaffirming TLC opposition to war. Political action by unions subject of debate

The 26th annual convention of the Trades and Labour Congress of Canada, held in Fort William and Port Arthur from September 12 to 17, 1910, was covered in a lengthy report in the *LABOUR GAZETTE* for October of that year.

The first three days' sessions were held in the auditorium in Fort William, and the rest of the meetings took place in the Finnish Labour Temple in Port Arthur. The report of the credentials committee showed 158 accredited delegates. Of these, 38 represented 23 trades and labour councils, and 120 were sent by 107 international trades unions. One fraternal delegate was sent by the American Federation of Labor.

The convention showed special concern with the questions of international peace and independent political action by trade union bodies.

The Executive Committee in its report recommended that continued efforts be made to promote the work of those who believed in international peace. It also expressed the opinion that the electorate should have been given an opportunity to express its views on the establishment of a Canadian navy.

Later in the convention the delegates unanimously adopted a resolution reaffirming the opposition of the Congress to war, and instructing the executive to take steps to arrange an international peace conference of all federations of labour. The resolution asserted in the preamble that "international warfare is the result of the personal ambition for the self aggregated [*sic*] or commercial gain of an exploiting and influential minority of the people."

One of the miscellaneous resolutions passed by the convention said that, "as capitalists of the world create all wars, this Congress insists upon them doing their own fighting."

The Executive Committee in its report called attention to the continued success of the British Labour Party, as well as the favourable result for the Labour Party in elections in Australia. It said that renewed action should be taken to convince the workers of the desirability and necessity of sending their own representatives to Parliament.

Nevertheless a substitute resolution submitted later by the resolutions committee and adopted by the convention declared that the Congress was not a political party, "but truly the legislative expression of organized labour throughout all Canada." It went on to reaffirm the belief of the Congress in "independent political action on the part of the working class itself," and "the absolute necessity of seizing the federal and provincial law-making powers." It said that "in the matter of enforcement it believes that the best interests of organized labour can be conserved by recommending and permitting provincial autonomy."

The reports of the provincial executive committees for several of the provinces asserted the desirability of political action. The reports that favoured political action included those of the executive committees of British Columbia, Manitoba, and Ontario; the Nova Scotia committee showed its sympathies by saying that the Halifax Labour Party had selected a candidate to contest Halifax county in the forthcoming provincial elections. The Manitoba executive committee said that as a result of a movement originating in the Winnipeg Trades and Labour Council a labour party had been formed.

Nearly 70 resolutions in all were submitted to the convention. In addition to those already mentioned, some of the more important opposed compulsory arbitration, pressed for provincial and Dominion legislation requiring employees to be paid once a week in cash, recommended favourable legislation for co-operative societies, pressed for legislation raising the minimum age at which children might be employed from 14 to 16 years, and urged that "provision should be made by the Dominion and provincial legislatures and school boards to provide the necessary money and create scholarships, so that the child of the toiler whose parents or guardians are unable to provide the necessary funds for such education" could compete for a scholarship and obtain the best education possible.

The Secretary-Treasurer's report showed that total receipts for the previous financial year were \$9,482.34 and the total expenditures \$7,103.56, leaving a balance on hand of \$2,378.78.

TEAMWORK in INDUSTRY

Hon. Michael Starr, Minister of Labour, has challenged "fair-minded people on both sides" to open up new channels of communication and participation between labour and management. Speaking to the recent annual meeting of the Canadian Manufacturers' Association, Mr. Starr deplored the tendency of labour and management to remain on either side of an imaginary fence rather than meet in a atmosphere of co-operation to discuss and resolve their problems.

"They have an equal stake and an equal responsibility in the orderly and prosperous evolution of our economy," he declared.

* * *

Charles Smith, Vice-President of the Brotherhood of Maintenance of Way Employees, has suggested that more use should be made of the forum provided by the Canadian National Railways' Union-Management Co-operation Movement to discuss ways and means of lessening the impact of change on employees. He pointed out that changes in methods of work which are not carefully planned, explained and discussed prior to their inception may lead to fear and misunderstanding. "Without dependable means of communication," he said, it is difficult to maintain a high standard of morale."

* * *

Describing wasteful practices in the steel industry as "a threat to job security," R. Conrad Cooper, Executive Vice-President of Personnel Services for the United States Steel Corporation, has called on companies, the union and employees to tackle the problem through "all-out co-operation". He suggested that what the industry needs most is a constant searching by all personnel for methods to improve efficiency, increase the quality of products, eliminate waste and reduce costs.

* * *

The newly elected President of the Canadian Construction Association has recommended the formation of joint labour-management committees in the construction industry in "all centres where contractors and unions are well organized." Jack M. Soules of Port Credit, Ont., stated recently that closer labour-management relations at

all levels are a "must" if costly production and wage losses through industrial disputes are to be avoided.

The CCA believes, continued Mr. Soules, that there are many subjects on which employers and employees have common objectives, and that emphasis should be placed on this positive aspect of their relations rather than on the negative or acrimonious aspect characterized by disputes and work stoppages. The speaker directed attention to the joint labour-management committees operating in the construction industry in Winnipeg, Montreal and other cities. "There is practically no limit to what they can accomplish for the common good if they continue to act in an atmosphere of trust, reason and responsibility," asserted Mr. Soules.

* * *

Solid support for the work of the federal government's Labour-Management Co-operation Service was expressed recently by W. Elliott Wilson, QC, Deputy Minister of Labour for Manitoba. During an address to the Personnel Association of Greater Winnipeg, Mr. Wilson said: "These committees enable people involved in an enterprise to pool their ideas to bring prosperity and a sense of achievement and satisfaction through intelligent, purposeful production planning."

One of the chief complaints about today's mass industry is that the individual employee is made to feel that he is merely a cog, not a person; that he is a number, not a man. "The labour-management committee concept can do more to beat this complaint than anything else presently available," Mr. Wilson declared.

* * *

Objective of the 1960 combined "safety-housekeeping" campaign at Continental Can Company's plant 54 in New Toronto is "1,000,000 man-hours without a disabling injury."

Management and the plant's 500 employees are approaching their problems along four avenues: safety meetings, safety tours, safety displays and accident investigations. Strong support is being given to the campaign by Local 4025, United Steelworkers.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued five certificates designating bargaining agents, ordered three representation votes, and rejected three applications for certification and one application for revocation of certification. During the month the Board received nine applications for certification, one application for revocation of certification, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. Canadian Transportation Workers' Union No. 158, National Council of Canadian Labour, on behalf of a unit of drivers employed by Hanson Bros. Cartage Limited, Ottawa (L.G., Aug., p. 814).

2. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by TransAir Limited at the Winnipeg International Airport (L.G., Sept., p. 914).

3. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen directly employed in the loading and unloading of coastwise vessels at Vancouver by the West Coast Stevedoring Co. Ltd. (L.G., Sept., p. 915).

4. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by the Canadian National Steamship Company Limited in loading and unloading coastwise vessels at Vancouver (L.G., Sept., p. 915).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by the Canadian Pacific Railway Company aboard the S.S. *Princess Helene* in the company's Bay of Fundy service (L.G., Sept., p. 915).

Representation Votes Ordered

1. International Longshoremen's and Warehousemen's Union, Local 511, applicant and intervener, British Columbia Bulk Commodities Handlers Union Local No. 1, applicant and intervener, and Pacific Coast Terminals Co. Ltd., New Westminster, B.C., respondent (L.G., Aug., p. 814). The Board directed that only the name of the International Longshoremen's and Warehousemen's Union, Local 511, be placed on the ballot in the vote which affected employees of the company at the bulk loading terminal at Port Moody, B.C. (Returning Officer: D. S. Tysoe) (*see also* item 3, "Applications for Certification Rejected," below).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Bendickson Towing Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Aug., p. 814). The Board directed that the names of the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

3. National Association of Broadcast Employees and Technicians, applicant, Radio Victoriaville Limitée, Victoriaville, Que., respondent, and Jean-Paul Berthiaume, *et al*, intervener (L.G., Sept., p. 915). The Board directed that only the name of the National Association of Broadcast Employees and Technicians be placed on the ballot (Returning Officer: C. E. Poirier).

Applications for Certification Rejected

1. Canadian Merchant Service Guild, Inc., Eastern Branch, applicant, Anticosti Shipping Company, Montreal, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Sept., p. 914). The application was rejected for the reason that it was not supported by a majority of the employees

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

affected in the representation vote conducted by the Board (*see also* item 2 immediately below).

2. Seafarers' International Union of North America, Canadian District, applicant, Anticosti Shipping Company, Montreal, respondent, and Canadian Merchant Service Guild, Inc., intervener (L.G., Sept., p. 914). The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote conducted by the Board (*see also* item 1 immediately above).

3. British Columbia Bulk Commodities Handlers' Union Local No. 1, applicant, Pacific Coast Terminals Co. Ltd., New Westminster, B.C., respondent, and International Longshoremen's and Warehousemen's Union, Local 511, intervener (*see* "Applications for Certification Received," below). The application was rejected for the reason that the applicant did not have members in good standing within the meaning of the provisions of the Board's Rules

of Procedure (*see also* item 1, "Representation Votes Ordered," above).

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Canadian National Railways, applicant, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent (L.G., Aug., p. 814).

Applications for Certification Received

1. British Columbia Bulk Commodities Handlers' Union Local No. 1, on behalf of a unit of employees of Pacific Coast Terminals Co. Ltd., New Westminster, B.C., employed at the bulk loading terminal at Port Moody, B.C. (Investigating Officer: D. S. Tysoe) (*see* "Applications for Certification Rejected," above).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the tug *Melanie Fair* by Foremost

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Marine Transporters Ltd., Burlington, Ont. (Investigating Officer: A. B. Whitfield).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed aboard the tug *Melanie Fair* by Foremost Marine Transporters Ltd., Burlington, Ont. (Investigating Officer: A. B. Whitfield).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of truck drivers employed by Eastern Transport Limited, Truro, N.S. (Investigating Officer: D. T. Cochrane).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated by the Kingcome Navigation Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

6. The Montreal Harbour Police Brotherhood (Ind.), on behalf of a unit of security officers employed by the National Harbours Board at the Port of Montreal (Investigating Officer: C. E. Poirier).

7. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of longshoremen employed by Louis Wolfe and Sons (Vancouver) Limited, Vancouver (Investigating Officer: D. S. Tysoe).

8. Teamsters, Chauffeurs, Warehousemen & Helpers Local Union 880, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, on behalf of a unit of employees of Tank Truck Transport Limited, Point Edward, Ont. (Investigating Officer: T. B. McRae).

9. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, on behalf of a unit of employees of the Export Packers Company, Limited, Toronto (Investigating Officer: A. B. Whitfield).

Application for Revocation Received

Thompson's Transfer Company Limited, Middleton, N.S., applicant, and Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for revocation of certification issued by the Board on July 9, 1959, to the Canadian Brotherhood of Railway, Transport and General Workers in respect of a unit of drivers, helpers, and warehousemen employed by the company and operating in and out of Middleton and Halifax, N.S. (L.G., Sept. 1959, p. 912).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 512, applicant, and Louis Wolfe and Sons (Vancouver) Limited, Vancouver, respondent (L.G., Sept., p. 915) (new application submitted; see "Applications for Certification Received," above).

2. Newfoundland Union of Journalists & Photographers, Local No. 1593 (CLC), applicant, Newfoundland Broadcasting Co., Ltd., St. John's, Nfld., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Sept., p. 915).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hull City Transport Ltd., and Hull City Transport Employees Union (Conciliation Officer: Rémi Duquette).

2. Tank Truck Transport Ltd., Point Edward, Ont., and Locals 938 and 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

3. Canadian Broadcasting Corporation (Building and Maintenance Employees) and

Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

4. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

5. Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

6. Vancouver Hotel Company, Limited; and International Union of Operating Engineers, International Association of Machinists, and International Brotherhood of

Electrical Workers (Conciliation Officer: G. R. Currie).

7. National Harbours Board, Prescott, Ont., and Civil Service Association of Canada (casual employees of the National Harbours Board Elevator Group) (Conciliation Officer: T. B. McRae).

Settlement Reported by Conciliation Officer

AMF Atomics (Canada) Limited, Port Hope, Ont., and Local 14193, District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae) (L.G., Sept., p. 923).

Conciliation Board Report Received

The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway

Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba and Negotiating Committee representing the Associated Non-Operating Unions (L.G., May, p. 468). The text of the report is reproduced below.

Board Reports Received of Settlements

1. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., Aug., p. 815). The text of the report is reproduced below.

2. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employes and Moving Picture Machine Operators of the United States and Canada (L.G., May, p. 468). The text of the report is reproduced below.

Report of Board in Dispute between

Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; and Midland Railway of Manitoba
and

17 International and National Railway Unions

All meetings of the Conciliation Board were held in the City of Montreal, commencing May 9, 1960, and continuing, with a few interruptions, until July 7, 1960.

During August, the Minister of Labour received the Report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between seventeen international and national railway labour organizations, representing approximately 120,000 non-operating employees, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; and Midland Railway of Manitoba.

The Conciliation Board was under the chairmanship of Hon. Mr. Justice J. V. H. Milvain, Calgary. The other members of the Board were Philip F. Vineberg, Montreal, the nominee of the companies, and David Lewis, QC, Toronto, the nominee of the Joint Negotiating Committee for the unions.

The Report of the Chairman and Mr. Lewis constitutes the Report of the Board. A minority report was submitted by Mr. Vineberg.

The texts of the majority and minority recommendations are reproduced here.

Following completion of evidence and arguments, the Board met with representatives of the railways and the unions, and then the Chairman, with the representative of the respective parties, met with the parties separately in an effort to bring about conciliation, but without success. Accordingly, it fell to the Board to consider a report or reports to the Minister of Labour.

The matters in dispute requiring determination are well set out from the union point of view in the words of F. H. Hall, appearing at page 38 of the transcript. It is true that the original requests made by the union were more extensive than those actually dealt with by the Board. The situation became finally summarized, and may be expressed in the words of Mr. Hall from the above-noted page of the transcript, as follows:

Thus the result is that there are now two issues of substance before this Board:

- (1) That commencing with the calendar year 1960 all rates of pay be increased by seven per cent plus twelve and one half cents per hour.
- (2) That existing vacations with pay rules be changed by supplementing provisions that after ten years of service employees

shall receive fifteen working days with pay, and after twenty years' service twenty working days.

The railways also advanced a claim on the basis that they were entitled under previous contracts, to a deduction of 10 cents from each individual union dues as deducted prior to remittance to the respective union. The claim of the railways in this regard is amply set forth at page 75 of Railway Exhibit No. R. 1, as follows:

The Request for Payment for the Payroll Deduction of Union Dues

165. On January 12th, 1960, the railways served written notice on the Unions as follows:

In accordance with the advice previously furnished you of the intention of the railways to request revision of the collective agreements relating to the terms and conditions under which union dues deductions will be made, please be advised of the desire of the railways to make effective the following proposal:

For services performed in connection with the payroll deduction of union dues and to pay for administrative services connected therewith, the Company shall retain from dues deducted each month the sum of ten (10) cents per month per deduction.

Before coming to deal with the matters in dispute, I should like to take this opportunity of expressing deep gratification to all of the parties who appeared as witnesses or otherwise, for having done a thorough and painstaking job in presenting their cases. It is extremely gratifying to observe the friendly relationship that continued throughout the lengthy hearings, notwithstanding marked differences of opinion. It is certainly to be hoped that so long as the affairs relating to labour and management remain in competent and co-operative hands such as I have seen throughout the entire hearing, relations will never become too strained and that problems will always be resolved to the common good.

Standard of Measurement

Both the railways and the union placed emphasis on the need for a standard of comparison between the wages of the non-operating railway force of employees and some appropriate outside group. The railways, for example, put it that the wages paid to their employees "should be adequate when tested by a reasonable standard of comparison." The unions insisted that the earnings of durable goods employees are the proper standard and that non-operating railway employees should have exact parity with durable goods earnings.

Thus, a major part of the time this year, as in the two previous conciliation hearings in 1956 and 1958, was taken up with an analysis, support and criticism of the durable

goods standard. The unions point to a fairly extensive history and jurisprudence indicating general acceptance, with qualifications, of the durable goods standard by previous boards. They also point out that in 1956 and 1958 the railways had endeavoured to construct alternative standards of measurement and that this year the Woods Gordon study has been advanced as a third alternative. The first two alternative standards advanced by the railways, called the "paid workers" standard and the "going wages" standard, respectively, were discarded for obvious reasons, which were well expressed by previous boards. It is also clear that the Woods Gordon study of this year, though it involved a great deal of work, cannot be considered as occupying the position of a standard of measurement.

I do not propose to quote the references made by previous boards to the durable goods standard as no real purpose would be served in so doing. What has been said by previous boards can be scrutinized by anyone who desires to do so through the simple medium of turning up the previous decisions. But whatever the particular language used may be, it seems to me that the evidence leads to the conclusion that the wage earners in durable goods as a group have important similarities to the railway non-operating force as a group and that there are also important differences. On the other hand, the attempts to find new standards in 1956 and 1958 and the Woods Gordon study this year amply point up the impossibility of finding complete comparison, much less identity, between job classifications within the non-operating railway work force and outside industry. The Woods Gordon study, in particular, frankly admits this. After very careful and painstaking consideration, the consultants were able to find comparison for only some 20 occupations in the non-operating work force populated by about 19,000 employees out of a total of some 120,000. This is not difficult to understand since the railway industry is unique.

For these reasons it is clear that the durable goods standard should continue to be recognized as an important signpost on the road that must be travelled to reach a rational conclusion on the question of wages for railway non-operating employees. I am also convinced, however, that the durable goods standard cannot be regarded as a fixed and immutable thing to be applied with mathematical precision. It is true that, on the whole, the group of durable goods employees contains relatively the same skills as are found among the railway non-operating employees and that the two groups

also have a similar ratio of male to female employees. These are the two most important elements affecting wages. On the other hand, the two groups are substantially apart in their geographical and territorial distribution and it is well known that wages and earnings differ from region to region in Canada. This difference does not invalidate the durable goods standard as an important signpost but it underlines the impossibility of applying durable goods earnings mechanically and automatically to railway non-operating employees. Other factors

should also be taken into account and the picture as a whole considered.

Some of these factors I shall refer to later when dealing with my recommendations. At this point it is, however, significant to note, when comparing the average hourly earnings of non-operating employees with the average hourly earnings of employees in the durable goods group of industries, that in the last while there has existed a definite relationship between them, as is exemplified by the following table:

Railway Non-Operating Average Hourly Earnings

	Per Cent of Durable Goods Earnings	Cents Below Durable Goods	Average Hourly Earnings in Durable Goods Industries
At December 1957 (before the effective date of the last agreement, January 1, 1958)	91.4	15.3	1.781
At expiry of last agreement, December 1959	92.0	15.3	1.92

It will be noted that, though average wages in both fields increased during the two-year period in which the preceding wage agreement was in effect, railway wages in the non-operating field constituted approximately 92 per cent of durable goods wages at the commencement and at the end of the two-year period. Simple mathematics indicate that during the same two-year period, durable goods average hourly earnings increased by 7.9 per cent. The observations just made will be given further consideration when I come to making recommendations.

Ability to Pay

The railway representatives presented a great deal of evidence of an economic and statistical character, designed to show that the railways are unable, for economic reasons, to absorb any increased cost of operation. They point out that following previous Board awards, applications were made for increased freight rates, which were granted, with a design to recover from such increased rates the increased operating expenses caused by increased labour cost. They point out that though rate increases were authorized, the recovery of revenue from such rates has in fact represented an increasingly smaller proportion of the designed recovery, and that the law of diminishing returns has the situation in its inexorable grip.

It is clear from the evidence that in a large part the embarrassment suffered by the railways in their inability to reap greater returns from their operations, is due to public policy in the shape of statutory rates and government regulations. This

Board must, of course, assume that the impact of public policy is for the public good. However, it is equally clear that the railway employees should not bear alone a subsidization of public policy through limited earnings. The burden must surely be borne by members of the public at large.

However, the railways' inability to pay cannot be entirely ignored in arriving at what amounts to adequate payment to the employees of the railways for the services they perform. Especially is this true today when freight rates have been frozen. This principle has certainly been borne in mind in the past, and its effect can be seen in the existing situation. The fact cannot be escaped that, in the past, railway employees enjoyed what might be termed the cream, in the way of salary and working conditions, and occupied a position at the top of the scale of wages in this country. However, the attrition of time and circumstances has altered that situation, and railway employees no longer occupy that high position.

Railway Claim for Compensation on Check-Off

The railways set out their position on this matter quite fully in Railway Exhibit No. R. 1. They point to paragraph 10, Article 3, of the agreement of February 7, 1953, in the following terms:

The question of what, if any, compensation shall be paid the Railways by the Organizations signatory hereto in recognition of services performed under this Agreement shall be left in abeyance subject to reconsideration at the request of either party on fifteen days' notice in writing.

The railways also quote, at page 77 of R. 1, a letter written on February 7, 1953, from the Chairman and Secretary of the Negotiating Committee to the appropriate railway officers, at a time when a labour dispute was on foot in the United States, which might have some effect on railway employees of Canadian railways in the United States. The letter, as quoted, is as follows:

In connection with Clause 10 of Article 3 of Agreement dated February 7th, 1953, between the Railways and the Seventeen Co-operating Organizations it is understood that, if as a result of negotiations in accordance with Section 10 (b) of Agreement of August 29th, 1952, between certain Eastern Railroads in the United States and their employees represented by the Seventeen Co-operating Railway Labour Organizations, compensation for the Railways for check-off of union dues is agreed to and such agreements include non-operating employees of the Canadian National or Canadian Pacific Railway located in the United States, arrangements consistent therewith and applicable to the conditions of the agreement dated February 7th, 1953, shall be made for compensation of Canadian Railways signatory thereto.

From the agreement and the letter, the railways argue that the unions have accepted, in principle, the idea of a deduction to compensate the railways for handling the funds collected under the check-off. In my view the agreement and the letter do not establish any such acceptance, but under the terms of the agreement it is still open to the parties to negotiate on this subject. In my view no case has been made out to impose upon the unions the request made by the railways at the present time, and it is my recommendation that this request by the railways should not be allowed at this time.

Vacations With Pay

In the evidence presented by the unions it has not been established that the railways are much out of line as to vacations with pay with other industries. It is clear, however, that railway employees on the whole appear to stay in employment for a longer period of time than do employees in other industries. It is also clear that railway employees do a responsible job, and their long-time service is entitled to some recognition. As a consequence, it is my view that the vacations with pay provisions should be altered so as to provide for four weeks vacation with pay after twenty-five years of service, rather than thirty-five years of service under the previous agreement. I have used the words "four weeks vacation" as I

understand that coincides with the period of twenty days referred to in the union request.

Recommendations

It is always difficult to determine the exact dollars and cents that must be decided upon in any labour dispute. It appears to me, however, that, looking at the whole situation and considering the durable goods standard as a guidepost, we may obtain a rational clue to the appropriate recommendation on wages which should be made. It was noted earlier that the significant fact which emerges when the earnings of durable goods employees are compared with those of non-operating railway employees during the past two years is that the two sets of earnings were in the same relative position one to the other at the termination of the previous agreement as they had been at its commencement. There was a gap between the two sets of earnings, but the gap was the same at the end of 1959 as it had been at the end of 1957. At a time when the financial situations of the railways are not improving and freight rates are frozen, it may not be wise to seek to close the gap but it is surely fair and reasonable to prevent its becoming greater. Thus, what must be considered is an effort to start the non-operating employees on a new contract on such a basis that, with future increases over the period of the contract, they will end up in somewhat the same relative position as they occupy at the commencement of the contract with relation to the durable goods employees. On the assumption that the durable goods employees' average hourly earnings would increase by the same rate of 7.9 per cent during the two-year period commencing January 1, 1960, as they did during the previous two-year period, it would involve an increase of approximately 14 cents on top of the non-operating average earnings of \$1.767 to maintain the relative position.

It is my recommendation, therefore, that a new two-year contract be entered into from January 1, 1960, with a 2 cent per hour increase effective as of that date. I further recommend that there be a further 5 cent per hour increase effective September 1, 1960, and an additional increase of 4 per cent of the wages obtaining immediately prior to January 1, 1960, to be effective from May 1, 1961.

As previously indicated, it is my recommendation that the vacations with pay provisions be altered to provide for four weeks or twenty working days after twenty-five years of service.

It is my further recommendation that the railways' request for a charge of ten cents per check-off be refused.

(Sgd.) J. V. H. MILVAIN,
Chairman.

I am very pleased to associate myself with the Chairman's Report and Recommendations, with all of which I agree.

(Sgd.) DAVID LEWIS,
Member.

MINORITY REPORT

All members of the Board, indeed all participants in the hearings, have been confronted with a difficult dilemma. This has not been an ordinary wage debate limited to an apportionment between labour and capital of total revenue inflow. Representatives of the employees are anxious to gear compensation to a durable goods criterion, irrespective of whether revenues are available or not. The railways are concerned with viability. It is no exaggeration to suggest that they fear for their economic lives.

In expressing a dissenting opinion from that of my esteemed colleagues, I find myself less at variance with them on the lengthy factual evidence, so ably presented to us, than on the conclusions to be derived therefrom. The differences which I find it necessary to elaborate stem from my conviction that the more or less mutually agreed upon facts do not justify the results embodied in the Majority Report. Hence, the need to relate, as is done in what follows, the one to the other.

The employees' submissions requested a combination of two wage adjustments—one for the past and another for the current and future period. The former was measured at 15.2 cents per hour. As expressed in the union brief "It follows that at the end of last year, when the master agreement was to expire, there was already a difference of 15.2 cents per hour (=191.9 cents per hour minus 176.7 cents per hour) between earnings in durable goods and the earnings of the non-operating employees. Chances are that the gap has widened a little since then, but it is in any case a *known fact* that the gap had reached 15.2 cents per hour by the beginning of this year." (Union Exhibit 2 p. 38).

This first and overwhelmingly principal component of the claims has been rejected unanimously. Measured against even the durable goods trend of the last two calendar years elapsed, the remuneration of railway non-operating employees has kept full pace. The majority report concludes, and in this respect I do not dissent, that it would not be wise to recommend any change in respect of the 15.2 cents "gap" (or 15.3 cents as expressed in the majority report in carrying the calculations to one less decimal point). Thus, that part of the

demands which is based on what its protagonists have underlined as "known fact" has been dismissed. A far different fate has been met by the residual claim related to the unknown facts—what is referred to in the majority report as an "assumption." All members of the Board have, in effect, treated the evidence on the known facts as leading to the same negative conclusion in terms of requested wage increases. We evidently differ about what should be done on a claim based on the unknown, whether it be measurable by scientific prediction or by crystal ball gazing.

This second component element is a requested adjustment to meet the changes anticipated in the period from January 1, 1960 to December 31, 1961. On this score the unions have asked for 7.2 cents per hour: "We estimate further that as a result of this rising trend, earnings in durables will, on the average, be 7.2 cents per hour higher during the proposed two years of the new contract than they were at December last, less than this during the first year of the contract; correspondingly more during the second. Combining this value of 7.2 cents per hour with the already existing gap of 15.2 cents per hour, we estimate that during 1960-1961, earnings in durables will be, on the average, at least 22.4 cents per hour higher than the present level of earnings for the non-operating employees. Supposing these estimates to be well founded—we justify their use at the end of this section—we find that the *minimum amount needed for parity during the proposed contract is 22.4 cents per hour through the full period of the contract*. This is conditioned only by the estimate we have just made of what is likely to happen to earnings in durables and that estimate, we believe, is responsible and conservative." (Union Exhibit 2, p. 46).

In respect of the 7.2 cents per hour portion of the claim, the majority decision would recommend 14 cents! This has all the characteristics of being *ultra petita*—surely a fatal objection even to a decision of a Board not bound by strict legal principles. In this category it grants more than was asked to those who, in accordance with universal time honoured tradition, ask more than they could conceivably expect to receive. It must, of course, be explained

that the 7.2 cents per hour forecasted rise in durables represents the anticipated *average* increase over the two year period. It was estimated in the union brief that earnings in durables will rise six-tenths of one cent per month during the two years from the month of the then latest known figure, December 1959, to the terminal month of December 1961. The resulting submission was expressed in terms of an over-all single amount to be effective from the opening date of the contract. Hence, the average for the two years was selected in the expectation that the "overcompensation" in the initial period would be offset by "undercompensation" later. Some 2.6 cents per hour was therefore added by the unions to the 22.4 cents per hour aggregate of the two claims above mentioned—15.2 cents plus 7.2 cents—"as a basis for negotiating possible step by step adjustments" (Union Brief Exhibit 2, p. 47). In rejecting the first claim for 15.2 cents and proffering 14 cents on account of the second claim, it follows that the majority report would award 14 cents on an issue in respect of which the maximum demand submitted to the Board, even allocating all of the 2.6 cents to the second portion of the claim, never exceeded 9.8 cents per hour.

The onus of proof always rests on a claimant. The effect of the majority report is to reject that portion of the claim in respect of which definitive factual evidence could be and was adduced, and to award more than was sought for that element which was perforce founded on speculation. Surely the burden of proof imposes greater demands where the framework is conjectural rather than factual. As the report from which I differ enunciates its basic causation: "On the assumption that the durable goods employees' average hourly earnings would increase by the same rate of 7.9 per cent during the two-year period commencing January 1, 1960 as they did during the previous two-year period, it would involve an increase of approximately 14 cents on top of the non-operating average earnings of \$1.767 to maintain the relative position."

A recommendation conditioned by an assumption offers a very unsure foundation on which to support the resultant heavy assault on the financial operability of the railways. Parenthetically, it may be observed that it is particularly inappropriate to justify the retroactive aspects of the proposed increases, relatively small though they may be. Even if one takes it for granted that earnings in durable goods will move upward in 1960 and 1961 at the same rate and to the same degree as they did in 1958

and 1959 and even if one set of such rates, or 92 per cent thereof, are to be meshed against another, this would never justify any increase effective from the commencement of the current year. Earnings in durables on January 1, 1960 did not suddenly rise over those on December 31, 1959. Any New Year's Eve celebrations sprang from other causes.

Moreover, what is the validity of the assumption? There is no rule of economic behaviour, either in theory or by induction, that the trend over the next two years is measurable and matched by movements over the past two years. There is much to justify the very opposite conclusion. Over each of the 10 yearly periods prior to 1958, average monthly changes in wage rates in durable goods industries were consistently different from those of the respective prior or succeeding year; more frequently than otherwise, the rate of change for the annual or biennial period was either more than one-half or more than double that of any contiguous annual or biennial period (U.2 Table 6—p. 43). In the first five months of 1960, earnings in durables have not risen as projected and to date the crucial assumption has proven to be ill-founded.

As time has unfolded, the pattern for the current year does not conform to the underlying assumption. Any increase in average hourly wages in durables during the months of the current year for which the record is available is but a small fraction of the assumed rate. On a basis of 100 in 1949, the durable goods wage index has thus far shown the following evolution in 1960:

January	180.3
February	180.3
March	180.6
April	181.3
May	180.5

The May 1960 figure is not perceptibly higher than the January 1960 level. The now known facts indicate that the condition on which an award is being predicted has thus far not been fulfilled. Applying the decision literally even if one adopts the approach of the Majority Report there is no occasion for any wage adjustment up to the present time.

During the 1958-1959 period, the cost of living was more or less steadily rising. Without trying to unravel cause and effect, no one would deny that this exerted considerable impact on wage levels. During the current year, it has remained almost stationary. Indeed it was strongly urged on behalf of the unions that real wages of non-operating employees in the 1946-1959 period have only risen at the rate of one per cent per annum (Exhibit U-8). If current gov-

ernment policy, expressed and applied, is successful in stemming the previous attrition in the purchasing power of the dollar—as has proved to be the case thus far this year—implementation of the majority suggestion would impose a rate of increment in real earnings four times in excess of the post-war average.

Juxtaposed against the position of the railways, the magnitude of such a proposed change emerges even more strikingly. An increase equivalent to one cent an hour for non-operating employees would cost the CNR and CPR \$2,835,900 per month. The yearly bill for 14 cents an hour would be \$39,702,600. Extension of a substantially equivalent settlement to running trades and all other employes, shown by experience to be a likely concomitant, would entail an annual inroad of \$51,674,400. This is not a once and for all lump sum charge. It is a permanent recurring annual cost—staggered somewhat in the first two years of introduction on a progressive scale.

Moreover, it exceeds the entire net rail income of the two railways before any allowances for fixed charges. Their three year annual average over the years 1957, 1958 and 1959 amounted to \$46,308,833. For the first six months of the current year, CPR's net railway earnings had declined by \$1,641,373 over the comparable returns for the equivalent period of the preceding year. The CNR trend is no better. Such is the situation before taking into account any wage increases. Even assuming that the enormous debt and equity structure were to remain completely unserviced the proposed wage increases would absorb more than 100 per cent of all earnings before fixed charges.

Whether or not serviceable out of earnings, there is no escape from fixed charges. During 1959 the full impact of the step-by-step increases of the last wage settlement was not yet fully operative. Even then, after fixed charges of \$17,435,113 a small part of which was not related to railway operations the CPR was left with a return of only 2.7 per cent on net investment in railway property—a rate far below the cost of obtaining loan capital in the current market. The corresponding return for the two railways combined on net investment in rail property was only 1.15 per cent. The CNR had fixed charges of \$52,558,290 leaving it with a deficit for the year of \$43,558,290 of which 36.4 million dollars was on rail account. As commented upon by one of the CNR representatives appearing before the Board:

Table C-310 shows the 1959 deficit as \$36.4 million. This was in a year of great national

prosperity, with Canadian National handling heavy traffic volume.

In the previous year, 1958, there had been a slight dip in the national economy, and consequently in the railway's traffic volume, but it could only be considered as a very momentary pause in the general business growth and expansion. Yet we have the most unusual spectacle of Canadian National failing to produce a surplus in Net Rail Operating Revenue even *before* taxes and rents have been met. I said "unusual" because never previously has Canadian National failed to show an annual surplus on rail operation, before payment of taxes and rents.

No single factor contributing to this situation has been more influential than wage increases.

With current trends as they are on the railways, assumption of added labour costs at the rate of some fifty-one million dollars a year would wreak consequences that cannot be lightly brushed aside.

The report from which I dissent takes cognizance of this situation by suggesting that the plight of the railways is in large measure due to public policy. In advising substantial wage increases it therefore finds that "the burden must surely be borne by members of the public at large." To apply this conclusion requires the public to bear the extra costs, in addition to any adjustments that may be otherwise necessary to reduce the impact of public policy. Adoption of the recommendations, in their context, can only be met by coupling wage increases with some corresponding measure of public assistance to the railways or relief from pricing restrictions otherwise incumbent upon them. If a conciliation board, under the Industrial Relations and Disputes Investigation Act, is to counsel settlement by imposing the cost of wage increases on third parties, I have much less quarrel with the views of my colleagues. It is a momentarily pleasant avenue of escape to assure both parties that they are right: wages are too low; wage costs are too high; the employees should receive higher wages; the railways cannot pay them, except only as they may be assisted by the "public." Even if our Board possessed such jurisdiction, however, I would hesitate to impose anywhere near the same degree of burden upon the Canadian community. Apart therefrom, it is my view that such a recommendation is beyond the competence and appropriate sphere of jurisdiction of a conciliation board. In any event, it only becomes capable of implementation if and to the extent that the governmental measures, in respect of which it has been conditioned, are forthcoming.

Translating the majority report into added transport charges requires a disproportionate degree of burden in other directions. Corresponding rate additions would not suffice.

A CNR study has indicated that it took 157.3 per cent in cumulative percentage freight rate additions from April 1948 to December 1958 to achieve an estimated theoretical increased rate yield thereby of 86.1 per cent (Ex. R. 5). The CPR made a similar analysis and found an estimated theoretical yield of 88.8 per cent (Ex. R-8). In both instances the actual increased yield was lower, and the CPR estimated it at approximately 71 per cent. This arises by reason of the inapplicability of the increases either in law or through the force of competition to all commodities. In practice general freight rate increases can only be applied to less than one-third of all traffic. Thus, much must be added for little to result. In my opinion, even if such matters were within our jurisdiction, the evidence would not justify any occasion for exacting the dislocation implicit in implementation of the award.

With the union declaration that railway employees ought not to subsidize the effects of public policy, I find no fault. Labour is not the residuary legatee of the products of industry entitled to that which remains only after all other charges are paid. The issue is not the relevancy of public policy, but the relevancy of considering the gross product and its expansibility or otherwise. The parlous condition of the railways is not only a result of public policy. An expression of such policy is to be found in decisions of the Board of Transport Commissioners to the effect that rates were being established at such a point as would provide a stated permissive over-all level of earning power to the CPR. In 1959, the CPR earnings failed to attain this standard by some thirty million dollars. It falls far short of attaining what, by the professed declaration of public policy, is intended.

Wages invariably bear some relationship to productivity. Within the durable goods complex, which has been suggested as a model, there are substantial variations in earnings and more or less corresponding differences in component wage rates. Sharp regional contrasts in wage rates, so much to the fore in evidence, are linked to the relative earning power of different industries in different parts of the country. International disparities are even more extreme.

No evaluation of a fair and reasonable wage can logically be made without reference to the value of the product out of which the wage is to be paid. In 1958, the dollar output per employee for the CNR and CPR combined amounted to \$6,620. The comparable figure in durable goods was \$15,317 and the range was from \$11,231 to \$26,641. The revenue per employee of

the railways was only 43.2 per cent of that achieved in durable goods industries. The increase on the railways in 1945-1958 had been 51 per cent while in durable goods the rise had been as much as 140.3 per cent. Meanwhile, average hourly earnings of railway employees had risen 120 per cent. The two railways in 1958 effected a gross capital expenditure of \$1,926 per employee. In durable goods as a group, the corresponding expenditure was only \$597 per employee. Notwithstanding the enormity of the capital expenditures, rail employees on the two systems received, inclusive of pension, health and welfare charges, 60.9 per cent of rail revenues. The ratio of payroll alone to revenues was 53.8 per cent while in durable goods industries it was 25.9 per cent. Coupling the existing strain with the high labour cost content underlines the accentuated dislocation which would flow from any increase.

Competitive inroads from buses, trucks, automobiles, ships and pipe lines cannot be ignored. They sharply inhibit the revenue recovery potential even if rate increases are to be allowed to match wage changes. To take the most extreme of many possible illustrations: In 1945, Canadian railways handled 13.4 per cent of production and imports of crude petroleum; by 1958, the percentage had declined to 1.6. The effect of those types of changes on the railway share of the transportation market in Canada is vividly illustrated by the following: Between 1949-1958 total freight revenue ton miles for all types of transportation, in terms of constant 1949 dollars in Canada increased 55.8 per cent. The gain for the railways only amounted to 17.8 per cent over the same period. In any industry in a comparable position, abstracting all questions of public policy, the continual increased costs of the past in the face of such a dwindling share of the total market would leave no scope for any further wage increase.

The financial position of the railways derive from a conjunction of two factors. Public policy imposes certain transport obligations below cost. Quite apart from this, however, the steadily worsening competitive position in the transport market further impinges on their earning power. To say that this should have no effect on wage rates is to eliminate a factor of universal applicability where the forces of supply and demand are operative.

Recent Parliamentary enactments in the form of the Freight Rate Reduction Act, imply a freeze on the upper limits of railway rates. It is, therefore, current public policy not to provide any remedial redress

at least in the form of rate charges. If wage modifications are suggested so that the burden is to be borne "by members of the public at large" it follows equally that they must be held in abeyance until the duly elected representatives of the public choose to implement them in some manner so that the burden will fall where those who made the suggestion declare that it should.

Indeed, the cumulative impact of successive wage increases accentuates the disparity between the actual results and what is intended by public policy. As expressed by the Board of Transport Commissioners in its judgment of February 15, 1954 and, as is, *a fortiori* applicable after the intervening seven wage increases since that date:

As a result of these recent rail traffic trends, we are now more strongly than ever of the opinion that the long succession of general freight rate increases, mainly due to added costs of labour which is the largest single factor and to increased costs of materials, has brought about a loss of traffic by the railways to competing modes of transport, not only of traffic which the railways formerly regarded as vulnerable because it was highly competitive, but a loss as well of traffic which was formerly non-competitive but which has now become subject to competition by reason of the aforementioned long succession of rate increases. Thus the law of diminishing returns is now, in the inexorable economic sense, beginning to assert itself. We are convinced therefore that, unless the several underlying conditions adversely affecting the railway industry in general changes markedly for the better, means other than general rate increases imposed on the basis of the past will have to be found in the future if the railways of Canada are to be maintained in a healthy operating position... Canadians at large have a vital stake in our railways. They, we think, reasonably could expect railway management and labour in their own mutual long term self-interest, as well as in the interest of the public, to collaborate in taking a new and economically realistic view of the deterioration which has taken place in the traffic position of Canadian railways since the Board's judgment in March last. This is so, particularly since such deterioration cannot be accounted for by any contraction for the year 1953 in Canadian production generally but is, we believe, attributable mainly to the increasing pervasiveness of competing modes of transport.

In comparing railway non-operating and durable goods employees, there are considerable differences as the majority report indicates due to geographic distribution. Employees in smaller areas and in less industrialized locations generally receive a lower level of compensation than those in large centres or highly developed regions. According to a 1959 count, 79.3 per cent of durable goods employees were in urban centres (under a DBS selection extending, in the main, to those with more than thirty thousand population and/or with more than four thousand manufacturing and min-

ing employees) compared to 62 per cent for the non-operating railway employees. The percentage of rurally situated employees amongst the railway group was almost twice as high. In Ontario and British Columbia, the two provinces with the highest average earnings, there were concentrated 64.5 per cent of total durable goods employees while the equivalent figure for the non-operating railway labour force was only 33.8 per cent. Only 4.4 per cent of durable goods employees were located in the Maritime provinces and Newfoundland—where wages are usually low—compared to 12.5 per cent of total railway non-operating employees.

If average hourly earnings of durable goods employees are weighted to correspond with the urban-rural and provincial distribution of non-operating employees on the railways, the composite result for the first group is reduced by 12.3 cents per hour. This geographically weighted average for the twelve month period January to December 1959, emerges as \$1,748 in durables compared with \$1,758 for non-operating railway employees. When account is taken of the significant geographic distribution factor the alleged gap becomes non-existent.

Moreover to the extent that any comparison is valid, durable goods employees exclude clerical workers but embrace all production help, other than supervisory staff. The non-operating group covers only a segment of the railway force. There must be added the running trades who form a vital element in "production" on the railways. If clerical help is eliminated from the non-operating group and the basic running trades are added, average hourly earnings on the railways for the year 1959 exceeded the weighted average for durables, computed as set forth in the previous paragraph, to the extent of 15.5 cents per hour. Within these two respective groupings, if clerical employees are excluded, the male-female distribution would be higher in the railway group but if account is taken of all railway employees, and a weighting was added for sex distribution as well as regional urban-rural distribution, the resultant higher level on the railways would be some 13½ cents per hour. Thus, if all factors are brought into consideration it no longer becomes possible to assert that railway employees as a whole are compensated at levels lower than those prevailing amongst durable goods employees in corresponding localities and concentrations of population. The very reverse is the case. The so-called gap is substantially in favour of railway employees.

Whether through reliance on durable goods earnings as a yard stick or otherwise, no evidence was introduced by the unions to suggest that actual wages were inadequate or that employees as a group received compensation comparing unfavourably with similar employees in corresponding positions. The Woods-Gordon report, which was not intended as a yard-stick and which would not serve for such purpose, confirms that, by and large, where reasonable comparisons may be made—and admittedly they are quite limited—railway employees are generally as well off as their counterparts in outside industry. The Board received no testimony which would suggest a contrary conclusion.

From 1949 to the end of 1959, the index of hourly average earnings of non-operating railway employees has risen from 100 to 217.1.

Each case presented by the unions evokes an understandably sympathetic reaction, especially on the part of those not obliged at first glance to pay the bill. The ultimate cost to the taxpayer and the adverse effects on the economy of imposing extra charges that weaken Canada's competitive position in markets abroad, escape recognition. Each decision separately would be more supportable were it not for the cumulative effects of earlier awards. Since 1946, this is the eighth consecutive hearing in which substantial additional labour costs are proposed for the railways—although, in one instance, the emphasis was on fringe benefits rather than wage adjustments. In the last four years, on the step-by-step plan, there have been seven different wage increases.

If the age of affluence, in combination with full employment, had arrived and if progressive uninterrupted economic expansion was inevitable and forthcoming, these advances would be welcome. But the rise in wages has not been matched and by wide margin has not been approached by a corresponding expansion of output. To take one more illustrative count, from 1939 to 1958, average hourly earnings of CPR employees (not restricted to those represented before this Board) rose 175 per cent—exclusive of important additions to fringe benefits. During the corresponding period, the index of price materials rose 126 per cent. Total railway expenses per actual gross ton-miles went up 112 per cent. Railway revenues per 1,000 actual gross ton-miles rose only 87 per cent. The preponderant pressures of labour costs become apparent; each successive case only seems to augment them.

The employees have a vital stake in the continued operability of the railways. The scope for increased revenue, to offset the extra charges, has increasingly narrowed by virtue of the pervasive effects of competition already mentioned. The only escape from the vise has been the employment of less labour. In the past, this has been achieved, in the main, through dieselization for which a vast capital expansion has been necessary without corresponding market level returns. This process is now complete and further economies therefrom are no longer available. The compulsion of greater labour costs, particularly without compensating returns in other directions, can only accentuate declining employability on the Canadian railways.

One has only to compare the labour force represented before this Board and that of its immediate predecessor. On both occasions, the non-operating employees constituted 68 per cent of total railway personnel. However, this time they numbered 115,642 compared with 130,114. The main decline has been in the shop crafts—down from 41,702 to 29,683—a 12 per cent drop in their employment within a two-year period. Where formerly they were 32 per cent of all organized non-operating employees they have now been reduced below 26 per cent; of all those concerned incidentally, this group provides the most significant source, albeit still very limited, with some counterparts in certain durable goods industries. A twofold lesson emerges. The composition of the respective labour forces on each side, which are sought to be matched against each other, is highly variable. The element amongst which could be found instances of comparability with particular trades in durable goods industries has declined rapidly.

It is not suggested that reduced employment on the railways is due entirely to additional labour costs. The rationalization of industry usually opens up new markets for the employment of labour. The position in which the railways are placed, when aggravated by the additional proposed distortion of costs as compared to revenues, would further impair employment prospects.

A comparison with the employment pattern in durable goods is instructive. Durable goods industries appear to respond quickly to economic pressures by disemployment—to avoid the ugly word unemployment. Upward moving hourly wage rates are no comfort to the men who are laid off. During 1957 on a base of 1949 equals 100, the index of employment in durables adjusted for seasonal variations averaged 123.3; for 1958 it had fallen to 114.8. The corresponding indices in non-durables were

107.6 and 105.6 respectively. The February 1960 index for durables was 116.9 and for non-durables 106.7. All through the period, the degree of employment change in durables has been much more volatile. The employment force appears to be relatively quickly expanded or contracted. On the railways with its heavy emphasis on service operations, maintenance work and standby activities, a lower volume of business initially means less intensive work for many personnel without immediate unemployment. As the resultant ratio of costs to revenues becomes all the more aggravated, long term reduced employment inevitably results. The comparison with durables, in the face of this different employment pattern, is a source of further distortion in seeking to

measure one industrial segment against another.

A Royal Commission is currently grappling with the interrelationship of the railways and the public. The procedure for seeking rate changes has been immobilized for the time being. Under the circumstances, and in keeping with the grounds formulated in the Majority Report that the burden is one for the public, I would recommend that no wage changes be effected at the present time.

On the two incidental issues before the Board, I would express my concurrence with the conclusions reached by the other members.

(Sgd.) PHILIP F. VINEBERG,
Member.

Report of Board in Dispute between Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union

1. *Term of the New Agreement*

The term of the new agreement will be from May 1, 1960 to July 31, 1962.

2. *Mechanization, Bulk Loading, Guaranteed Work Program, etc.*

The problem of mechanization should be resolved as follows:

1. the parties will establish a special joint mechanization committee with equal representation from the Union and the Federation (three men each), which committee will meet regularly at least once per month and which will have the following functions:

- (a) to make recommendations respecting any aspect of mechanization or the use of new or changed methods which the representatives of either party may wish to submit as the

subject for negotiation at the end of the collective agreement;

- (b) to discuss questions of premium rates for commodities in the light of current or changed methods of cargo handling;
- (c) to discuss questions of job-training, re-location, normal retirement, early retirement and the size of the Union work force;
- (d) to discuss the question of work rules, gang structure, gang composition, gang size, despatching practice and other related matters;
- (e) to discuss the appropriate manning for particular types of operations;
- (f) to discuss and make recommendations respecting a guaranteed work program;
- (g) with respect to any of the above matters, to make decisions where they are appropriate, otherwise to make recommendations to the Port Labour Relations Committee where such action is appropriate.

2. It is understood that in dealing with any of the above matters, that issues may arise concerning the size or composition of:

- (a) the gang appropriate for new work or a new type of operation not heretofore performed;
- (b) the gang appropriate for work which continues to be performed as heretofore, without any significant

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation which had been established to deal with a dispute between the International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) and the Shipping Federation of British Columbia, Vancouver.

The Board was under the chairmanship of F. Craig Munroe, QC, New Westminster, and the other two members were J. C. Adams, QC, Toronto, and William Angus Stewart, Vancouver, nominees of the Federation and Union respectively.

The employees affected and the members of the Shipping Federation have ratified the terms of settlement recommended by the Board.

The text of the report is reproduced here.

changes of methods or introduction of mechanical devices;

- (c) the gang appropriate for the performance of work by gangs which heretofore had an established or traditional size and composition, but because of the introduction of new methods, machines or mechanical devices, either party may contend that a manning change is appropriate. (The Parties understand that packaged lumber and bulk operations at Port Moody, Vancouver wharves and Nanaimo, fall within this category.)

With respect to disputes concerning the size or composition of gangs mentioned in 2 (a), the committee will deal with the matter as quickly as possible, each party giving to the other as much advance notice and information as is reasonably possible and if unable to reach a decision by mutual agreement, or by the decision of an arbitrator prior to the commencement of the work, the Federation will proceed to establish the size and composition of the gang, if any, subject to the right of the Union to lodge a grievance. If, after such grievance is resolved by the decision of an arbitrator or otherwise with the result that the Federation is directed to increase the size of a gang or alter its composition, the Federation will pay to the Union the amount of the extra wages which would have been paid had the gang originally been constituted in the manner decided upon as aforesaid.

With respect to any dispute arising out of a claim by either party respecting the type of gang mentioned in 2 (b), although either party may immediately initiate discussions and submit the issue to arbitration, it is understood that any decision of the arbitrator which would have the effect of reducing the size of the gang or altering its composition contrary to the wishes of the Union, will not be implemented until August 1, 1961, unless the parties agree otherwise.

With respect to disputes arising out of the types of gangs mentioned in 2 (c), the decision of the arbitrator, if any, will be implemented on the date directed by the arbitrator, but it will not be given retroactive effect.

The expression "arbitrator" used throughout these proposals means an arbitrator chosen by the parties and failing such agreement means, the board of arbitration selected in accordance with the provisions of the collective agreement.

If by August 1, 1961, the parties have not evolved a guaranteed work program which is mutually satisfactory to them with

respect to the mechanization of operations in the industry, then it is agreed that for the final year of the collective agreement, namely, from August 1, 1961, until July 31, 1962, the following guaranteed work program shall be in effect:

Guaranteed Work Program

Each registered Union member covered by the collective agreement as of August 1, 1960, who as of August 1, 1961, is still so registered and is then under the age of 65 years, will be guaranteed for the 12 month period from August 1, 1961, an opportunity to earn an income equivalent to 1,820 hours at the appropriate straight time base rate.

If a member's total actual income from his employment under the collective agreement, including vacation pay, for the said 12 month period is less than the amount of the guarantee, he shall be paid the difference, if any, after the amount of his actual income has been increased by the following:

- (a) seven times the base hourly rate for each day on which work was available for him which he did not accept, either because he did not report for despatch or because he was not available to be despatched at least once that day, or having been despatched, he refused to work without justifiable reason;
- (b) seven times the base hourly rate for each day during which he was suspended for disciplinary reasons and such suspension is not subsequently held to have been improperly imposed.

No member will be charged with failure to report to work if his absence is due to his scheduled vacation, which depending upon his service may range from a minimum of six days to a maximum of 16 days per year.

The foregoing provisions will be applied on a proportionate basis for those members who for any reason cease to be registered as members available for work before July 31, 1962.

The guarantee of an opportunity to earn an income equivalent to 1,820 hours at the appropriate straight time base rate for the period from August 1, 1961 to July 31, 1962 will not be reduced because of the introduction of mechanization or changes in methods of cargo handling. However, the guarantee shall be reduced proportionately when, due to economic and other conditions beyond the normal control of the Federation, there are reductions or changes in the tonnages of cargo handled by employees covered by the Collective Agreement which

result in the work opportunities for the Union members concerned, being less for the year in question than the work opportunities enjoyed by such Union members for the year immediately prior to August 1, 1960.

3. *Vacations with Pay—Article IX*

Amend Section 902 to provide for payment of 4½ per cent of earnings 6-9 years of service and 5½ per cent after 9 years service, effective August 1, 1960.

4. *Minimum Hourly Guarantee*

Amend Article IX of Schedule "A", Section 901 to read "four (4) hours" instead of "two (2) hours", effective August 1, 1960, provided always that no other minimum guarantee shall be changed.

No change in Section 1002 of Article X or in Section 902 of Article IX.

5. *Night Portion of Split Shift*

Amend Article XIV, Schedule "A", Section 1401 as proposed by the Union, effective August 1, 1960.

6. *Side Runners*

Amend Article IV, Schedule "A", Section 401, as proposed by the Union, effective August 1, 1960.

7. *M.S.A. and Welfare Plan—Article X*

Adopt plan proposed by the Union effective August 1, 1960, the additional cost to make the plan actuarially sound to be borne firstly, by collection of 2 cents additional per man hour from employees so as to equalize the contributions of employer and employee and secondly, the balance required, if any, shall be paid in equal shares by the employer and employee to a maximum of 1 cent per man hour each.

8. *Discipline—Article VI*

The Board recommends that both parties withdraw their proposals for amendment of the discipline clause and continue to operate under the words of the former collective agreement.

9. *Port Labour Relations Committee—Article II*

No change recommended except to the extent that some of its functions have been assigned to the Joint Mechanization Committee.

10. *Grievance Procedure—Article III—Section 301.*

Adopt recommendations of Shipping Federation.

11. *Stoppage of Work—Article VII—Section 701.*

Consideration should be given to revising this section to ensure compliance with Industrial Relations and Disputes Investigation Act.

12. *Welfare and Pensions—Article X*

Amend paragraph 3 of section 1001 as proposed by Shipping Federation.

13. *Holidays—Schedule "A"*

Amend section 801 as proposed by Shipping Federation.

14. *Schedule "B"—Article II*

Amend sections 202, 203, 213, 217 and 224 as proposed by Shipping Federation.

15. *Schedule "B"—Article II*

We endorse the proposals set out in the brief of the Shipping Federation with respect to sections 208 and 215, leaving the parties to work out the special language changes required.

16. *Wages*

- (a) An increase of 8 cents per hour, effective on and after August 1, 1960.
- (b) An additional 8 cents per hour, effective on and after May 1, 1961.
- (c) In addition, a lump sum payment equivalent to 5 cents for each hour worked or paid for during the period May 1, 1960 to July 31, 1960.

17. *Miscellaneous.*

All the requests of the parties relating to proposed amendments of sections 404, Article V, sections 501, 502, 503, 1101 and 1102 and also Schedule "A", sections 502 (b), 503, 602, 701, 1103 and articles 22 and 23 and also Schedule "B" sections 223, 301, 510 and 608 come within the jurisdiction of the proposed Joint Mechanization Committee and should be resolved by that Committee.

F. CRAIG MUNROE,
Chairman.

J. C. ADAMS,
Member.

W. A. STEWART,
Member.

Dated at Vancouver, B.C., this 9th day of August, 1960.

Report of Board in Dispute between Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

The Board of Conciliation appointed in the above matter is happy to report that it effected a settlement of all matters in dispute between the parties consequent upon abortive negotiations for renewal of their collective agreement. The terms of settlement were embodied in a memorandum signed by the authorized representatives of the Corporation and of the union. A copy of the memorandum so signed, and containing also the signatures of the members of the Board, is appended hereto.

Certain aspects of the dispute and the steps taken towards settlement deserve to be noted. The union was certified in 1953, and three successive collective agreements were successfully negotiated between it and the CBC. This is the first time that the parties have gone to a conciliation board; and it is worth noting that although the Board was not fully constituted until the appointment of the Chairman on March 24, 1960, the collective agreement immediately preceding abortive renewal negotiations, and consequent conciliation, expired on May 31, 1959. The number of matters presented to the Board at its first hearing on May 12, 1960, as being unresolved (including claims by the Corporation as well as by the union) was roughly sixty; and it should be said that many of the issues involved multiple rather than single problems. The issues ran the gamut of an entire collective agreement, and their range and complexity (having regard to the technical operations of the CBC in which members of the bargaining unit are engaged) invited considerable concern of the Board as to the quality of the face to face negotiations between the parties when bargaining for their fourth agreement. Regardless of such concern, it was necessary to meet the parties on the grounds on which they respectively chose to take positions which impeded an over-all settlement.

There is no doubt that the work of the Board, strenuous as it turned out to be, would have been more difficult but for the efforts of the conciliation officer, F. J. Ainsborough, who met with the parties in the latter part of 1959 and the early part of

1960. While he failed to achieve a settlement, his work towards a "package" conclusion of the dispute enabled the Board to approach the multitude of issues with some perspective about their relative importance. Although the patience of the parties had been tried over the period of a year that elapsed between the expiry date of their existing agreement and the inception of Board hearings, the Board found it necessary to extend its hearings over several months at the risk of compounding existing difficulties and strains. This was necessary to enable the Board to become familiar with the nature of the relationship between the parties, to assess the possibilities of a settlement and to give the parties an adequate opportunity to consider suggestions of the Board aimed at reducing the area of the differences between them.

It would be idle to minimize the strength of the convictions held by the parties on certain items of their dispute. The Board mentions this because the ultimate settlement testifies to the hard compromises that each had to make; and it is to their credit that they came to see the necessity of making them before, rather than after, a strike. The hearings of the Board were lengthy not only in their number but in the span of hours devoted to the daily sessions. The hearing on June 15 lasted to 8 p.m. and that on July 14 lasted to 5 a.m. of the following morning. At the end of this session, it appeared doubtful whether a

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, and Canadian Broadcasting Corporation.

The Board was under the chairmanship of Prof. Bora Laskin, Toronto, and the other two members were J. W. Healy, Toronto, and Guy Merrill Desaulniers, Montreal, nominees of the Corporation and union respectively.

A settlement of the dispute was reached before the Board, and a Memorandum of Understanding is appended to the Board report.

The text of the report is reproduced here.

settlement would be made. But it was felt by the Board that it should persist for at least another day, and the result (achieved at about 10.20 p.m. of July 15) was the settlement to which reference has already been made.

The Board must express its appreciation to the two bargaining groups with whom the settlement was worked out. The union was represented by H. J. Sedgwick, international vice-president (who acted as chairman of the union committee); M. Treanor, business agent, Toronto; Y. Dansereau, business agent, Montreal; G. Kearney, chief steward, Halifax; Miss A. Kugel, steward, Montreal; L. Rampen, chief steward, Toronto; W. Doucette, chief steward, Ottawa; Miss Z. French, chief steward, Winnipeg, and F. Hill, chief steward, Vancouver; R. Chester, secretary, Local 880, Toronto and L. Belanger, vice-president Local 878, Montreal. (Messrs. Hill, Chester and Belanger were not at all the hearings, but Mr. Chester was present at the final series of sessions in

July). The Corporation was represented by J. W. Brooke, counsel; C. B. McKee, director of industrial and talent relations; M. A. Harrison, supervisor, corporate industrial relations; D. Lytle, supervisor, corporate film operations; D. R. Hogan, senior industrial relations assistant (Ottawa); J. Syroishko, industrial relations assistant (Ottawa); J. Lefebvre, director of staging (Montreal); M. Devlin, industrial relations officer for Quebec; G. Sarault, director of design (Montreal); J. Langdon, co-ordinator of TV operations (Toronto); P. Garstang, staging services organizer (Toronto); and D. Tasker, industrial relations officer for Ontario.

Dated this 20th day of July, 1960.

(Sgd.) BORA LASKIN,
Chairman.

(Sgd.) GUY M. DESAULNIERS,
Member.

(Sgd.) J. W. HEALY,
Member.

MEMORANDUM OF UNDERSTANDING

The parties agree that they will recommend to their principals the following basis of settlement for renewal of the collective agreement; and upon ratification, that they will execute a new agreement which shall include the following terms:

1. *Retroactivity*—A lump sum of \$200 shall be paid to each employee presently on staff, pro rated on the basis of length of service in the bargaining unit since June 1, 1959.
2. Immediately upon ratification of this Memorandum by both parties an across-the-board increase of 5 per cent on basic wages.
3. Effective June 1, 1961, a 4 per cent across-the-board increase on basic wages.
4. Agreement is to expire December 31, 1961.
5. In addition to the across-the-board increase under (2) above, the following revisions in rates shall be made immediately upon ratification of this Memorandum by both parties:

(1) Paint Shop Helper	5 per cent
(2) Carpenter Helper	5 per cent
(3) Asst. Costume Designer	5 per cent
(4) Warehouse Labourer	3 per cent
(5) Carpenter	2 per cent
(6) Carpenter Crew Leader	2 per cent
(7) Scenic Artist Crew Leader	1 per cent

6. *New Classifications:*

Design Estimator—in process. Corporation to advise within 2 months.
Special Effectsman — Corporation will study and advise within 4 months.

7. *Stagehand—Propsman*—The status quo with regard to reclassifications of stagehand and propsman (set) shall be maintained in all locations. In Montreal, the present incumbents shall remain over scale by the current amount.

8. *Other Items*

- (i) *Article 5*—As in present agreement with changes in dues structure.
- (ii) *Article 7.4*—Letter of intent to be supplied by Corporation.
Article 7.3—As in Corporation proposal.
- (iii) *Article 9*—10-hour mandatory turn-around period—and, where possible, 12 hours; with encroachment to be payable on the turn-around period as scheduled (up to 12 hours) subject to other provisions of the agreement.
- (iv) *Article 12*—As in present agreement.
- (v) *Article 18*—As in present agreement.
- (vi) *Article 19*—As in present agreement omitting 19.1.2 for over one week of temporary assign-

ment, with shift differential of \$1 to apply for assignments of at least one day up to one week.
Article 20—As in present agreement.

(vii) *Article 22*—Lay-off to be according to Corporation seniority, provided employees retained have necessary knowledge, training, skill, and ability.

Article 24—Promotion to be on basis of seniority as between employees with equal knowledge, training, skill, ability and potential.

(ix) *Article 34 et seq*—Maximum time limits under grievance procedure to be discussed including time limits on filing and processing of national grievances as for local grievances.

Balance of grievance procedure
—As in present agreement

(x) *Individual contracts*—Sick leave to be provided on basis of two weeks per year of employment effective date of ratification. Increase in minima to be retroactive to June 1, 1959.

(xi) *Article 16.7*—As in Corporation proposal—amended.

(xii) *Article 26-29*—Agreement to include new Corporation leave regulations.

9. Points from Previous Packages:

Article 2—Inclusion of notice re new related job classifications.

Article 4.4—As in present agreement.

Article 6—As in present agreement.

Article 8—As in present agreement.

Articles 10 and 11—As agreed as in Corporation proposals dated November 19, 1959, and October 1, 1959, (amended), respectively.

Article 13—As in latest amended Corporation proposal.

Article 17—As in present agreement omitting reference to married women in 17.2.2 and including Corporation proposals on 17.2.1 and 17.2.3 re contract classifications.

Article 21—As in present agreement with no letter of understanding.

Article 23—As in present agreement.

Article 25—As agreed in clause comparison chart retroactive to June 1, 1959.

Article 31—Sections 31.1 to 31.3.1 inclusive—As agreed in Corporation proposal.

Article 33—As in present agreement except for editing changes covered

by Corporation proposals except where such changes indicate progression in first three (3) steps on merit.

Sections 33.2 and 33.4—Delete “on merit.”

Sections 33.2.1, 33.4.1 and 33.4.2—Change “on merit basis” to “automatically.”

Section 33.8—After “period ending” insert “with the second last Sunday in the immediately preceding calendar month. Such payment shall be made not later than the 15th of the month unless the latter falls on a statutory holiday or a Saturday or Sunday in which case it shall be made not later than the work day immediately following and where possible the work day immediately preceding.”

Articles 44 to 47—As in present agreement.

Articles 48 and 49—As in Corporation proposal.

Article 50—As in present agreement.

Article 51—As in Corporation proposal.

Articles 52 to 58—As in present agreement.

Articles 60 to 62—As in present agreement.

Articles A, C, J, K—As agreed.

Article L—As in latest Corporation proposal.

Articles M, O, Q, V—As agreed.

In relation to the above terms of agreement reference shall be made to the clause comparison chart as revised May 10, 1960, the agreed clauses listed therein remaining in effect. The new agreement entered into shall contain all articles contained in the previous agreement between the parties save where inconsistent with the new articles above referred to. The parties hereto have acknowledged that they have read this agreement and they agree to it and undertake that they will recommend the inclusion in the new collective agreement of the terms herein set out to their respective principals.

In Witness Whereof the parties hereto have signed this document in the City of Ottawa this day July 15, 1960.

H. J. SEDGWICK,

On behalf of the International Alliance of Theatrical Stage Employees.

M. A. HARRISON,

On Behalf of the Corporation.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Eight Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in eight cases heard in June.

Six of the disputes arose over claims for: extra pay for engineers for picking up diesel units, extra time for engineers while tied up at a point where no shop staff was employed, pay at road rates for a yard engineman when required to go outside established switching limits, payment of overtime for a buffet car steward, payment of compensation for loss of layover by a dining car steward and crew, and payment for two separate days instead of one for engineers operating piggyback trains. The other two cases concerned the seniority standing of three buffet car stewards and the re-assignment of engineers in freight service that involved layover away from home instead of at the home terminal.

The contention of the employees was sustained in two cases, partially sustained in three, and not sustained in three.

Summaries of the eight decisions, Nos. 733 to 740, are given below.

Case No. 733—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Engineers concerning the claim of engineers for 30 minutes extra pay for picking up diesel units.*

An engineer spent two hours and 10 minutes at a Canadian Pacific junction point, during which time, besides performing switching duties, he picked up a diesel unit. This latter operation entailed making the connections with his other units.

He submitted a claim for 30 minutes for picking up the unit, in addition to the time he spent at the junction. His claim was reduced by 30 minutes and he was paid for two hours and 10 minutes.

The employees contended that engineers were entitled under an article in the agreement to 30 minutes, over and above other allowances for the trip, for picking up diesels en route when this involves making connections.

This article stated that "Road engineers on diesel locomotives who are receiving road rates of pay and paid under rules applicable to road service, who are required to set out or pick up a diesel unit (or units) between terminals of a particular run which involves the making or breaking of connections between the units by the engineer, will be paid 30 minutes at the *pro rata* rate of the trip..."

The company contended that duplicate payment was not provided for under the

rule cited. It declared that the Brotherhood's claim that the 30 minutes allowance was agreed upon over and above other allowances for the trip was not correct.

The contention of the employees was sustained.

Case No. 734—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Engineers concerning the claim of two engineers in work train service for extra payment while tied up at a point where no shop staff was employed.*

Two engineers employed on work train service were tied up at a point where no shop staff was employed. They claimed payment for 15 minutes in addition to final time of 15 minutes.

The union contended that the engineers were entitled to final time of 15 minutes prescribed under one clause of an article of the agreement, which provided for final time to be allowed in work train service from time of arrival at tie-up point until 15 minutes after engine is placed on shop or tie-up track, and to another 15 minutes under another clause that states that "engineer on work train when laid up at any other than regular roundhouse with regular shopmen, will be allowed 15 minutes after laid up by conductor to cover necessary repairs and get engine ready."

The company contended that the first of these two articles applied only at a place where a roundhouse and shop staff was employed, and the second only at places where no shop staff was employed; and that under no circumstances could both clauses apply to a given situation, since this would involve duplicate payment.

The contention of the employees was not sustained.

Case No. 735—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Engineers concerning the claim of a yard engineman for 100 miles at road rates when required to go outside established switching limits.*

An engineman assigned to yard service on shift from 3.00 p.m. to 11 p.m. was told, at 10 p.m., to proceed to another point with a light engine to help a transfer whose diesel unit had failed and help it back to the yard. He arrived back at 10.40 p.m. and was off duty at 11.40 o'clock.

The employees contended that the engineer was taken out of yard service and placed in road service and was therefore

entitled to a minimum day at road rates and conditions.

The company contended that the engineer was properly compensated in accordance with an article in the agreement that stated: "Yard engineer whose work takes him outside of switching limits will receive yard rates."

In a general statement, the Board said that the work performed by the engineer in helping a train from another point was not the recognized work of a yard engineer. However, they said, payment for yard work performed should not exceed a minimum day based on service from three to ten o'clock.

The contention of the employees was sustained.

Case No. 736—*Dispute between Canadian Pacific Railway and Brotherhood of Railroad Trainmen concerning the claim of a buffet car steward for payment of hours in excess of 224 in one month at the rate of time and a half the pro rata rate.*

During December 1959 a buffet car steward accumulated 267 hours and 15 minutes, including six days vacation. The company calculated his payment as 208 hours (basic month) at *pro rata* rate, 3 hours 15 minutes in excess of basic month at *pro rata* rate, 48 hours vacation allowance paid at *pro rata* rate, and 8 hours for a statutory holiday paid at *pro rata* rate.

The union, in its contention, cited an article of the agreement that states that hours in excess of 224 shall be paid as overtime at time and a half, and said that the steward should have been paid accordingly.

The company in its contention pointed out that working hours for the purpose of computing penalty overtime do not include statutory holidays or paid vacation time, time spent in deadheading on pass, and certain periods spent away from the home station or while awaiting assignment or in performing non-operating work.

The contention of the employees was sustained to the extent of payment of all hours in excess of 232 hours (224 hours plus 8 hours credited for statutory holiday) at the rate of time and a half the *pro rata* rate.

Case No. 737—*Dispute between Canadian Pacific Railway and Brotherhood of Railroad Trainmen over the claim of a dining car steward and crew for loss of layover compensation.*

Before the change of time on October 25, 1959, dining car crews operated as follows: Montreal to Sudbury, Sudbury to Montreal, Montreal to Winnipeg, Winnipeg to Montreal. On completing this cycle, they were allowed three days layover.

When the time changed on October 25, the company rearranged the crews' schedule to the following: Montreal to Sudbury on one westbound train, Sudbury to Winnipeg on another the next morning, Winnipeg to Sudbury on one eastbound train, Sudbury to Montreal on another the next morning. After completing this cycle, layover time was four days.

Ten crews operated on the first schedule but only nine on the second.

A steward and crew who had bid on the rearranged run left Winnipeg on October 24. When they reached Sudbury on October 25—the day the time changed—they were taken off the train, held overnight, and inserted in another eastbound train the next morning; normally they would have gone straight through to Montreal.

After three days layover (87 hours, 45 minutes), they left Montreal on October 30 for Sudbury.

The union contended that when the company ordered the steward and crew to be taken off the train at Sudbury, held overnight, and put on another train to Montreal the next morning, that is, the new arrangement of the run, it was in effect assigning them to the run. The rearranged run provided for layover in Montreal of 111 hours, but the crew received 87 hours, 45 minutes layover. They submitted a claim for compensation for loss of layover of 25 hours, 15 minutes.

The compensation should be calculated, the union contended, in accordance with an article in the agreement that set out the scale of additional payment to employees required to forego layover in order to perform road service.

The company contended that it was generally recognized that at the change of time employees on the road should complete their cycle, even though it might be changed somewhat en route, and take up their new assignment after completion of their old assignment, which in this case would include its layover time (three days) at home terminal. The steward and crew picked up their new assignment after three days layover in Montreal under their old assignment. The new assignment began when they left Montreal.

It had always been understood, the company contended, that employees were not paid for time lost in the exercise of their seniority at change of time, neither were they paid for any loss of layover in order to pick up their new assignment.

In a general statement, the Board ruled that the company, for operational reasons, had delayed the arrival of the steward and

crew in Montreal and thereby curtailed their layover from 96 hours 45 minutes to 87 hours 45 minutes. It decided that they should be compensated for the nine hours thus lost.

Case No. 738—Dispute between Canadian Pacific Railway and Brotherhood of Railroad Trainmen over the seniority standing of three buffet stewards.

Three buffet car stewards were required by the company to pass clerical tests before being given promotion in their turns. They failed in their first attempts, but later passed the tests. But junior men who were able to pass the tests at the first attempt were promoted, and are now shown on the seniority list above the three who failed at first to pass the tests. The Brotherhood of Railroad Trainmen contended that, when the three stewards did pass, they should have been placed on the seniority list "in their proper place."

The union in its contention quoted two articles of the agreement. One of these stated that employees promoted in any classification shall hold seniority from the date of promotion, providing that the senior man is given his turn to qualify in the higher classification. The other article stipulated that if a junior man is used in an emergency a senior man shall be put in his place as soon as possible, and that the emergency service of the junior shall not count as setting the date of his promotion.

The three stewards were "held back from promotion," the union declared, pending the results of tests "arbitrarily imposed by the company." The Brotherhood added that when a man fails to pass a test other than one established by past practice and custom, it does not constitute "failing to qualify for promotion" within the strict meaning of the rule.

The company contended that the position of steward required certain qualifications, including the ability to read and write properly and a knowledge of arithmetic, and that the appraisal and tests made were necessary. Although it agreed that the senior employee should be given the first opportunity for promotion, he must also qualify as to merit, fitness and ability.

The company quoted an article of the agreement that stated that any man failing to qualify for promotion would thereafter rank junior in the higher classification to the man or men promoted in his place. It also made reference to the first article cited in the employees' contention.

The Board held that the rule governing promotion does not sustain the employees' contention. But it recommended that the

Employees' General Committee of Adjustment and representatives of the company should make a further investigation of the conditions under which these men failed to qualify, and try to reach agreement on the handling of future cases.

Case No. 739—Dispute between Canadian Pacific Railway (Atlantic Region) and Brotherhood of Locomotive Engineers concerning the method of payment of locomotive engineers who operate piggyback trains between Ottawa and Montreal.

The Canadian Pacific Railway inaugurated piggyback service between Ottawa and Montreal in March 1959. Engineers were required to operate from Ottawa to Grovehill and Grovehill-Ottawa.

On April 1, 1959, engine crews were told that they would be called for turn-around service when called to operate piggyback trains between Ottawa and Grovehill. They were also told to submit their pay claims on a single trip ticket, claiming initial time in Ottawa; actual miles run between Ottawa and Grovehill and return; miles, or time off main track, at Grovehill; and final terminal time at Ottawa.

The employees contended that engineers in unassigned freight service who operate trains between Ottawa and Grovehill and vice versa are entitled to payment of a separate trip or day in each direction, in accordance with an article in the agreement that limits the distance of one or more turn-around trips out of the same terminal for engineers in unassigned service to a maximum of 120 miles a day, and stipulates that the distance from the terminal to the turning point shall not exceed 30 miles.

The company in its contention quoted an article in the agreement that states that, on straight-away or turn-around service, 100 miles or eight hours shall constitute a minimum day, that an engineer who makes less than 100 miles will be liable for further service to the extent of eight consecutive hours (12½ miles to count as one hour's service), that miles in excess of 100 shall be paid for at the mileage rates provided, and that on runs of more than 100 miles overtime shall begin when the road time exceeds the road miles run divided by 12½.

The company further stated that Grovehill was a turn-around point, and that as part of the last negotiations with the Brotherhood of Locomotive Engineers the company moved the outer yard switch of Montreal terminals to Grovehill. This was agreed to by the union and included in a memorandum of agreement on January 20, 1959.

(Continued on page 1064)

LABOUR LAW

Labour Standards Legislation Enacted in 1960

Prince Edward Island enacts Minimum Wage for Men Act, supplementing 1959 legislation applying to female employees. Ontario passes Employment Agencies Act providing for licensing and supervision of fee charging employment agencies

To supplement the legislation passed last year applicable to female employees, the Prince Edward Island Legislature at its 1960 session enacted a minimum wage Act under which minimum wage rates may be set for male employees.

A new Act providing for licensing and supervision of private fee charging employment agencies was passed in Ontario.

In most other provinces, minor changes were made in existing labour standards legislation.

Annual Vacations with Pay

No changes were made in 1960 in any of the vacations with pay Acts to affect the length of the vacation to be given or other main features of the legislation; but the Manitoba Vacations with Pay Act and the Alberta Labour Act were amended in minor details and the Saskatchewan Annual Holidays Act was consolidated, with some revisions.

The Manitoba amendment fixed July 1, 1960 as the date on which the new system of vacation pay cheques adopted in 1959 as an alternative to the cashing of vacation credit stamps for construction workers (L.G. 1959, p. 1068) would go into effect. The amendment also specifically states that an employee's regular rate of wages is the basis of the vacation pay credit required to be paid by the employer. This is not a change in principle, but it clarifies the point that an overtime rate need not be taken into account.

A new provision dealing with collection of vacation pay was added to the Alberta Act. It states the right of an aggrieved employee to bring an action against an employer to recover the vacation pay to which he is entitled. Only amounts accruing to the employee in the two years preceding the action or the two years preceding termination of his employment, whichever

first occurs, can be recovered under this section. If no prosecution has been started by the Department, such an action can be brought by the employee any time not later than 12 months after he has left his employment. Before the amendment, it was not clear that the employee had a right to civil action.

The Saskatchewan Annual Holidays Act was replaced by a new Act consolidating the numerous amendments made in the last several years and introducing minor changes for purposes of clarification.

Two new provisions were added. The Act provides that an employee is entitled to a vacation with pay of two weeks after a year of employment and to three weeks after five years. For the purpose of determining entitlement to a three-week vacation, periods of employment with the same employer may be accumulated so long as any two such periods have not been separated by more than 182 days. The Act as amended provides that a period of employment of two days or less cannot be counted.

Under the Act, annual holidays may be given in one period or in periods of not less than one week each. It is now provided that an employee may, not later than the day on which he becomes entitled to an annual holiday, give his employer a written notice indicating which arrangement he prefers, and the employer must allow him to take the holiday in the manner indicated. However, where an employer, with the approval of the Minister, closes his business in order to give his employees their annual holidays at the same time, an employee is not entitled to have his annual holidays at a different time.

Hours of Work, Public Holidays, Weekly Rest

The "maintenance of earnings" provision in the Saskatchewan Hours of Work Act was extended for another year to April 1,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

1961. The effect of this provision is that a reduction in "previously established hours of work" as defined in the Act, in order to meet the requirements of the Act, may not result in a reduction in actual earnings of an employee. It continues to have significance because certain classes have been permitted by orders under the Act to have a longer work week than 44 hours and are progressively being brought up to the 44-hour standard.

Another amendment to the Act restates and clarifies the provision that lays down the rule that an agreement, contract of service or any custom which assures more favourable conditions to employees is not affected by the Act.

In Quebec, the maximum hours of work for certain classes of factories and shops are set by decrees under the Collective Agreement Act, which gives the Lieutenant-Governor in Council authority to make certain terms of collective agreements in an industry or trade binding on all the employers and employees in the province or in a stated region of the province. An amendment to the Act specifies that the provisions respecting hours of work in a collective agreement that may be made mandatory include the fixing of working days, non-working days and the time when a working day begins and ends for each category of employees. However, in any territory where the opening and closing time is fixed for the trade under local by-laws, the working day must fall within the period the trade may keep open under the local by-law.

The Saskatchewan Minimum Wage Act names New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day as paid holidays, and authorizes the Minimum Wage Board to fix the rate of compensation for employees who may be required to work on these holidays; this the Board has done. An amendment to the Act provides that an employer and a trade union representing a majority of the employees in an appropriate bargaining unit may enter into an agreement to substitute another working day for any of the eight holidays listed above.

Another amendment to the Act revised the definition of "restaurant" to which the Act applies to make it clear that it includes "any place in which meals or light lunches, or both, are supplied for a consideration and such service is furnished daily to more than five persons."

The One Day's Rest in Seven Act in Saskatchewan was also amended. It provides that a rest period of at least 24 consecutive hours in every seven days (when possible,

on a Sunday) must be granted to all workers covered by the Act. As the Act stood before this year's amendment, it applied to cities, and its operation could be extended to any rural portion of the province by an Order in Council, and it had actually been extended throughout the province.

As amended the Act applies throughout the province, and there is no provision for exclusion on a territorial basis, but a specified class or group of employers or employees may be excluded from the operation of the Act by an Order in Council "subject to such conditions as may be prescribed therein."

Minimum Wages

An Act entitled "Minimum Wage for Men Act" was passed in Prince Edward Island, with the result that authority is now established to enable the Labour Relations Board to fix minimum wage rates, subject to review by the Minister of Labour, for either men or women or both.

The new Act does not apply to persons employed in a confidential capacity, employees in domestic service or agriculture, or persons employed by the Crown. The Board may make orders with the approval of the Minister establishing minimum rates of wages to be paid by employers, including overtime rates for time worked in excess of a fixed number of hours. Such orders may also fix the rate that an employer is permitted to charge an employee for board and lodging, and the interval at which wages must be paid.

Orders may apply generally throughout the province or to a designated part of the province and cover either all employees coming under the Act or designated groups or classes. Orders of the Board are binding upon employers and employees and may not be altered by individual agreement or, except with the authorization of the Minister, by collective agreement.

The Act imposes on every employer a duty to keep posted in a conspicuous place in his establishment any order of the Board applicable to his employees. An employer must file with the Board, within ten days of a request from the Board, a statement of the names and addresses of his employees, their age, the duties performed, the hours of work performed per day and per week, the rate of wages, any agreement with his employees in relation to wages, hours of work and working conditions and such other information regarding wages, hours of work and working conditions as may be required by the Board. Every employer has a duty to keep records and also to make them available to the Board for inspection.

The Act provides that there shall be one or more minimum wage inspectors under the direction of the Minister of Labour.

An employee or employer who contravenes an order of the Board is liable to a penalty of up to \$100 for each employee affected or, in default of payment, to imprisonment not exceeding one month. A person who seeks to influence an employer or employee to abstain from lodging a complaint or taking part in any proceedings under the Act is guilty of an offence. The judge may order the employer to pay the wages due to the employee. Prosecution for any offence under the Act requires the authorization of the Minister. An employee may also sue the employer for the amount due him under the Act.

Protection of Wages

An amendment to the Wages Recovery Act in Manitoba increased from \$200 to \$500 the maximum wages that may be recovered by an employee in summary proceedings under the Act before a Justice of the Peace. The Justice may allow for solicitor's costs in accordance with a scale set out in the Act. As amended, the scale will be based not on the amount of wages claimed but on the amount of the wages ordered to be paid, and runs from \$5 to \$25.

In Ontario, the Wages Act, which deals, among other matters, with the garnishment of wages, was amended to provide that a judgment debtor may pay off a judgment by instalments and avoid successive garnishment of his wages. The debtor may apply to a division court judge for an order for the release of the garnishment and for the payment of the judgment debt by instalments. So long as he is not in default under the order, no further garnishment of his wages will be made.

The Alberta Industrial Wages Security Act, which secures the payment of wages in mining, was amended in 1959 to authorize the Minister of Labour to exempt any employer from the requirement of giving security for wages if the provincial auditor certified that he was satisfied with the financial position of the employer and his ability to pay the wages of his employees. As a result of an amendment at the last session, the Minister is given power to exempt from the wages security requirements any employer who has not made default in the payment of any wages for a period of three years immediately preceding an application for exemption. Such Ministerial order does not require a certificate of the provincial auditor as to the financial position of the employer.

Payment of Loggers

The Newfoundland Logging Camps Act, 1960, the safety and health provisions of which were reported in the September issue at p. 908, also deals with the scaling of timber for the purpose of computing the earnings of loggers, pay statements, and provision of tools.

An employer of loggers is required to keep his employees informed of the rate of their remuneration and specifications of timber required. At regular intervals not in excess of 18 days or such longer intervals as may be prescribed by the regulations, the wood cut by a logger must be scaled by a commercial scaler. A statement showing the net quantity of wood credited to the logger and the net amount of money due him must be given by the employer to the logger on the completion of the scale. A logger may, in addition, request information showing the identification and measurement of the wood and the quantity of wood rejected.

Where a dispute arises as to the amount of wood credited to the logger, a party to the dispute may ask the Minister of Mines and Resources, who is responsible for administration of the Act, to provide the services of an official scaler. If the parties agree to accept the decision of the official scaler, his decision is final and binding on them. If one of the parties refuses to accept the decision and takes action in a court, the scaler may be heard as a witness.

The Minister is responsible for appointing official scalers and approving the appointment of commercial scalers. Official scalers are authorized to enter any place where logging operations are being carried out and any person connected with a logging operation must assist the official scaler in carrying out his duties.

Regulations will determine the qualifications and duties of commercial and official scalers, and the fees to be paid for examinations and certificates. Rules respecting the keeping of official records and accounts of timber cut by each logger, their earnings and the deductions made, may also be established by regulation.

Every logger is to be supplied by the employer, free of charge, with one axe and one bucksaw, which have to be returned at the end of the season. If he needs additional axes or saws he has to supply them at his own expense. The Minister may issue an order requiring an employer, where necessary, to make available other supplies and equipment on a fair and equitable basis.

Offences under the Act and regulations are punishable by fines not exceeding \$1,000 or, in default of payment of the fine, by

imprisonment up to six months, or by both fine and imprisonment.

The Act came into force by proclamation on August 30.

Private Employment Agencies

The Ontario Legislature enacted a new Employment Agencies Act providing for the licensing of persons carrying on the business of employment agencies, repealing an Act dating back to 1927.

(A 1959 amendment to the federal Unemployment Insurance Act repealed a provision in that Act authorizing regulations for the control and licensing of private employment agencies, indicating that the matter was considered to be a provincial responsibility. Two other provinces, British Columbia and Manitoba, have legislation requiring employment agencies to be licensed, and Alberta, Saskatchewan, Quebec, New Brunswick and Nova Scotia have legislation prohibiting the operation of private fee charging employment agencies.)

A distinctive feature of the new Ontario Act is the bringing of the business of counselling or testing persons for a fee under the definition of an employment agency.

The Minister of Labour is responsible for administration of the Act. Annual licences will be issued by an officer of the Department of Labour to be known as the Ontario Supervisor of Employment Agencies to persons who have complied with the requirements of the Act and regulations. A licensee must display his licence in the premises where he carries on business.

The following requirements are spelled out in the Act. An applicant must apply on the prescribed form, pay the prescribed fee, furnish security, and possess the qualifications prescribed by the regulations. In addition, the applicant must satisfy the Supervisor that he is "worthy of public confidence."

The Supervisor, after a hearing, may refuse to issue or may suspend or revoke a licence if he finds that the applicant or licensee, as the case may be, has contravened any provisions of the Act or regulations or otherwise is not worthy of public confidence. Notice of refusal to issue a licence or its suspension or revocation must be given in writing.

If the party affected is dissatisfied with the decision of the Supervisor, he may, within ten days after receipt of the notice, appeal to the judge of the county or district court where he intended to carry on or carried on his business, for an order reversing the decision of the Supervisor. The judge, after hearing the applicant and the Supervisor, and upon examining any evi-

dence presented by the parties, may either dismiss the application or order the Supervisor to issue or reinstate the licence if he is satisfied that the applicant is worthy of public confidence.

A person contravening any provisions of the Act or the regulations is liable on summary conviction to a fine of not less than \$10 and not more than \$500.

The Act provides only a general framework of rules in the matter of licensing and supervising employment agencies. Wide powers are given to the Lieutenant-Governor in Council to make regulations prescribing the qualifications of applicants for licences, classifying employment agencies, limiting and prescribing the nature of the business to be carried on, regulating and controlling the manner in which the business has to be carried on, prescribing the fees that may be charged, and providing for inspection.

Apprenticeship and Tradesmen's Qualifications

The Manitoba Apprenticeship Act was amended with respect to the rules that may be made by a trade advisory committee. Before the amendment, each committee could make rules in respect to the upper age limits for apprentices in the trade. The amendment withdraws this authority and gives instead authority to set rules in respect to the minimum educational qualifications of apprentices.

Another amendment alters the schedule of trades that may be named as designated trades by adding the following trades: barbers, cooks, electronic technicians, hairdressers and television workers.

The New Brunswick Apprenticeship Act was amended to provide that a holder of a certificate of apprenticeship under the Act or a certificate issued under the Inter-Provincial Standards Seal is entitled to obtain a trade license required by a municipality, without examination, on payment of the municipal licence fee.

In New Brunswick also the Trades Examination Act, which provides for a board of examiners in certain trades to examine and issue certificates of qualification to qualified tradesmen, was amended with respect to the definition of "trade". It now means the electrical trade, the motor vehicle repair trade (mechanical), the powderman's trade, the plumbing trade and the pipefitting trade, or any branch of these trades designated by the Lieutenant-Governor in Council.

The welding trade has been dropped from the list, as examining of welders working on pressure vessels is now carried out by the Boiler Inspection Branch. Motor vehicle repair, for which a board of examiners was appointed in 1958, and the powderman's trade have been added.

Regulation of Trade Schools

In Newfoundland the Regulation of Trade Schools Act was passed. It provides that a trade school giving instruction in the trades enumerated in the Act must be registered with the Minister of Education. Trade schools operated by religious bodies or by companies for their employees are exempt from the operation of the Act.

The Minister may also, by regulations, exempt any trade school from the operation of the Act. Certificates of registration will be issued on an annual basis and may be renewed. The Minister may refuse registration or renewal where in his opinion the registration or renewal should not be granted. He has authority to cancel a certificate where the requirements of the Act and regulations have not been complied with. The Minister is also authorized to inspect trade schools and inquire into the

methods of instruction and safety conditions, and to examine the business books and records.

Regulations may be made regarding the operation of trade schools, providing, among other things, for the carrying out of health, sanitary and safety regulations in trade schools, the maximum fees that may be paid for instruction, and for the making of annual returns and the furnishing of information to the Minister by the keepers and operators of trade schools.

A person who operates a trade school contrary to the Act or regulations is liable to a fine of up to \$100 for a first offence and up to \$500 for a second or subsequent offence. In addition, the Act provides that a person who fails to register is not capable of maintaining proceedings in the courts in respect of any contract in connection with his trade school.

Legal Decisions Affecting Labour

Manitoba Court of Queen's Bench upholds certification order. U.S. Supreme Court rules on the enforceability by the courts of labour arbitration awards

In Manitoba, the Court of Queen's Bench found that Section 4 of the Lord's Day Act, which makes it unlawful to carry on business transactions on Sunday, does not apply to a trade union holding a meeting and passing a resolution authorizing the application for certification.

In the United States, the Supreme Court held that the refusal of courts to review the merits of an award is the proper approach to arbitration under labour collective agreements.

Manitoba Court of Queen's Bench . . .

. . . holds as valid an authorization to apply for certification given at union meeting held Sunday

On May 13, 1960, the Manitoba Court of Queen's Bench in *certiorari* proceedings dismissed a motion to set aside an order of certification. The Court held that the authorization to apply for certification granted at a union meeting held on Sunday was valid and not affected by the restrictions under the Lord's Day Act.

The Manitoba Labour Relations Board on March 31, 1960, certified the Brewery and Soft Drink Workers, Local Union No. 330, as bargaining agent for the employees of James Warner.

The employer applied for *certiorari* to set aside the certification order on the grounds that there was no authorized appli-

cation for certification before the Board. He contended that the authorization was void because it was given at a union meeting held on Sunday, contrary to the Lord's Day Act, Section 4, which reads:

It is not lawful for any person on the Lord's Day, except as provided herein, or in any provincial Act or law now or hereafter in force, to sell or offer for sale or purchase any goods, chattels, or other personal property, or any real estate, or to carry on or transact any business of his ordinary calling, or in connection with such calling, or for gain to do, or employ any other person to do, on that day, any work, business, or labour.

Further, the employer contended that the union was a "person" within the meaning of Section 4 of the Lord's Day Act, and that the act of authorization constituted the carrying on of "business" within the meaning of that section, thus making the authorization void.

The Board and the union argued that Section 4 did not apply to a trade union; therefore, the authorization for applying for certification granted on Sunday was valid and did not affect adversely the certification order.

In dismissing the employer's application, Chief Justice Williams considered first whether a trade union is a "person" within the meaning of Section 4 of the Lord's Day Act.

Section 2 (d) of the Lord's Day Act provides that "person" has the same meaning as it has in the Criminal Code. Section 2 (15) of the Code reads:

"Every one", "person", "owner", and similar expressions include Her Majesty and public bodies, bodies corporate, societies, companies and inhabitants of counties, parishes, municipalities or other districts in relation to the acts and things that they are capable of doing and owning respectively.

The Chief Justice noted that there is no definition of "person" in the Labour Relations Act. On the other hand, the regulations made under the Act contain in Rule 1 (2) (d) the following definition:

"person" includes partnership, corporation, employers' association and trade union, but does not unless the context or any section of the Act obviously intends, mean an individual employee within an establishment, plant, bargaining unit or classification.

In the opinion of the Chief Justice, the Lord's Day Act and the Labour Relations Act not being statutes in *pari materia*, the definition of the word "person" in Rule 1 (2) (d) could not be read into the Lord's Day Act, which has its own definition of the word imported from the Criminal Code. Besides, he doubted if Rule 1 (2) (d) is authorized by the Act.

Further, counsel for the employer argued that a trade union is a "society," and as this word appears in the definition of "person" in the Criminal Code, so it should be read into Section 4 of the Lord's Day Act. Also, counsel argued that "trade unions" are given a "status" by the Labour Relations Act.

No authority was cited to support the contention that a trade union is a "society" and the Chief Justice was not aware of any legal decision in this respect, whether in Canada or in England. Further, he stated that apart from statute a trade union such as Local 330 is a voluntary unincorporated association, an entity unknown to the law.

In this respect, Chief Justice relied on the decision of the Supreme Court of Canada in *Orchard v. Tunney* (L.G., Oct. 1957, p. 1214). He concluded that Local 330 was not a "society" and that it had not been given a "status" by the Labour Relations Act. The Act authorizes the Local to make application to the Board for certification (S. 7 (1)) and to accredit a person to prosecute the certification (Rule 6 (1) (c)). As a voluntary unincorporated association, Local 330 consisted only of its members for the time being. Undoubtedly, it has been provided with a constitution governing the holding of meetings. The only objection raised by the employer as to the validity of the meeting was that it was held on Sunday.

The employer submitted that in holding a meeting and passing a resolution on Sunday the union members were carrying on "business" and that was forbidden by Section 4 of the Lord's Day Act.

In rejecting this argument, the Chief Justice noted that the term "business" has been frequently said by the courts to be a word of large and indefinite import. However, it must be construed as used in Section 4, where it appears in conjunction with the words "of his ordinary calling." In the *Rideau Club v. The Corporation of the City of Ottawa* (1908, 15 O.L.R. 118, the language used by the Master of the Rolls in *Smith v. Anderson* (1879) 15 Ch. D. 247 was adopted describing "business" as "something which is followed and which occupies time and attention and labour for profit."

In the opinion of the Chief Justice it cannot be said that the group of men forming the members of Local 330 who met that Sunday to authorize the application for certification were on the business of their ordinary calling, or were carrying on business at all. Undoubtedly, they were acting for the purpose of obtaining something they thought would be for their benefit, but that fact could not be invoked to suggest that they were carrying on business for a profit. He was not aware of any authority deciding that what the members of Local 330 did on Sunday was prohibited by common law or by statute. He saw no reason why they should not meet on Sunday to pass the resolution they did. In his opinion, Section 4 of the Lord's Day Act had no application to what was done.

The employer's application was dismissed and the certification order upheld. *James Warner and the Manitoba Labour Board et al.*, Canadian Labour Law Reports, August 30, 1960, Para. 15,309.

The Supreme Court of the United States. . .

. . . holds courts can enforce labour arbitrator's award but cannot review the merits of the award

On June 20, 1960, the Supreme Court of the United States in a dispute between United Steelworkers of American and Enterprise Wheel and Car Corporation, in interpreting Section 301 of the Taft-Hartley Act, denied the Courts the power of review of the merits of arbitration awards under collective agreements.

Nevertheless, the Court ruled that the arbitrator is confined to interpretation and application of the collective agreement. Where the arbitrator clearly goes outside the collective agreement he exceeds his jurisdiction and the courts have to refuse

enforcement of the award. However, mere ambiguity in opinion accompanying award which permits the inference that the arbitrator may have exceeded his authority is not reason for refusing to enforce the award.

Mr. Justice Douglas, who delivered the judgment of the Supreme Court, recalled the circumstances of the dispute.

United Steelworkers of America and Enterprise Wheel and Car Corporation had a collective agreement that provided that any difference "as to the meaning and application" of the agreement should be submitted to arbitration and that the arbitrator's decision "shall be final and binding on the parties."

The relevant part of the agreement states:

Should it be determined by the Company or by an arbitrator in accordance with the grievance procedure that the employee has been suspended unjustly or discharged in violation of the provisions of this agreement, the company shall reinstate the employee and pay full compensation at the employee's regular rate of pay for the time lost.

The agreement also provided:

It is understood and agreed that neither party will institute civil suits or legal proceedings against the other for alleged violation of any of the provisions of this labor contract; instead all disputes will be settled in the manner outlined in this Article III—Adjustment of Grievances.

A group of employees left their jobs in protest against the discharge of one employee. A union official advised them to return to work at once. The company, at the employees' request gave them permission but afterwards rescinded it, and the employees were told they did not have a job any more "until this thing was settled one way or the other."

A grievance was filed, and when the company refused to arbitrate, the suit was brought for specific enforcement of the arbitration provisions of the collective agreement. The federal District Court ordered arbitration.

The arbitrator found that the discharge of the employees was not justified, though their conduct was improper. In his opinion, the facts warranted at most a suspension of the men for 10 days each.

After the employees' discharge and before the arbitration award was rendered the collective bargaining agreement had expired. The union, however, continued to represent the workers at the plant.

The arbitrator rejected the company's contention that expiration of the agreement barred reinstatement of the employees. He held that the provision of the agreement above quoted imposed an unconditional obligation on the employer. He awarded

reinstatement with back pay, minus pay for a 10-day suspension and such sums as these employees received from other employment.

The company refused to comply with the award. Then the union applied to the District Court for enforcement of the award. The District Court directed the company to comply.

The Court of Appeals, while agreeing that the District Court had jurisdiction to enforce an arbitration award under a collective bargaining agreement, held that the failure of the award to specify the amounts to be deducted from the back pay rendered the award unenforceable. That defect, it agreed, could be remedied by requiring the parties to complete the arbitration. But the Court held that an award for back pay subsequent to the date of termination of the collective bargaining agreement could not be enforced. It also held that the requirement for reinstatement of the discharged employees was likewise unenforceable because the collective agreement had expired.

In rendering the judgment of the Supreme Court, Mr. Justice Douglas noted that the refusal of courts to review the merits of an arbitration award is the proper approach to arbitration under collective bargaining agreements. The federal policy of settling labor disputes by arbitration would be undermined if courts had the final say on the merits of the awards. Nevertheless, an arbitrator is confined to interpretation and application of the collective bargaining agreement; he does not sit to dispense his own brand of industrial justice; his award is legitimate only so long as it draws its essence from the collective bargaining agreement. When the arbitrator does not comply with this obligation, the courts have to refuse enforcement of the award.

Referring to the case under review, Mr. Justice Douglas held that the opinion of the arbitrator regarding back pay beyond the date of the agreement's expiration and reinstatement was ambiguous. It could be prompted solely by the arbitrator's view of the requirements of enacted legislation, which would mean that he exceeded the scope of the submission. Or, it could be read as embodying a construction of the agreement itself, perhaps with the arbitrator looking to "the law" for help in determining the sense of the agreement. However, a mere ambiguity in the opinion accompanying an award, which permits the inference that the arbitrator might have exceeded his authority, is not a reason for refusing to enforce the award.

Arbitrators have no obligation to the court to give their reasons for an award. To require opinions free of ambiguity could lead arbitrators to play it safe by writing no supporting opinions, and this would be undesirable, for a well-reasoned opinion inspires confidence in the integrity of the process and aids in clarifying the underlying agreement.

Moreover, there is no reason to assume that in the case at bar the arbitrator had not stayed within the areas marked out for his consideration. It is not apparent that he went beyond the submission. The Court of Appeal's opinion refusing to enforce the reinstatement and partial back pay portions of the award was not based upon any finding that the arbitrator did not base his award on his construction of the contract. It merely disagreed with the arbitrator's construction of it.

The review by a court of the merits of the construction of the contract would make meaningless the provisions that the arbitrator's decision is final, for in reality it would almost never be final. The question of interpretation of the collective agreement is a question for the arbitrator. In so far as the arbitrator's decision concerns interpretation of the contract, the courts cannot overrule him because their interpretation of the collective agreement is different from his.

The Supreme Court (with one dissenting opinion) agreed with the Court of Appeals that the judgment of the District Court should be modified so that the amounts due the employees might be definitely determined by arbitration. In all other respects the Court affirmed the judgment of the District Court. *Steelworkers v. Enterprise Wheel and Car Corporation*, Labour Relations Reporter, 46 LRRM 2423.

Recent Regulations under Provincial Legislation

British Columbia raises minimum wages of construction workers. Ontario issues apprenticeship regulations for hairdressing trade, formerly subject to rules for barbering. P.E.I. Labour Relations Board issues first rules of procedure

In British Columbia, a new minimum wage order for the construction industry provides for a minimum wage of \$2 an hour for tradesmen and of \$1.30 for other employees, and requires the payment of overtime after 40 hours in a week.

In Ontario, new apprenticeship regulations for the trade of hairdresser require apprentices to be given at least 1,280 hours of training each year.

The Prince Edward Island Labour Relations Board has issued its first rules of procedure.

British Columbia Male Minimum Wage Act

The British Columbia Board of Industrial Relations recently revised its minimum wage order for the construction industry, increasing the minimum rate of tradesmen from \$1.50 to \$2 an hour and that of other employees from \$1 to \$1.30 an hour, effective August 15.

The coverage of the order is substantially the same, applying to all persons in the construction industry, by which is meant the construction, reconstruction, repair, alteration, remodelling, renovation or demolition of any bridge, building, canal, dock, drain, electrical undertaking, gaswork, harbour, pier, railway, road, sewer, telegraphic or telephonic installation, tramway, tunnel,

viaduct, waterway, waterworks, well (other than oil or gas) or other work of construction, including preparatory work, the laying of foundations and the installation of equipment or any appurtenance connected therewith.

The order does not apply, however, to employees subject to another order, persons acting in a supervisory or managerial capacity, or to employees permanently employed at maintenance work in industrial or manufacturing establishments or in public and private buildings.

The new \$2-an-hour minimum wage is payable to any tradesman in the construction industry, that is, any employee doing the work usually done by a journeyman boilermaker, bricklayer, carpenter, electrician, elevator constructor, glazier, ironworker, lather, mason, millwright, painter, paperhanger, plasterer, pipefitter, plumber, steel fabricator and erector, terrazzo mechanic, tilesetter and welder.

All other persons subject to the order must be paid a minimum of \$1.30 an hour except handicapped or part-time workers and apprentices working under special permit from the Board, who must be paid the minimum specified in the permit.

The overtime provision has been changed to require the payment of time and one-half the regular rate after 40 hours in a week instead of after 44 as formerly. Two other orders, one covering the pipeline construction industry and another covering the shipbuilding industry, require the payment of the premium rate after 40 hours.

In line with the usual practice some variation of the overtime rate is permitted. If, by agreement, hours are averaged over a fixed period, the overtime rate is payable for all hours worked in excess of a weekly average of 40 hours provided hours do not exceed eight in any one day. The Board may also vary the overtime provision whenever an undertaking has been exempted from the Hours of Work Act or a special exemption has been granted by regulation.

The daily guarantee provision is unchanged, providing that an employee must be paid at his regular rate for the entire period spent at the workplace in response to a call from the employer, with a minimum of two hours pay if he reports for work and four hours pay if he starts to work, subject to the usual qualifications.

The order also contains the usual provisions respecting semi-monthly payment of wages, the posting of orders and schedules, the keeping of records and employee registers.

Ontario Apprenticeship Act

The Ontario Industry and Labour Board and the Provincial Apprenticeship Advisory Committee recently issued separate regulations for the trade of hairdresser, which had previously been subject to the same rules as the barbering trade. Amendments to the general apprenticeship regulations and the regulations for barber and hairdresser schools have also been issued. The new provisions were gazetted August 27 as O. Reg. 225/60 to 230/60.

The regulations of the Provincial Advisory Committee provide that the minimum age for apprenticeship in the trade of hairdresser is 16 years. No minimum educational requirement is set but the standards laid down in the general apprenticeship regulations apply. These require apprentices in the designated trades to have a High School Entrance Certificate or Grade VIII standing or its equivalent.

The term of apprenticeship for hairdressers is three years, including the probationary period, the same as in the barbering trade.

In line with its usual practice, the Advisory Committee has limited the number

of apprentices, the ratio of apprentices to journeymen in any establishment being one to five.

The regulations issued by the Industry and Labour Board require all persons engaged in the trade of hairdresser to hold a valid certificate of qualification except registered apprentices or persons employed during a probationary period.

Employers are required to give apprentices the prescribed course of training, which, besides the usual subjects, includes instruction in bacteriology and safety standards in respect of the maintenance and operation of electrical equipment established by regulations under the Power Commission Act. Each year an apprentice must receive at least 1,280 hours of training.

Examinations for apprentices and for a certification of qualification will be based on the prescribed syllabus.

Certificates of qualification are valid for one year only but will be renewed upon payment of the prescribed fee.

Persons holding a certificate of qualification in either the barbering or hairdressing trade may no longer qualify by examination for a certificate in the other trade without serving as an indentured apprentice.

Under the general regulations covering all designated trades, certificates of qualification may be issued without examination to holders of apprenticeship certificates or to persons who have qualified in another province. Applicants who submit evidence of having engaged in the trade at least as long as the period of apprenticeship may qualify by examination.

A new provision states that a person who has completed a course of training provided by a trade school may be issued a certificate of qualification if he passes the prescribed examination and pays the required fee.

In line with this change the regulations governing hairdresser and barber schools have been amended to provide that persons who have completed a course of instruction in such trade schools must have received at least 1,200 hours of training. Previously no minimum training period was set but students who had completed their courses were required to appear before a board of examiners appointed by the Advisory Committee. The board would then certify as to their qualifications and recommend what time credits they were to be allowed toward an apprenticeship.

Prince Edward Island Trade Union Act

The first regulations and rules of procedure to be issued by the Prince Edward Island Labour Relations Board were gazetted August 20.

Established by a 1959 amendment to the Prince Edward Island Trade Union Act, the Board was authorized to perform the functions under that Act formerly fulfilled by the Minister of Labour and such other duties as may be designated by the Lieutenant-Governor in Council.

The regulations deal with certification and decertification, conciliation procedures and the handling of complaints under the Equal Pay Act or a complaint or an application for an order under the Women's Minimum Wage Act.

The rules with regard to certification are similar to those issued in other jurisdictions, providing for notices to interested parties, verification of exhibits and, in cases where objections are raised, hearings upon request of either party and the delegation of authority to deal with a representation vote to any person designated by the Board.

If an application for certification is rejected, the Board will not consider a second application until at least 10 months have elapsed. A similar period must elapse before the Board will deal with an application for decertification.

In conciliation proceedings, an application for conciliation services is to be made to the Labour Relations Board (as in Ontario and Quebec) instead of to the Minister as is the case in the other jurisdictions in Canada. If negotiations break down, either party may notify the Board of the stalemate, in which case the Board must hold a hearing, at the conclusion of which the Board may request the Minister to appoint a con-

conciliation officer to meet with the parties and endeavour to bring about an agreement.

If the conciliation officer is unable to effect a settlement or in any other case where it deems it necessary, the Labour Relations Board may recommend that the Minister appoint a conciliation board.

As is usually the case, the conciliation board is comprised of three members, one selected by each party with a chairman chosen by the nominees. If the parties do not select a chairman within the prescribed 10-day period, the Minister may appoint one.

Within 14 days after the hearing (unless the period is extended) the conciliation Board must report to the Labour Relations Board and it in turn must recommend to the Minister whatever further action it considers necessary.

Complaints of alleged violations of the Equal Pay Act are to be investigated by the Board. Upon receiving a complaint, the Board will forward a copy to the person complained of and fix a date for a hearing. After the hearing the Board will forward its recommendations to the parties and to the Minister.

The Board will also deal with complaints and applications for orders under the Women's Minimum Wage Act. The procedure is similar to that under the Equal Pay Act except that, after hearing representations and such other evidence as it deems proper, the Board may issue an order, subject to final approval by the Minister.

Industrial Fatalities

(Continued from page 1021)

under the heading "falls and slips," all but four of which were caused by falls to different levels. "Collisions, derailments, wrecks, etc." were responsible for 46 deaths: 21 from accidents involving automobiles and trucks, 15 tractors and loadmobiles, 7 aircraft and 3 involving railways. In the classification "struck by," 36 fatalities were recorded. Of these, 28 were in the category "other objects," 6 were caused by moving vehicles and 2 were the result of being "struck by tools, machinery, cranes, etc." Twenty-eight fatalities were the result of being "caught in, on or between"; of these,

16 involved machinery, 6 involved tractors, loadmobiles, mine or quarry cars and 4 belts, pulleys, chains and hoisting or conveying apparatus. Electric current was responsible for 20 deaths, 8 of which occurred in the public utilities industry and 5 in buildings and structures.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 77. In British Columbia there were 61; in Quebec 25 and in Alberta 19.

During the quarter, 51 fatalities were recorded in April, 90 in May and 78 in June.

UNEMPLOYMENT INSURANCE

Monthly Report of Operation of the Unemployment Insurance Act

Number of claimants at end of July almost the same as at end of June but 30 per cent higher than at end of July 1959, statistics* show. Number of initial and renewal claims during month higher than figure for June and for July last year

Claimants† for unemployment insurance benefit on July 29 numbered 294,100, which was almost the same as the 296,400 reported on June 30 but 30 per cent more than the figure of 225,900 on July 31, 1959.

The increase over last year was 36 per cent for males, but only 21 per cent for females. The large proportion of males among the recent claimants is ascribed to reduced employment in construction and in certain sections of manufacturing, e.g., heavy industries. The danger of fire in British Columbia forests was also responsible for reduced employment for loggers.

Initial and renewal claims for benefit received during July numbered 140,400, which was 9 per cent more than the figure of 128,500 in June, and nearly 15 per cent more than the total of 122,300 for July 1959.

The average weekly number of beneficiaries was estimated at 225,900 for July, 18 per cent less than the 275,900 estimated for June but 37 per cent more than the 164,800 for July 1959.

Benefit payments totalled \$19,700,000 in July, \$26,800,000 in June, and \$14,500,000 in July 1959.

The average weekly payment was \$21.81 in July, \$22.11 in June, and \$20.04 in July 1959. The higher rate compared with the previous year is mainly due to the new benefit rates that have been in effect since September 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July showed that insurance books or contribution cards had been issued to 4,477,847

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At July 31 employers registered numbered 329,411, an increase of 466 since June 30.

Enforcement Statistics

During July, 5,498 investigations were conducted by enforcement officers across Canada. Of these, 3,158 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 92 were miscellaneous investigations. The remaining 2,248 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 176 cases, 63 against employers and 113 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,634.*

Unemployment Insurance Fund

Revenue received in July totalled \$29,-878,737.04 compared with \$23,735,928.09 in June and \$21,791,667.44 in July 1959. Benefits paid in July totalled \$19,702,606.90 compared with \$26,841,962.03 in June and \$14,587,217.11 in July last year. The balance in the Unemployment Insurance Fund on July 31 was \$306,363,607.24; on June 30 it was \$296,187,477.10 and on July 31, 1959, it was \$441,357,140.97.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1759, August 8, 1960

The question to be decided in this appeal is whether or not the claimant has proved that he was unemployed within the meaning of sections 54 (1) and 57 (1) of the Unemployment Insurance Act and 154 (1) of the Regulations as from September 6, 1959. The main facts of the case are as follows:

The claimant filed an initial application for benefit on September 8, 1959 at the local office of the Unemployment Insurance Commission in Windsor, Ont., and was registered for employment as a stock handler. He stated in the application that he had worked as a die setter in Windsor for Motor Products from December 2, 1940 to July 16, 1959, when his employment terminated as the company had "gone out of business." He indicated also that subsequent thereto he had worked as a machine operator in the aforementioned city for Armson's Iron Works from August 20, 1959 to September 4, 1959, when he was laid off because of a shortage of work. In answer to the question in the application "Are you now carrying on any occupation or business?" he stated "No". The claim was allowed.

Following a spot check investigation made by an enforcement officer of the Commission and completed on February 15, 1960, the claimant reported to the local office on February 19, 1960 and made the following written statement:

I am a commissioned salesman for Alumatic, Tecumseh Road. I started this about October 59. I have not been earning any money as business is slow. I am capable and available to accept any full-time employment and have been looking for a regular job. Voluntary statement.

The following questionnaire was addressed to Alumatic of Canada Limited by the local office of the Commission on February 22, 1960, and was completed by the company on February 25, 1960:

- Q. On what date was he first employed by you?
 A. Date of application—August 4, 1959.
- Q. Did his contract start on this same date? If not, on what date?
 A. No contract.
- Q. What hours per day and days per week is he required to work?
 A. Time is his own.
- Q. Is he allowed to set his own hours of work?
 A. Yes.

Q. Does he receive a salary plus commission? If not, does he receive commission only?

A. Commission only.

Q. What were his earnings for October, November, December and January?

A. Oct/ 59	\$188.22
Nov	67.64
Dec	97.34
Jan/60	42.50
	\$395.70

Q. Is he allowed to accept other employment while under contract to you?

A. Yes.

On the evidence before him, the insurance officer notified the claimant, by letter, on March 1, 1960, that he was disqualified from receipt of benefit retroactively to September 6, 1959, on the ground that in view of his occupation as a commission salesman, he was deemed not to be unemployed (sections 54 (1) and 57 (1) of the Act and Regulation 154 (1) (b)). This disqualification created an overpayment in the amount of \$660.00 plus \$30.00 overcredit to the waiting period.

The claimant appealed to a board of referees on the grounds that his earnings as a salesman were not sufficient to live on, that he had spent many days looking for work, that he had been referred to a job by the local office but had heard nothing more about it and that he had always been available for work.

On March 9, 1960, the employer wrote to the local office as follows:

In reply to your letter of March 8, 1960, regarding earnings by (the claimant), we list below commissions credited to his account from October 1, 1959, to March 3, 1960. We feel you would prefer us to give you this listing, as (the claimant's) time is his own and we really don't know when he is working on our behalf.

Oct. 1	30.87
Oct. 1	17.50
Oct. 22	9.00
Oct. 22	29.20
Oct. 22	2.50
Oct. 29	71.00
Oct. 29	19.90
Oct. 29	13.25
Nov. 5	32.00
Nov. 5	5.20
Nov. 5	5.00
Nov. 5	1.08
Nov. 5	21.82
Nov. 5	2.57
Nov. 19	2.53
Nov. 26	10.00
Dec. 3	27.00
Dec. 3	29.00
Dec. 10	9.01
Dec. 21	23.00
Dec. 28	16.90
Dec. 29	7.57

Jan. 7/60	10.00
Jan. 14	30.00
Jan. 14	2.50
Feb. 11	16.00
Feb. 25	2.50
Feb. 25	12.00
March 3	30.00

On March 14, 1960, the claimant was interviewed by the enforcement officer and made the following statement:

I commenced as a commission salesman for Alumatic of Canada around the 1st week of October 59. I was not continuously on full time selling and after I deducted my expenses, my earnings were below the \$13.00 or \$15.00 allowed me and I did not think this was necessary to be shown in my forms. I made enquiries regarding my employment as a commission salesman and was informed that I should tell the U.I.C. of my employment and I did on 19 February 60. I was unaware that I would be considered employed, as I was looking for employment while in the selling job and also did not think it necessary to show earnings as after expenses, they were below my allowable.

On March 22, 1960, the employer addressed the following letter to the local office:

This will certify that (the claimant) was drawn a total of \$672.50 against his commissions from September 25, 1959, to March 11, 1960, and at present owes Alumatic of Canada Limited, \$245.30.

The insurance officer notified the claimant, by letter, on April 7, 1960, that an additional disqualification had been imposed on him in the amount of \$180.00 for having incorrectly declared that he was unemployed for the weeks commencing September 6, 1959, and subsequently, said sum to be deducted from the weekly benefits which would otherwise be payable to him on and after February 14, 1960 (section 65 of the Act). In the same letter, the insurance officer informed the claimant that both disqualifications would be considered by the board of referees when dealing with his appeal.

The claimant was present at the hearing of his case by the board of referees in Windsor, on April 27, 1960. The board, by a unanimous decision, maintained the disqualification which had been imposed under sections 54 (1) and 57 (1) of the Act and Regulations 154 (1) (b) but removed the one which had been imposed under section 65 of the Act. The board's decision reads in part:

... The claimant was present, and heard at length due to the importance of his appeal. He stated that he had been steadily employed at Motor Products Company for 18½ years until July 19, 1959, and therefore, his previous experience with the Unemployment Insurance Commission was extremely limited. He stated that his application for work at Alumatic Company in early August 1959, was for a job as an assistant foreman, consistent with his

training in factory work, and not for the selling position which he later obtained. He did not get hired by Alumatic as per his application, and went to work for Armson Iron Works. Lost this employment due to shortage of work. Returned to Alumatic and explained his need for work, and this brought about the offer of selling for them on a commission basis. After getting started on this work, claimant stated he telephoned the local office to ascertain what amount of earnings he would be entitled to receive without reporting same. He was told, according to his statement, \$13. or \$15. per week. As his average earnings were not more than the figures mentioned, allowing for expenses, he felt he was on sound ground. However, a spot check by the District Investigator developed an investigation resulting in his non-entitlement to benefits, which had been paid him since his application of September 6, 1959. He was then informed that he had been overpaid \$660. in benefits and \$30. for the waiting period was also charged against him, making a total of \$690. Later a punitive disqualification under section 65 of \$180. was imposed. In addition, he has been overpaid \$245.30 by the Alumatic Company. Thus, he finds himself in serious financial difficulties of \$690. and \$180. for which he does not feel responsible. His reasons for this are that he was not restricted by the Alumatic Company to do other work, and he has been steadily seeking permanent employment because his income, both from Unemployment Insurance and his selling job, was not sufficient to maintain his household.

CONCLUSION:

As may be expected, the claimant is very much disturbed in view of the large indebtedness which he has created without realizing that it was taking place. This is the part of the debts which are now assessed against him by the Commission. The claimant's record of long time service with Motor Products, shows that he is a reliable and consistent worker, and his job was only terminated due to the fact that the Company's business wound up. He is a man of excellent character, and the Board recognizes that he would not be one to defraud the Commission. The trouble he has got into is due to his ignorance of the requirements of the Act, and also his failing to investigate his situation with the Commission more thoroughly at an earlier date. While the Board sympathizes with the claimant, in his present unfortunate financial difficulty, there apparently is nothing the Board can do to effect any relief for him. The present regulation, that is 154 (1) (b), is more restrictive than the former 158, which provided an opportunity for relief from disqualification under circumstances similar to those which prevail in this case. From what has been stated, it is evident that the Board must give its approval to the amount of \$690. which has been set up as owing the Commission, but it does not approve of the \$180. punitive disqualification under section 65 of the Act. The Board does not feel that the claimant had any intent to defraud the Commission by accepting unemployment benefits during the period covered by his selling activities. Therefore, the Board recommends that this disqualification be cancelled...

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire and pleaded that his misdemeanour be considered an honest error

due mainly to his ignorance of the Unemployment Insurance Regulations. He pointed out the great hardship he and his family would have to suffer if he were required to repay the large overpayment of benefit even to the extent of "possibly the loss of my home."

Considerations and Conclusions: The claimant's allegation that he was not aware he had to notify the local office of his employment as a salesman and of his earnings carries little weight as a valid excuse for his omission to do so. I find it hard to understand how a person of the claimant's intelligence could have shown so little interest in his obligations under the Act by failing to read the clear and precise instructions contained in the booklet of information for claimants that was issued to him on the date he filed his claim, particularly those explaining how to fill in a claimant's weekly report. The claimant's other allegation that he did communicate with the local office by telephone for information in that connection does not, in my view, count in his favour, as it seems to me that telephoning was a somewhat unusual method to resort to, especially as the claimant had to and, I presume, did report regularly to the local office in person each week or so.

In view of the foregoing and as, on the other hand, the claimant was engaged in employment in which he was in the position of controlling his working hours (subsection (1) (b) of Regulation 154) and as, on the other hand, he has failed to prove that the amount of time that he devoted to selling the products of the Alumatic of Canada Limited was not such as to make that employment so minor in extent that a person would not, under the circumstances, normally have followed it as a principal means of livelihood (subsection (2) of the same Regulation), I consider that the claimant has failed to prove that he was unemployed during the weeks in question in the present appeal (section 54 (1) of the Act). The amount of the claimant's earnings during the period in question is not an essential factor in deciding the issue in the present case, because that in itself does not indicate the amount of time which the claimant devoted to that employment.

In view of the claimant's regrettable but inexcusable omission to report his employment and his earnings, his unsubstantiated statement that he was available for other employment and had actually looked for other work cannot be accepted as sufficient to satisfy the proof required under subsection (2) of Regulation 154.

For the above reasons, I decide to maintain the unanimous decision of the board

of referees and to dismiss the claimant's appeal.

Taking into consideration the claimant's remarks in his appeal to me explaining the hardship that would result by his having to repay the amount of the overpayment, I would recommend that the Commission investigate whether this case is one which would properly come under section 175 (1) (g) (ii)* of the Regulations.

Decision CUB-1760, August 8, 1960

The only question to be decided in the present appeal is whether the claimant has, without good cause, failed to accept the situation that was offered to her on September 10, 1959 (Section 59 of the Act). The main facts in the case are as follows:

The claimant, a married woman, 40 years of age, made an initial application for benefit on April 16, 1959, and registered for employment as a sewing-machine operator. She stated in the application that she had worked as such for Starr-Hollywood Limited, manufacturers of boys' pants, in Toronto, Ont., from 1949 to March 4, 1959, when she left voluntarily for the following reason:

Left vol. Pregnant—Baby born 5 March 59—unemployed from 4 March 59—Available for work. Husband will look after baby when I get work. Waiting to be called back to same firm, not busy now. Also husband works at Post Office—night shift.

Her rate of pay at the time of leaving was given as \$65.00 a week. The claim was allowed.

On May 6, 1959, she declined an offer of suitable employment on the ground that she would work only for her last employer.

The insurance officer disqualified her for an indefinite period, being of the opinion that the claimant, by reason of the said restriction, was not available for work. He also disqualified her for a period of six weeks for refusing to apply for the employment (sections 54 (2) (a) and 59 (1) (a) of the Act). Subsequently, upon receipt of additional information, both disqualifications were terminated.

On June 17, 1959, she failed to accept another offer of suitable employment and was disqualified by the insurance officer to July 25, 1959. She appealed to a board of referees, which upheld the insurance officer's decision.

On September 3, 1959, the claimant became employed as a sewing-machine operator with a manufacturing company in

*Where an authorized officer of the Commission, pursuant to subsection (1), declares that sums paid by way of benefit while a claimant was not entitled thereto and owing by that claimant are no longer due and owing to the Fund, such sums shall be deemed to be written off.

Toronto but was released on the same day as unsuitable.

On September 10, 1959, the local office referred the claimant to continuing employment with Hamilton-Carhart, manufacturer of men's wear, Toronto, as a sewing-machine operator (pants), the wages being based on "piece work (over \$50.000 per week)" which was the reported prevailing rate in the district for that type of work. The hours of work were eight a day and 40 a week (day work). The travelling time by bus from her home to the place of employment was reported to be 35-40 minutes. The claimant did not accept the employment for the following reason: "I want a job. I will not work for \$26.00 a week after 10 years' experience on a job and after I earned \$65.00 a week."

In connection with the claimant's non-acceptance of the employment, the local office commented:

With regard to applicant's statement of 10 years' experience, (the claimant) was referred to several vacancies and the employers stated that applicant did not earn 50c. an hour despite the urging to do better. We do not know where applicant got \$26.00 a week as the basic rate is \$28.00 a week for a maximum of six weeks, but a worker can go on piece work as soon as she produces over the basic rate, which at times happened the next day.

(The claimant) has several times mentioned that she can only work to 4 o'clock because her husband has to leave home.

With regard to the interview, the forelady stated applicant did not come at 8 a.m. to start to work, she came at 11 a.m., showed her a pay envelope but not number of hours worked (time and one half for overtime?) and stated she will think it over, and if she decides she will come in Monday, but of course did not go to work.

The sportswear union advises (the claimant) at no time approached them for work. Hamilton-Carhart is a union shop.

In a letter to the local office dated September 18, 1959, the claimant commented on the various jobs to which she had been referred by the local office and on the unsatisfactory wages offered. She added that while the jobs had to do with the making of garments, the work was of a kind in which she had no experience. She stated also that she expected to be called back to her former employment as soon as the firm became busy again and that in the meantime she was searching for a suitable job.

The insurance officer disqualified the claimant from receipt of benefit for the period from September 6, 1959 to October 17, 1959, inclusive, because in his opinion she had, without good cause, failed to accept a situation in suitable employment (section 59 (1) (a) of the Act).

The claimant appealed to a board of referees, before which she and her solicitor

appeared, and gave evidence at the hearing of the case in Toronto on October 28, 1959. The board, by a majority decision, dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer, on the ground that as the claimant had been unemployed for such a lengthy period of time, she should have given the employment a trial, which was in a union shop and at the basic rate of pay for the particular type of work, viz., 70 cents an hour. The board stated that the plant superintendent, upon being communicated with by telephone, explained that if employees earned below 70 cents an hour their pay was made up to equal this rate.

The dissenting member of the board of referees stated:

\$28.00 per week is not the union rate of wages and it has been known that, where there is a union agreement in the plant, no member of a union can work for less than the union rate. Otherwise they jeopardize their position as a union member.

It is my opinion that this case should have been adjourned until we hear a union representative and get more facts on what the union rate is.

The claimant appealed to the Umpire on November 13, 1959, and stated:

I was misinformed by the forelady at Hamilton-Carhart regarding the rate of pay. If it was explained to me that the 70c. in question was a basic rate as stated in the Board of Referees conclusion and not the prevailing rate, then I would have never hesitated to commence working. I am quite sure that I could have made double that amount, also, taking into consideration that Hamilton Carhart is a Union Shop. In all sincerity, I still feel justified in not accepting 70c. per hour considering that I *am* an experienced operator and at present I am back in the employ of Starr-Hollywood, my original employers and I *am* earning \$1.50 per hour.

In a statement dated November 16, 1959, the claimant indicated that she commenced working again for Starr-Hollywood as a sewing-machine operator on November 9, 1959, and that from this date to November 13, 1959, her earnings were \$43.76 based on piece work. She further stated that on November 13:

I complained about having my machine moved on Friday morning. I was working in the middle till then—but Friday morning I was moved to a draughty spot and when I complained I was told to go. My doctor had advised me not to work in a draught.

The placement officer in a report dated December 3, 1959, stated:

I explained to (the claimant) personally the basic rate of 70c. an hour, the C.L. Bonus, the Union, the distance, the piece work earnings of workers in the plant, the type of plant lunch room, etc. . . .

P.S. Every referral given an applicant is accompanied by verbal information regarding conditions of work, rates, distance, etc.

In further memoranda dated February 24 and March 4, 1960, the placement officer stated that she explained to the claimant at the time of the offer of employment that Hamilton-Carhart was a union shop, that the basic rate of 70 cents an hour was for a maximum of six weeks, that potential earnings were \$50 a week and that "At no time, neither during the interview to which (the claimant) refers, nor on any other occasion did (the claimant) sign a blank sheet of paper, which was filled out after she had left the office".

The claimant's letters dated January 30, March 26 and 28, 1960, which are included in the file, refer to the interviews she had with the placement officer mentioned above and the jobs she had been directed to by that officer. She also requested an oral hearing before the Umpire, which was held in Toronto on July 6, 1960. Those who attended were the claimant and F. G. Power, the latter representing the Unemployment Insurance Commission.

Considerations and Conclusions: During the hearing of her case on July 6, 1960,

the claimant repeated one of the statements contained in her appeal to me, namely that if the forelady at the Hamilton-Carhart Company had explained to her that the 70¢ an hour was the basic rate of pay and not the prevailing rate, she would have accepted the job. Upon asking her whether she had inquired from the forelady about this matter, she replied in the negative.

It seems strange to me that a person of the claimant's experience in the labour field would not have requested information on all the essential conditions of the employment, if she had been serious about accepting the job. Consequently, I cannot consider the claimant's contention that she was not given the proper information by the placement officer at the local office, or by the forelady at the Hamilton-Carhart Company, as a valid excuse for refusing to accept the employment, especially as the record shows that it was suitable within the meaning of section 59 of the Act.

For the above reasons, I decide to maintain the disqualification and to dismiss the claimant's appeal.

Railway Board of Adjustment (Continued from page 1048)

It had always been its prerogative, the company contended, to operate in and out of a terminal in turn-around service, whether with assigned or unassigned crews. It added that there is no provision in the Atlantic and Eastern Regions' Agreement that a trip automatically ends on arrival at a terminal.

The contention of the employees was sustained in that it is not proper to establish runs in turn-around service between terminals where the distance is 100 miles or more in each direction.

Case No. 740—Dispute between Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers over the method of assigning locomotive engineers to freight service when terminals changed.

Until February 14, 1960, two engineers whose home terminal was Belleville, Ont., were regularly assigned to man freight trains on the run between Belleville and Mimico. Pool engineers whose home terminal was also Belleville manned the same trains between Belleville and Brockville.

Effective February 14, 1960, the runs were re-allocated. Three engineers whose home terminal was Belleville were regularly assigned to run between Mimico and Brockville, straight through Belleville with no change of crew.

The Brotherhood of Locomotive Engineers protested that this change was con-

trary to the intent and understanding of the agreed "Statement of Work Belonging to Engineers Assigned to Belleville." Running of engineers through Belleville meant that Belleville engineers were tied up at either Brockville or Mimico instead of at their home terminal, which had been the change-off point for more than 50 years, the union complained.

The union quoted two articles of the agreement concerning time allowance for both incoming and outgoing engineers on locomotives that were operating through terminals.

The company contended that it had the right to establish regular assignments consistent with the requirements of the service and within the framework of the schedule agreement. It also contended that there was no reference stated or implied in any rule or agreement that debarred the company from abolishing, establishing or changing assignments consistent with the requirements of the service.

The company pointed to an article of the contract that states that if certain changes in assignments are made, including the change of the home terminal between changes of timetable, engineers affected may choose another assignment at their home terminal when the change is made.

The contention of the employees was not sustained.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 242 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 212 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$112,965.00
Defence Production	97	391,550.00
Post Office	9	225,049.86
RCMP	2	1,342.50

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$24,663.31 was collected from 15 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 724 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Atomic Energy of Canada Limited

Chalk River Ont: Dibblee Construction Co Ltd, asphalt paving at plant site.

Central Mortgage and Housing Corporation

Chatham N B: Eastern Landscape Co Ltd, *landscaping repairs. *Gagetown N B:* L P Cogswell, seed treatment in Neighbourhood 4 (Job 67/54). *Montreal Que:* Beaver Asphalt Paving Co Ltd, asphalt paving & sodding, Benny Farm; Beaver Asphalt Paving Co Ltd, *asphalt paving & sodding, Villeray Terrace. *Waterloo Ont:* Imperial Paving Co Ltd, *reconstruction of parking areas in HECL Project. *Windsor Ont:* John Papp, exterior painting of 301 housing units, Project 12/46. *Portage la Prairie Man:* H G Hay Decorating Co, *exterior painting of houses. *Fort Qu'Appelle Sask:* Bliss Bros, *supply of additional material to complete flood control. *Leduc Alta:* Henry Rosenfeld, *exterior painting of houses.

Department of Citizenship and Immigration

Bersimis Indian Agency Que: Georges Deschenes, additions & alterations to Bersimis Indian day school. *Caughnawaga Indian Agency Que:* Ruscito Demolition Reg'd, demolition of bldgs, Caughnawaga Indian day school. *Pointe Bleue Indian Agency Que:* Potvin & Bouchard Inc, construction of storage facilities, etc, Pointe Bleue IRS. *St Regis Indian Agency Que:* R Bourbannais, repairs & alterations to staff residence, St Regis Village. *Seven Islands Indian Agency Que:* Georges Vigneault, exterior & interior painting, Seven Islands IRS. *The Pas Indian Agency Man:* Macaw & MacDonald Ltd, installation of water supply system, Guy residential school. *Blackfoot Indian Agency Alta:* Lundmark Construction Ltd, alterations & repairs, Crowfoot IRS; Burns & Dutton Concrete & Construction Co Ltd, general repairs, Old Sun IRS. *Blood Indian Agency Alta:* Roy Construction, replacement of concrete basement floors, plumbing pipes & miscellaneous work, St Mary's Blood (RC) IRS. *Fort Vermillion Indian Agency Alta:* Martin Overguard, construction of dam, Assumption IRS. *Hobbema Indian Agency Alta:* R B Construction Ltd, construction of prefabricated two-classroom Indian day school, Sampson Reserve. *Lesser Slave Lake Indian Agency Alta:* R Cunningham Construction, construction of outdoor privies, Sturgeon Lake Indian Reserve. *Stony Sarcee Indian Agency Alta:* Muttart Homes (Edmonton) Ltd, construction of prefabricated staff residence at Eden Valley day school, Eden Valley Reserve. *Fort St John Indian Agency B C:* Ralph Meachem, construction of two Indian houses, East Moberly Lake Indian Reserve, Giebelhaus Building Supplies Ltd, construction of two welfare houses, Fort Nelson Indian Reserve. *New Westminster Indian Agency B C:* J G Bakker, construction of seven houses, Chehalis, Tzeachten, Seabird Island, Soowahlie, Langley, Sumas, Skawchlook Reserves.

Defence Construction (1951) Limited

Greenwood N S: Delphis Cote Ltd, replacement of roof deck, built-up roofing & metal flashing, cantilever hangar No H-10, RCAF Station. *Halifax N S:* Tasco Sheet Metal & Roofing Co Ltd, re-roofing of Bldg S-24, HMCS *Stadacona*. *Moncton N B:* Bernard Gagne Co Ltd, construction of water supply system, HMCS *Coverdale*; Horton Steel Works Ltd, supply & erection of steel water storage tank, HMCS *Coverdale*. *Longueuil Que:* Canadian Pratt & Whitney Aircraft Co Ltd, re-roofing of engine shop leanto of Bldg No 1, Crown-owned plant. *Ville La Salle Que:* Peacock Bros Ltd, repairs to runway & crane & plant alterations, Naval Engineering Test Establishment. *Camp Borden Ont:* A Stroud Ltd, additions & alterations to heating systems in various bldgs. *Shirley Bay (Ottawa) Ont:* Canadian Comstock Co Ltd, installation of underground electrical services & extension of steam distribution system. *Namao Alta:* Wirtanen Electric Co Ltd, relocation of fire protection system, RCAF Station.

Building and Maintenance

Aldershot N S: Fred T Cleveland, exterior painting of 26 bldgs. *Camp Gagetown N B:* PCO Services Ltd, brush control (ground spray), various areas; Wheeler Airlines (1960) Ltd, brush control (air spray), training areas. *Bagerville Que:* J J Riverin Ltee, repairs to runway, RCAF Station. *St Hubert Que:* Planned Renovators Ltd, exterior painting of 98 PMQs, RCAF Station. *Downsview Ont:* Warren Bituminous Paving Co Ltd, reconstruction of section of Sheppard Ave, RCAF Station. *Kingston Ont:* Leslie Stratford Cut Stone & Construction Co Ltd, alterations & additions to bldg 20, RMC. *Trenton Ont:* John Ter Haar, exterior painting of 160 PMQs, RCAF Station; Miron Lassing & Assoc Ltd, addition to supply bldg, RCAF Station. *Uplands Ont:* Art Gaudreau Ltd & Rene Robitaille, exterior painting of 218 PMQs, RCAF Station. *Cold Lake Alta:* Conniston Construction Co Ltd, grading, seeding, sodding & reshaping, RCAF Station.

Department of Defence Production

Goose Bay Labrador: Henry J Kaiser Co (Canada) Ltd, renovations & improvements to portion of bldg No 8 utilized as station dairy, RCAF Station. *Torbay Nfld:* Clem Tremblett, interior painting of Barrack Block No 43 with fire retardant paint, RCAF Station. *Summerside P E I:* Maritime Asphalt Products Ltd, laying of hardwood floor in Bldg 16 (Drill Hall), RCAF Station; Maritime Asphalt Products Ltd, re-roofing of five station bldgs, RCAF Station; Forbes & Sloat Ltd, replacement of hangar floor & aprons in four hangars, RCAF Station. *Greenwood N S:* Municipal Spraying & Contracting Ltd, asphaltting old concrete button No 31, RCAF Station. *Halifax N S:* Construction Equipment Co Ltd, repairs to crane, Jetty No 1, HMC Dockyard. *Sydney N S:* Campbell & McIssac, cribwork replacement at 40 Ton Marine Railway, Point Edward Naval Base. *Chatham N B:* Byron H MacDonald, interior decorating of barrack blocks, RCAF Station. *St Margaret's N B:* Wm J Kerr Ltd, excavating, backfilling, grading, paving, etc, for parking lots, entrances & walks, RCAF Station. *Quebec Que:* Pavage Metropolitan Inc, grading & paving of roadway & parking area, Grand Allee Armoury. *St Hubert Que:* Bucci Flooring Co, supply & installation of vinyl asbestos tiles, RCAF Station; Dominion Steel & Coal Corp Ltd, construction of chain link fence, RCAF Station; Planned Renovators Ltd, interior repainting of Hangar No 8, RCAF Station. *St Johns Que:* Richelieu Paving Ltd, installation of reinforced concrete retaining walls at culvert ends, RCAF Station; J Albert Morin, replacement of built-up roof, RCAF Station. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of bldgs A-74 & A-75, RCAF Station. *Cobourg Ont:* Wm Kuypers, repairs to foundation walls, waterproofing masonry walls & repainting of trim flashing, No 26 COD. *Downsview Ont:* Weatherproofing Ltd, replacement of pipe sleeves in inlet entrances to manholes, RCAF Station. *Hagersville Ont:* Black Top Paving Co, repairing asphalt roads & parking areas, Military Camp. *Kenora Ont:* Acme Heating Co Ltd, conversion of heating units & hot water units from coal fired units to natural gas, Armouries. *Kingston Ont:* Roelofson Elevator Co, supply & installation of replacement dumb waiter, Officers' Mess kitchen, "C" Block, Fort Frontenac; Kingston Painting & Decorating Service, repairing plaster & repainting of seven bldgs, RMC. *London Ont:* Burnley Contracting Co Ltd, painting interior & exterior of various bldgs, No 27 COD & 204 Base Workshop (RCEME), Highbury Ave. *Orleans Que:* Wm D'Aoust Construction Ltd, repair of roads, ADE "A" Section, Proving Grounds. *Camp Petawawa Ont:* Edward Biederman, interior repainting of 25 PMQs. *Uplands Ont:* H J McFarland Construction Co Ltd, construction of parking lot, RCAF Station. *Fort Churchill Man:* Nationwide Food Service Ltd, catering. *Shilo Man:* Crane Bros, exterior

painting of 24 bldgs at Military Camp. *Winnipeg Man*: Furnasman Ltd, supply & installation of metal eavestroughing, downspouts, etc, on PMQs, RCAF Station. *Moose Jaw Sask*: Atcher Service Plumbing & Heating Ltd, installation of combined gas-oil burner in each low pressure steam boiler in Armoury. *North Battleford Sask*: A E Robertson & Co Ltd, installation of terrazzo floor in Drill Hall & front entrance hallway of Armoury. *Regina Sask*: Staseson Decorating Co Ltd, interior painting of DND central heating plant, Winnipeg St & 6th Ave; N B Roantree Co Ltd, installation of combined gas-oil burner in low pressure steam boilers, Armoury. *Calgary Alta*: Nick Corradette, construction of two concrete block troop shelters, Camp Sarcee. *Belmont Park B C*: Byron T Leigh, supply & installation of weatherstripping, PMQs. *Boundary Bay B C*: Continental Painters & Decorators, exterior painting, Vancouver Wireless Station. *Vancouver B C*: Marine Roofing & Sheet Metal Co Ltd, roofing bldg No 3, Lynn Creek. *Vedder Crossing B C*: Scotland & Adamson, surface treatment & patching of asphalt roads.

Department of Fisheries

Meteghan River N S: A F Theriault & Son Ltd, *construction of wooden patrol vessel for service in Nfld.

Department of Justice

Joyceville Ont: Ball Bros Ltd, construction of staff house, Joyceville Institution.

National Harbours Board

Vancouver B C: British Columbia Bridge & Dredging Co Ltd, reclamation of water-
lot fronting wet meadows—Mission No 1, Indian Reserve.

Department of Northern Affairs and National Resources

Great Whale River Que: Argon Welding Industries Ltd, supply & erection of POL storage tank. *London Ont*: Moore Air Equipment Ltd, supply & assembling of fish reduction plant for use in Mackenzie District, NWT. *Churchill Man*: Sabanski Construction Ltd, supply & spreading of fill. *Prince Albert National Park Sask*: Patrick Construction Co Ltd, installation of limited winter water system & improvements to existing water system. *Wood Buffalo Park Alta*: Vernon E Sandy Contractors Ltd, clearing, burning & grubbing on Pine Lake, Peace Point Road.

Department of Public Works

Lewisporte Nfld: Universal Constructors & Engineers Ltd, construction of railway wharf & shed. *St Phillips Nfld*: Babb Construction Ltd, breakwater—wharf repairs. *Beach Point P E I*: Morrison & McRae Ltd, construction of concrete surface on landing & wharf. *Summerside P E I*: M F Schurman Co Ltd, construction of RCMP detachment quarters. *Cape Breton Highlands National Park N S*: Tidewater Construction Co Ltd, paving Mile 15 to 21 & Mile 22.5 to 33.5, Cabot Trail. *East Port Le Hebert N S*: Mosher & Rawding Ltd, ice pier repairs. *Halifax N S*: Cambrian Construction Ltd, alterations & additions to federal bldg. *Little Harbour (L'Ardoise) N S*: Stanley Reid, breakwater repairs. *Osbourne N S*: Shelburne Contracting Ltd, wharf repairs. *Sydney N S*: Universal Constructors & Engineers Ltd, improvements to wharf. *Cocagne Church N B*: Leo LeBlanc, wharf repairs. *Richibucto Cape N B*: Leo LeBlanc, demolition of breakwater. *Baie St Paul Que*: Romeo Harvey, construction of protection wall. *Bonaventure Que*: Eugene Beaulieu, wharf repairs. *Bonaventure East (Cullen's Brook) Que*: J P Boileau, construction of protection works. *Grand Metis Que*: Joseph H Fortin, wharf repairs. *La Tabatiere Que*: Landry Construction Inc, shed extension. *Lauzon Que*: Concrete Repairs & Waterproofing Co Ltd, repairs to guide piers (Champlain Dry Dock). *Matane Que*: McMullen & Gagnon Inc, wharf repairs. *Matapedia Que*: J P Boileau, construction of concrete wall. *Montreal Que*: Noma Construction Co Ltd, alterations & installation of electronic mail sorters, Postal Terminal. *Natashquan Que*: Les Entreprises Gaspé Inc, wharf repairs. *Newport (Riviere des Ilots) Que*: Chandler Construction Ltd, wharf repairs. *Petite Riviere au Renard Que*: Eloie Boulay, reconstruction of wall. *Portneuf Que*: Lucien Gauthier, construction of retaining wall. *Riviere au Tonnerre Que*: Manik Construction Co Ltd, wharf repairs. *St Andre de Kamouraska Que*: Leo Gendron, wharf repairs. *Ste Anne des Monts Que*: Les Entreprises BCD Ltee, wharf improvements. *St Charles sur Richelieu Que*: Entreprises Paul Brodeur Ltee, construction of retaining wall. *St Michel des Saints Que*: P E Martel,

construction of tourist wharf. *Ste Petronille Que*: Hermenegilde Emond, construction of protection wall. *Arnprior Ont*: M J Sulphur & Son Ltd, repair & re-roofing of various bldgs, Civil Defence College. *London Ont*: Ellis-Don Ltd, construction of Postal Terminal bldg. *Moose Factory Ont*: Pulsifer Construction Ltd, construction of one double residence & one detached 4-bedroom house. *Morrisburg Ont*: Keene Construction Co Ltd, wharf construction. *Ottawa Ont*: Landino Zuccarini, alterations to Engineering Research Laboratories, CEF; Ottawa Mechanical Services Ltd, alterations to cold water mains, Rideau Hall; J R Statham Construction Ltd, general alterations & related work in certain areas throughout West Block, Parliament Hill; L Beaudoin Construction Ltd, general repairs to copper clad roof surfaces, Langevin Block, Wellington St; Shore & Horwitz Construction Co Ltd, construction of total body monitor wing for radiation protection bldg, Department of National Health & Welfare; Thos P Crawford, general repairs to roof surfaces, Centre Block, Parliament Hill; Shore & Horwitz Construction Co Ltd, alterations to certain areas of Garland Bldg, Queen St; J G Bisson Construction & Engineering Ltee, alterations to Hunter Bldg; Sanco Ltd, cleaning interior of Insurance Bldg, Riverside Drive. *Pelee Island Ont*: Reiger Bros Construction Ltd, construction of steel sheet piling protection at west end of wharf. *Fort Prince of Wales (Churchill) Man*: Lacey Construction Ltd, excavation of channel. *Regina Sask*: Smith Bros & Wilson Ltd, repairs to stone work, new Post Office bldg. *St Phillips Sask*: Matheson Bros Ltd, construction of six classroom school, Pelly Agency. *Banff National Park Alta*: General Construction Co (Alberta) Ltd, reconstruction of Banff Ave, Banff Townsite; W & G Grant Construction Co Ltd, grading, culverts, sub-base & base course, Mile 67.7 to Mile 74 & Nigel Creek Bridge, Mile 68.8, Banff-Jasper Highway. *Calgary Alta*: H N McKay & Co Ltd, alterations to fourth floor of Northern Electric bldg for Department of Agriculture. *Hobbema Indian Agency Alta*: R B Construction Ltd, construction of three bedroom staff unit for Department of Citizenship and Immigration, Samson Reserve. *Magrath Alta*: R Osterberg, construction of Post Office bldg. *Bonson Road B C*: The Fraser River Pile Driving Co Ltd, wharf & float renewal. *Duncan B C*: Cowichan Construction Ltd, alterations to old federal bldg. *Gibson's Landing B C*: Evans, Colman & Evans Ltd, breakwater improvements. *Port Hardy & Sointula B C*: D C D Pile Driving, wharf repairs. *Vancouver B C*: Coronation Construction Co Ltd, alterations to federal bldg; Allan & Viner Construction Ltd, alterations to RCMP Fairmont Barracks. *Fort Providence to Frank Channel N W T*: Dales Construction Co Ltd, gravel surfacing. Development Road. *Fort Smith N W T*: St Laurent Construction Ltd, construction of houses & RCMP hangar alterations. *Inuvik N W T*: Poole Construction Co Ltd, construction of federal housing & maintenance workshop & installation of sprinklers for heated warehouse. *Whitehorse Y T*: Dawson & Hall Ltd, ground water control for Indian residential hostels.

Contracts Containing the General Fair Wage Clause

St Lawrence Nfld: The J P Porter Co Ltd, dredging. *McAdam N B*: John L Simms & Sons Ltd, roof repairs, federal bldg. *Saint John N B*: Frank E Wedmore, alterations to Customs Bldg. *Amos Que*: La Societe D'Entreprise General Ltd, installation of additional lock boxes, federal bldg. *La Tuque Que*: Sylvio Beland, dredging. *Lorrainville Que*: Joliette & Mercier, construction of fence, federal bldg. *St Emile de Montcalm Que*: Provost Construction Ltee, dredging, Lac des Iles. *St Felicien Que*: Dufour & Dufour, alterations to federal bldg. *Hamilton Ont*: Hamilton Boiler Works, heating repairs, federal bldg. *Kincardine Ont*: Kenneth Petrie, heating repairs, federal bldg. *London Ont*: Toten Construction Co, alterations to federal bldg. *Ottawa Ont*: Aerodyne Ltd, installation of air-conditioning system in Blackburn Bldg; Louis G Fortin, supply & installation of partitions in Geological Bldg; R A Bingham & Sons, general repairs, 556 Booth St; Louis G Fortin, electrical repairs, 555 Booth St; The B Phillips Co Ltd, exterior repairs, 555 Booth St; Century Bldg Service, construction of platforms, Veterans' Memorial Bldg; R R Construction, construction of canopy, Veterans' Memorial Bldg; Canadian Refractories Construction Ltd, modification of heating boilers, Jackson Bldg; Leo Lariviere, supply & installation of partitions, Jackson Bldg; L Beaudoin Construction Ltd, general alterations to 35 George St; Overhead Door Co of Ottawa Ltd, supply & installation of overhead doors, Tunneys' Park garage; Thompson Bros, supply & installation of air conditioners, Archives record storage; A P Green Firebrick Co Ltd, boiler repairs, Central Heating Plant, Cliff St; R A Bingham & Sons, general alterations to "B" Bldg, Cartier Square; Oak Construction Co Ltd, general alterations to No 2 Temporary Bldg; Lord & Burnham Co Ltd, repairs to greenhouses, CEF. *Peterborough Ont*: Selwyn Construction Co Ltd, installation of mail receiver, federal bldg. *Port Stanley Ont*: Ontario Marine & Dredging Ltd, dredging. *Rondeau (Erieau) Ont*: Dean Construction Co Ltd, dredging.

Elkhorn Man: Minnedosa Plumbing & Heating, heating repairs, federal bldg. *Winnipeg Man:* G F Thompson & Son, general alterations to Theatre bldg. *Regina Sask:* Poole Construction Co Ltd, stonework & repairs, federal bldg.

St. Lawrence Seaway Authority

St Catharines Ont: R H Barnsley, stone paving & landscaping, locks 1, 2, 3 & guard gate, Welland Canal, Western District.

Department of Transport

St John's Nfld: Nordbec Construction Inc, clearing, stumping & grubbing for combined Aeradio/Marine Station (Robin Hood Bay). *Moncton N B:* Ashfield Construction Co Ltd, installation of watermains & related work, Airport. *Forestville Que:* Dubuc Construction & Paving Ltd, surface treatment to existing runway & taxiway, Airport. *La Malbaie Que:* The Mitis Construction Co Ltd, construction of airport. *Perroquet Island Que:* Verreault Navigation Inc, construction of fog alarm & radio beacon bldg & denolition of existing fog alarm bldg. *Sherbrooke Que:* Eugene Marcoux Inc, construction of VHF Omni-range bldg & related work. *Armstrong Ont:* S E Oslund Construction Co Ltd, re-roofing the ex-RCAF hangar, Airport. *Kenora Ont:* Heath Construction Ltd, construction of three double staff dwellings, one single staff dwelling & related work. *Malton Ont:* The Dufferin Construction Co Ltd, construction of concrete taxiways & gravel roadways to new hangar area, Airport; Standard Paving & Materials Ltd, construction of runway, aircraft parking apron & related taxiways, Toronto Airport; E N Lanigan, relocation of remote transmitter site. *Ottawa Ont:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of street & car park light, Airport. *Red Lake Ont:* Wm Shewchuk, additional development, Airport. *Timmins Ont:* Whelpton Electric Ltd, installation of low intensity lights to Runway 21. *Winnipeg Man:* Commonwealth Construction Co Ltd, improvements to streets & roads, Airport. *Davin Sask:* Bird Construction Co Ltd, construction of non-directional beacon bldg. *Regina Sask:* North West Electric Co Ltd, construction of concrete duct work, Air Terminal Bldg. *Barchane Alta:* McConnell Construction Co Ltd, construction of non-directional beacon bldg & related work for Edmonton related airports. *Edmonton Alta:* McCormick Electric Co Ltd, installation of airport lighting facilities, Airport. *Abbotsford B C:* Jos Tavender, flightway clearing, approach runway, 06. *Comox B C:* Hume & Rumble, installation of taxiway lighting facilities. *Vancouver B C:* Burns & Dutton Concrete & Construction Co Ltd, additional development, Airport.

Canada's gross national product, seasonally adjusted, declined by 1.5 per cent from the first to the second quarter of 1960, the Dominion Bureau of Statistics reported last month.

The decline, a mainly physical one as prices were substantially unchanged, is the first interruption in the upward course of the country's economy since the first quarter of 1957.

Main causes for the reversal were found in a decline (about 8 per cent seasonally adjusted) in exports of goods and services; reduced domestic demand created by lower spending on new housing, industrial plant and equipment; and a \$300 million contraction of business inventories.

In a broader perspective, value of gross national product for the first half of 1960 was 3.2 per cent higher than the same period in 1959, but with prices up 1.8 per cent, this reflects a physical volume increase of only 1.4 per cent.

Second quarter comparisons for 1959 and 1960 show value up 0.7 per cent and volume down 1.0 per cent. The first quarter comparisons were 6.0 per cent and 4.1 per cent respectively.

Labour income remained steady, with advances in the services sector offsetting declines in the major goods-producing industries, but personal income showed a fractional over-all reduction of 0.5 per cent.

PRICES AND THE COST OF LIVING

Consumer Price Index, September 1960

Canada's consumer price index (1949=100) rose to 128.4 at the beginning of September, 0.4 per cent above the August index of 127.9. Last year's September index was 127.1.*

The increase was largely seasonal. The food index showed the largest gain, of 1.3 per cent; the other four component indexes registered only fractional changes.

The food index, at 123.3, was 1.3 per cent above the August index of 121.7 and 0.7 per cent above the September 1959 index of 122.4. Egg prices increased by 15 per cent over the month to 65c. a dozen, about average for this month in previous years. Higher prices were also reported for fats, oranges, some beef cuts, bacon and canned salmon. Prices for most fresh fruits and vegetables moved lower; decreases for tomatoes, potatoes and apples were appreciable.

The shelter index rose 0.1 per cent from 144.0 to 144.2; both the rent and home-ownership components contributed to the increase.

The clothing index increased 0.2 per cent, from 110.3 to 110.5, as a result of scattered and minor price increases in men's wear as well as in some items of women's wear and footwear that moved up from sales levels of previous months.

The household operation index edged up 0.2 per cent from 123.1 to 123.3, reflecting price changes for furniture and floor coverings up from earlier sales levels, and price increases for coal and some utensils and household equipment. Most household supplies were somewhat lower but laundry rates were higher.

The other commodities and services index declined 0.1 per cent, from 137.7 to 137.6, as a result of seasonally lower prices on 1960 model cars, which more than counter-balanced price increases for tires, automobile repairs, lubrication and batteries. Lower prices occurred for brake relining and, with local price wars in several cities, gasoline prices also decreased.

Group indexes one year earlier (September 1959) were: food 122.4, shelter 142.0, clothing 109.8, household operation 123.1, and other commodities and services 135.2.

*See Table F-1 at back of book.

City Consumer Price Indexes, August 1960

Consumer price indexes (1949=100) rose in nine of the ten regional cities between July and August.† Increases ranged from 0.1 per cent in Ottawa to 0.6 per cent in Saskatoon-Regina, Edmonton-Calgary and Vancouver. The St. John's index declined 0.3 per cent.

Food indexes followed similar patterns to those shown in the total indexes: higher in all cities except St. John's. Increases ranged from 0.4 per cent in Halifax to 2.7 per cent in Vancouver. The St. John's food index declined 1.0 per cent.

Shelter indexes showed mixed results; three city indexes were higher, two lower and five unchanged. Clothing indexes were up fractionally in three cities, unchanged in four cities and down in the three remaining cities. Household operation indexes also showed mixed results: four city indexes declined, two were unchanged and four were at higher levels. Other commodities and services indexes decreased in three cities, increased in four cities and were unchanged in the remaining three regional cities.

Regional consumer price index point changes between July and August were as follows: Saskatoon-Regina +0.8 to 124.8; Vancouver +0.8 to 128.3; Edmonton-Calgary +0.7 to 124.3; Saint John +0.4 to 129.0; Winnipeg +0.4 to 125.8; Halifax +0.3 to 126.7; Montreal +0.3 to 127.5; Toronto +0.2 to 130.3; Ottawa +0.1 to 128.3; St. John's -0.4 to 116.1*.

Wholesale Price Index, August 1960

Canada's general wholesale price index (1935-39=100) in August stood at 230.2, down 0.9 per cent from 232.2 in July and 0.3 per cent from 231.0 in August last year. Six of the eight major group indexes declined from a month earlier, and the remaining two were unchanged.

Sharply lower prices for potatoes, combined with lesser decreases for grains, raw rubber, dried fruit, and onions were mainly responsible for a 1.8-per-cent drop in the vegetable products group index to 201.0 from 204.7. The wood products group index declined 1.6 per cent to 301.4 from 306.3, the textile products group index fell 0.7 per cent to 228.9 from 230.6, the non-ferrous

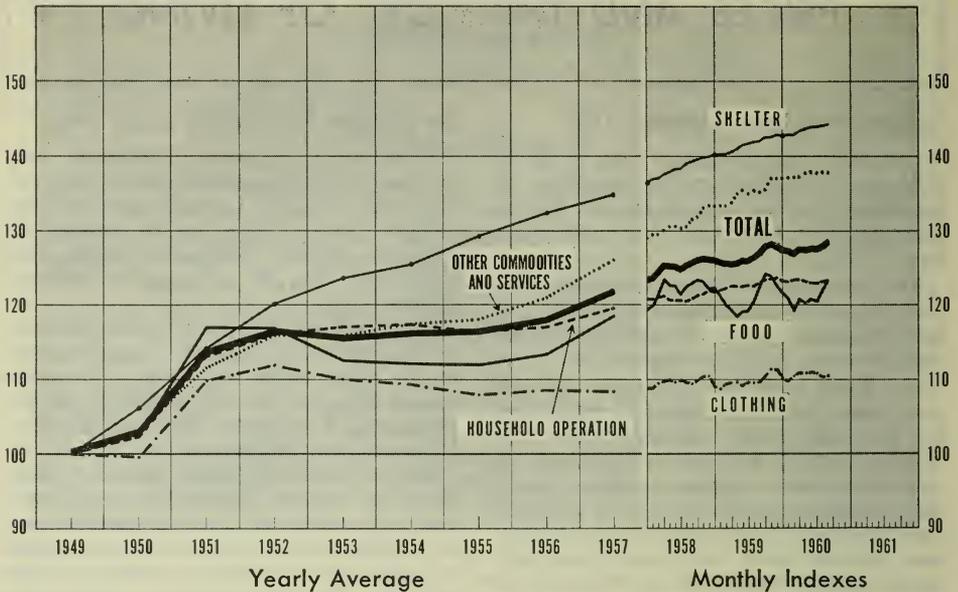
†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



metals group index decreased to 178.9 from 179.7, the animal products group index to 250.0 from 250.5, and the non-metallic minerals group index to 184.4 from 184.5.

The iron products group index was unchanged at 255.5 and the chemical products group index at 188.2.

U.S. Consumer Price Index, August 1960

The United States consumer price index (1947-49=100) held steady at 126.6—its record high—between mid-July and mid-August. It was the first month since January that the index did not rise.

In the preceding 12 months, the index has risen in every month except in the mid-November to mid-December and in the

mid-December to mid-January periods. The index now stands 1.4 per cent higher than the 124.8 at mid-August 1959.

In the most recent month, seasonal price reductions in fresh fruits and vegetables and declines in the prices of 1960 automobiles as 1961 model time drew near were counterbalanced by price increases for virtually all other goods and services.

U.K. Index of Retail Prices, July 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose for the second successive month between mid-June and mid-July, advancing 0.2 points from 110.9 to 111.1. The index at mid-July 1959 was 109.0.

Average outlay for fringe benefits in 1959 by 100 companies with a total of 490,967 employees was 22.2 per cent of payroll—\$1,036 per employee, it was found in a survey by Industrial Relations Counselors Service, Inc., Toronto.

The 100 firms surveyed provide a reasonably representative cross-section of Canadian industry, both manufacturing and non-manufacturing.

Four major types of fringe benefit—paid vacations, paid holidays, pension plans and welfare plans—were in effect in nearly all of the 100 companies. Paid rest periods and coffee breaks were reported by 70 companies.

Average outlay for vacation pay was 4.1 per cent of payroll; for pension plan contributions, 3.6 per cent of payroll.

Average fringe benefit outlay by industry ranged from 16.5 per cent of payroll in textile mills to 26.6 per cent in food, beverages and tobacco companies.

Results of the survey were published last month in a 58-page book, *Fringe Benefit Costs in Canada, 1959*, available from Industrial Relations Counselors Service, Inc., 85 Bloor Street East, Toronto 5, Ont., at \$10 a copy.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 144

Annual Reports

1. CANADA. CIVIL SERVICE COMMISSION. *Annual Report, 1959*. Ottawa, Queen's Printer, 1960. Pp. 29.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1958*. Ottawa, Queen's Printer, 1960. Pp. 27.

3. CANADA COUNCIL. *Third Annual Report to March 31, 1960*. Ottawa, 1960. Pp. 115.

4. EUROPEAN PRODUCTIVITY AGENCY. *Activities for the Year 1958-59*. Paris, Organization for European Economic Co-operation [1960] Pp. 74.

5. GREAT BRITAIN. MINISTRY OF LABOUR. *Annual Report, 1959*. Pp. 120.

On November 20, 1959 the Ministry reverted to its original title after having been known as the Ministry of Labour and National Service for over twenty years.

6. GREAT BRITAIN. NATIONAL ASSISTANCE BOARD. *Report for the Year ended December 31, 1959*. London, HMSO, 1960. Pp. 60.

7. NEW YORK (STATE). DEPARTMENT OF LABOR. *Annual Report of the Industrial Commissioner, 1959*. Albany, 1960. Pp. 67.

8. ONTARIO. DEPARTMENT OF LABOUR. *Fortieth Report for the Fiscal Year ending March 31, 1959*. Toronto, Queen's Printer, 1960. Pp. 119.

9. U.S. NATIONAL LABOR RELATIONS BOARD. *Twenty-fourth Annual Report for the Fiscal Year ended June 30, 1959*. Washington, GPO, 1960. Pp. 188.

Canada at Work Broadcasts

The following three broadcasts were prepared by the Federal Department of Labour in Ottawa in 1960.

10. *Don't Burn our Forests!* Pp. 4.

A talk prepared from information supplied by the Federal Forestry Branch, Department of Northern Affairs and National Resources in Ottawa for Forest Conservation Week.

11. *No Better and No Worse. A Sketch on Anti-Discrimination*. Pp. 8.

"A play about racial and religious tolerance in a Canadian community."

12. *Progress in Rehabilitation; a Report on the Ninth Meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons*. Pp. 4.

Congresses and Conventions

13. CANADIAN CONSTRUCTION ASSOCIATION. *Proceedings of 42nd Annual General Meeting, January 23-27, 1960, Calgary, Alta.* Ottawa, 1960. Pp. 203.

14. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Twelfth Annual Meeting, Washington, December 28-29, 1959*. Edited by David B. Johnson. Madison, 1960. Pp. 210.

Contents: Memorial Session to the Late Selig Perlman and Sumner Slichter. The Incidence of Persistent Unemployment. Health Plans in Collective Bargaining: Responsibilities of Management and Labor for Medical Care. Improving the Unemployment Insurance System. The Economics of the Minimum Wage. Changing Patterns of Industrial Conflict. Union Policies and Industrial Management.

15. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-seventh Annual Convention held in Regina, Sask., May 18, 19 and 20, 1960*. Regina, 1960. Pp. 113.

Industrial Relations

16. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Employment Relations Research, a Summary and Appraisal*. Editors: Herbert G. Heneman [and others] New York, Harper, c1960. Pp. 226.

Contents: The Labor Force and Labor Markets, by Herbert S. Parnes. Selection and Placement—the Past Ten Years, by George W. England and Donald G. Paterson. Employee and Executive Compensation, by David W. Belcher. Public Policy and Dispute Settlement, by Gordon F. Bloom and Herbert N. Northrup. History and Theory of the Labor Movement, by David Dolnick. Technological Change and Industrial Relations, by George P. Shultz and Arnold Weber.

17. KNOWLES, WILLIAM HENRY. *Trade Union Development and Industrial Relations in the British West Indies*. Berkeley, University of California Press, 1959. Pp. 214.

Examines the social, economic, and political background of the labour movement of the British West Indies.

18. MICHIGAN. STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, EAST LANSING. LABOR AND INDUSTRIAL RELATIONS CENTER. *Practical Arbitration. Fifth Annual*

Joint Industrial Relations Conference for Lawyers, Arbitrators and Union and Management Representatives, March 30-31, 1959, Kellogg Center, Michigan State University. Edited by Daniel H. Kruger. East Lansing, 1959. Pp. 168.

Conference sponsored by the Section of Labor Relations Law, State Bar of Michigan, the Labor and Industrial Relations Center, Michigan State University, Institute of Labor and Industrial Relations, University of Michigan—Wayne State University in cooperation with: American Arbitration Association [and others].

Topics discussed: Current Arbitration Trends: a Critique. Current Arbitration Trends: the Arbitrators' Viewpoint. Demonstration Arbitration. How to convince an Arbitrator.

Labour Organization

19. CAMERON, JAMES CARRUTHERS. *The Status of Trade Unions in Canada* [by] J. C. Cameron and F. J. L. Young. Kingston, Dept. of Industrial Relations, Queen's University, 1960. Pp. 169.

Examines labour legislation as it relates to the growth of labour unions in Canada.

20. U.S. BUREAU OF LABOR STATISTICS. *Union Security and Checkoff Provisions in Major Union Contracts, 1958-59.* Washington, GPO, 1960. Pp. 16.

"... Deals with the prevalence of different types of union security and checkoff provisions in major collective bargaining agreements." Information based on 1,631 agreements covering about 7½ million workers.

Labouring Classes

21. CLAY, HILARY M. *The Older Worker and his Job.* London, HMSO, 1960. Pp. 20.

Briefly outlines some of the findings of recent research into the effects of physical and mental changes on older workers.

22. COX, ARCHIBALD. *Law and the National Labor Policy.* Los Angeles, Institute of Industrial Relations, University of California [1960] Pp. 111.

Contains five lectures delivered at the University of California, Los Angeles, in November and December, 1959.

Contents: The Evolution of Labor-Management Relations Law. Public Policy toward Union Organization. The Role of Public Policy in the Negotiation of Collective Bargaining Agreements. The Role of Law in the Administration of Labor Agreements. The Public Interest in Internal Union Affairs.

23. INTERNATIONAL LABOUR OFFICE. *Vocational Training.* Seventh item on the agenda. Geneva, 1960. Pp. 103.

At head of title: Report 7 (1). International Labour Conference. 45th session, 1961.

Gives a brief description of the main features and trends in vocational training in the world today. Includes a draft text and explanatory notes of a Recommendation to be commented on by member governments.

24. INTERNATIONAL TRADE UNION CONFERENCE ON THE EFFECT ON WORKING CONDITIONS OF THE USE OF MICRO-MEASUREMENT AND PREDETERMINED-TIMES METHODS, DORTMUND, GERMANY, 1959. *Final report*, by R. J. Jouffret and F. Hauser. EPA Project 6/05. Paris, OEEC, 1960. Pp. 96.

Conference held October 27-30, 1959. Outlines the development of the use of Methods-Time Measurement and Work-Factor methods in European industries; analyzes the reasons for this development; describes how these methods affect the workers, and discusses some problems which the unions and employers have to solve.

25. NATIONAL INSTITUTE ON REHABILITATION AND LABOR HEALTH SERVICES, ATLANTIC CITY, 1959. *Rehabilitation and Labor Health Services: Guidelines for Action; a Report.* Washington, 1960. Pp. 77.

Sponsored with a grant from the U.S. Office of Vocational Rehabilitation.

26. UDY, STANLEY H. *Organization of Work; a Comparative Analysis of Production among Nonindustrial Peoples.* New Haven, HRAF Press, 1959. Pp. 182.

"... A comparative study of the various ways in which different kinds of work are organized among nonindustrial peoples in the production of material goods."

27. U.S. BUREAU OF LABOR STATISTICS. *Aid to Labor Surplus Areas in Great Britain, Belgium, the Federal Republic of Germany, and Sweden.* Washington, GPO, 1960. Pp. 40.

Deals with programs for aiding unemployed workers in labour surplus areas in four European countries.

Management

28. CANADIAN TAX FOUNDATION. *Corporate Management Conference, Montreal, 1960.* Toronto, 1960. Pp. 52.

Contents: Federal and Provincial Corporation Taxes in Perspective, by Harvey Perry. Valuing Inventories for Tax Purposes, by George P. Keeping. Making the Most of your Losses, by Campbell W. Leach. Deferred Compensation for Executives, by G. T. Tamaki.

29. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *High-Level Manpower in Overseas Subsidiaries; Experience in Brazil and Mexico*, by John C. Shearer. Princeton, 1960. Pp. 161.

An examination of management personnel in subsidiaries of 23 companies in Mexico and Brazil.

Office Management

30. CANADA. CIVIL SERVICE COMMISSION. ORGANIZATION AND METHODS SERVICE. *Manual on Filing Services.* Rev. ed. Ottawa, Queen's Printer, 1960. Pp. 64.

Deals with the organization of Registry and Filing units; classification of material; initial processing of material; issuing and controlling of files; and, retention and disposal of material.

31. U.S. BUREAU OF LABOR STATISTICS. *Adjustments to the Introduction of Office Automation*. Washington, GPO, 1960. Pp. 86.

"A study of some implications of the installation of electronic data processing in 20 offices in private industry, with special reference to older workers."

Women—Employment

32. INTERNATIONAL LABOUR OFFICE. *Employment and Conditions of Work of Nurses*. Geneva, 1960. Pp. 176.

Based on information received from organizations in 56 countries or territories.

33. U.S. WOMEN'S BUREAU. *Maternity Benefit Provisions for Employed Women*. Washington, GPO, 1960. Pp. 50.

Describes maternity benefits through health and insurance programs provided under voluntary plans or through legislative action.

34. U.S. WOMEN'S BUREAU. *Minimum Wage and the Woman Worker*. Washington, GPO, 1960. Pp. 16.

"This booklet... tells briefly... how and why State minimum-wage laws come about, how they operate, and of their impact on the worker, the employer, and the community."

35. U.S. WOMEN'S BUREAU. *Part-Time Employment for Women*. Washington, GPO, 1960. Pp. 53.

Provides information about the age and marital status of women who work part time; some reasons why they work part time; and, where they find part-time jobs. Concludes with suggestions to women seeking part-time jobs.

Women—Employment—Conferences

36. INTERNATIONAL LABOUR OFFICE. *Conditions and Problems of Women Working in Agriculture*. Working paper on Item no. 2. Geneva, 1959. Pp. 55.

At head of title: PCWW/1959/I/2/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

37. INTERNATIONAL LABOUR OFFICE. *Future Programme as regards Women Workers*. Working paper on Item no. 4. Geneva, 1959. Pp. 20.

At head of title: PCWW/1959/I/4/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

38. INTERNATIONAL LABOUR OFFICE. *Recent Trends in Women Workers' Opportunities and Needs*. Working paper on Item no. 1. Geneva, 1959. Pp. 70.

At head of title: PCWW/1959/I/1/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

39. INTERNATIONAL LABOUR OFFICE. *Women's Wages*. Working paper on Item no. 3. Geneva, 1959. Pp. 16.

At head of title: PCWW/1959/I/3/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

40. MEETING OF CONSULTANTS ON THE PROBLEMS OF WOMEN WORKERS, GENEVA, 1959. *Report*. Geneva, 1959. Pp. 28.

At head of title: PCWW/1959/I/1/D.1. International Labour Organization.

Miscellaneous

41. BELLAN, RUBEN C. *Principles of Economics and the Canadian Economy*. Toronto, McGraw Hill, 1960. Pp. 540.

Intended as a text book with examples drawn from Canadian experience and conditions.

42. CARR-SAUNDERS, (SIR) ALEXANDER MORRIS. *A Survey of Social Conditions in England and Wales as illustrated by Statistics*, by A. M. Carr-Saunders, D. Caradog Jones and C. A. Moser. Oxford, Clarendon Press, 1958. Pp. 302.

Partial Contents: Age, Sex, and Marriage. Births, Deaths, and Migration. Households and Housing. Education. Entry into Employment. Industrial Distribution. Distribution by Occupation, Industrial Status, and Social Class. Protective Associations. Personal Income. Personal Expenditure. Social Security. Health. Use of Leisure Time. Religion. Crime.

43. FRONTIER COLLEGE. *The Frontier College; Report of Special Committee of the Board of Governors, March 1960*. Toronto, 1960. 1 Volume (various pagings).

Reviews the work of Frontier College from 1900 to 1960, outlines its future program and suggests ways for achieving it.

44. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Services in Britain*. London, HMSO, 1960. Pp. 91.

45. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Economic Growth in the 1960's: Prerequisites; Potentials; Problems*. Prepared for the 44th Annual Meeting, May 19, 20, 1960. New York, 1960. Pp. 33.

46. U.S. NATIONAL SCIENCE FOUNDATION. *A Study of Scientific and Technical Manpower; a Program of Collection, Tabulation, and Analysis of Data of the National Science Foundation. A Report prepared pursuant to a Committee Resolution, Committee on Science and Astronautics, U.S. House of Representatives, Eighty-sixth Congress, Second Session*. Washington, GPO, 1960. Pp. 71.

At head of title: Committee print. Describes briefly "... the content and uses of scientific manpower information, the ways in which it is collected, and the principal collection programs." Also describes the present National Science Foundation programs, and a proposed program to be developed over the next few years.

LABOUR STATISTICS

	PAGE
Tables A-1 to A-4—Labour Force.....	1076
Table B-1—Labour Income.....	1078
Tables C-1 to C-6—Employment, Hours and Earnings.....	1079
Tables D-1 to D-5—Employment Service Statistics.....	1084
Tables E-1 to E-4—Unemployment Insurance.....	1090
Tables F-1 and F-2—Prices.....	1092
Tables G-1 to G-4—Strikes and Lockouts.....	1093
Tables H-1 and H-2—Industrial Fatalities.....	1095

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 23, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,592	125	461	1,852	2,401	1,160	593
Agricultural.....	828	*	68	169	210	331	39
Non-Agricultural.....	5,764	123	393	1,683	2,182	829	554
Males.....	4,932	106	357	1,397	1,756	872	444
Agricultural.....	753	*	65	158	197	299	32
Non-Agricultural.....	4,179	104	292	1,239	1,559	573	412
Females.....	1,660	19	104	455	645	288	149
Agricultural.....	75	*	*	11	22	32	*
Non-Agricultural.....	1,585	19	101	444	623	256	142
All Ages.....	6,592	125	461	1,852	2,401	1,160	593
14—19 years.....	810	16	64	264	250	147	60
20—24 years.....	825	21	60	272	287	139	66
25—44 years.....	2,922	56	179	813	1,102	500	272
45—64 years.....	1,811	30	136	455	688	326	176
65 years and over.....	224	*	22	48	85	48	19
<i>Persons with Jobs</i>							
All status groups.....	6,281	117	439	1,737	2,302	1,132	554
Males.....	4,672	98	337	1,302	1,673	850	412
Females.....	1,609	19	102	435	629	282	142
Agricultural.....	820	*	67	167	216	329	39
Non-Agricultural.....	5,461	115	372	1,570	2,086	803	515
Paid Workers.....	5,029	94	340	1,434	1,939	754	468
Males.....	3,601	77	251	1,045	1,368	520	340
Females.....	1,428	17	89	389	571	234	128
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	311	*	22	115	99	28	39
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,214	151	450	1,491	1,755	860	507
Males.....	3,952	39	90	254	297	156	116
Females.....	4,262	112	360	1,237	1,458	704	391

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 23, 1960		Week Ended June 18, 1960		Week Ended July 18, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	338	313	328	312	249	235
Without Jobs.....	311	290	300	287	228	215
Under 1 month.....	110	—	85	—	80	—
1—3 months.....	102	—	91	—	71	—
4—6 months.....	42	—	62	—	33	—
7—12 months.....	38	—	44	—	27	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	10	—	11	—	11	—
Worked.....	27	23	28	25	21	20
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	18	15	20	18	15	14

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B. C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	13,197	168,868	168,868	91,422
1954 Total.....	3,849	28,419	83,029	12,292	154,227	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,032	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1959 First 6 Months.....	918	12,393	31,011	7,022	5,745	57,089	28,299
1960 First 6 Months.....	1,041	12,677	30,877	7,822	5,624	58,041	29,819

(1) Total includes 3,883 whose destination is not specified.

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,558	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,640	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,487	6,745	1,229	2,229	11,501	5,071	513	17,476	9,338	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	304	53,551
1959 First 6 Months.....	3,462	3,021	550	1,207	5,192	2,829	212	7,478	5,372	212	29,535
1960 First 6 Months.....	3,740	3,468	805	1,322	4,575	3,417	477	8,137	4,656	248	30,845

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance (including Services Govern- ment)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,243.3	204.4	1,461.1
March.....	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April.....	44.7	422.9	145.0	.....	.....	.....	.....	.....	.....	1,486.9
May.....	45.2	429.7	147.9	72.0	354.7*	77.7*	656.6*	1,299.8*	209.8*	1,532.1
June.....	46.8	435.5	150.8	.....	.....	.....	.....	.....	.....	1,579.9
July†.....	46.4	430.9	153.7	.....	.....	.....	.....	.....	.....	1,565.3

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July, 1960 employers in the principal non-agricultural industries reported a total employment of 2,846,752. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
			\$				\$	
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	184.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.63
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June*.....	123.0	218.2	176.3	75.74	112.2	202.1	177.9	78.23
July†.....	121.9	217.8	177.6	76.31	110.2	198.5	177.8	78.19

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959
Provinces						
Newfoundland.....	144.4	121.8	136.3	67.79	66.42	64.19
Prince Edward Island.....	139.6	131.8	137.4	54.40	55.65	53.60
Nova Scotia.....	103.4	97.4	97.9	62.94	62.21	59.62
New Brunswick.....	107.2	99.1	104.7	62.13	61.18	59.33
Quebec.....	123.6	117.8	121.7	72.19	72.39	70.38
Ontario.....	121.7	119.9	124.3	78.85	78.37	76.97
Manitoba.....	114.4	111.3	115.8	72.42	71.21	71.21
Saskatchewan.....	133.0	128.8	138.4	71.71	71.41	70.21
Alberta (including Northwest Territories).....	159.9	154.0	161.6	77.58	76.76	75.36
British Columbia (including Yukon).....	118.7	116.4	121.8	83.73	82.86	80.49
Canada.....	123.8	118.9	123.5	75.67	75.36	73.71
Urban Areas						
St. John's.....	138.9	133.0	137.3	55.56	54.45	53.22
Sydney.....	89.9	85.7	89.1	76.19	76.36	67.50
Halifax.....	118.4	115.2	116.6	62.06	61.62	60.17
Moncton.....	98.4	97.8	101.1	60.12	60.11	57.48
Saint John.....	105.9	101.1	96.1	62.62	60.15	57.90
Chicoutimi-Jonquiere.....	122.5	118.8	113.1	91.18	86.33	89.87
Quebec.....	115.6	112.1	112.9	62.69	63.06	60.84
Sherbrooke.....	102.4	100.5	101.0	62.27	60.85	59.30
Shawinigan.....	109.3	105.2	100.0	82.69	81.58	81.67
Three Rivers.....	117.5	115.7	123.1	69.98	68.20	68.63
Drummondville.....	76.3	74.8	76.2	60.07	59.99	60.07
Montreal.....	125.8	123.7	124.9	74.23	74.53	71.83
Ottawa—Hull.....	128.3	125.2	127.0	69.94	69.49	67.99
Kingston.....	114.5	111.9	112.6	74.23	75.15	70.26
Peterborough.....	97.7	98.2	104.5	83.78	83.65	81.85
Oshawa.....	183.0	186.7	183.3	86.96	91.01	85.37
Toronto.....	131.0	129.9	133.0	79.32	78.76	77.55
Hamilton.....	114.0	114.5	114.6	83.53	83.07	82.37
St. Catharines.....	109.6	110.4	114.4	35.65	83.95	84.10
Niagara Falls.....	104.2	100.6	106.9	77.94	77.30	76.34
Brantford.....	80.8	83.1	92.9	70.51	71.92	70.66
Guelph.....	123.4	121.6	130.1	70.76	69.52	69.18
Galt.....	118.9	115.8	113.9	67.42	67.16	66.76
Kitchener.....	122.8	121.0	123.0	72.47	71.90	70.43
Sudbury.....	147.0	144.7	140.0	89.11	88.44	85.82
Timmins.....	96.4	94.1	95.5	69.50	68.89	67.25
London.....	127.2	124.6	126.8	72.67	71.86	70.16
Sarnia.....	128.6	126.1	114.1	97.84	95.91	90.49
Windsor.....	79.2	79.1	84.6	86.60	87.39	84.91
Sault Ste. Marie.....	141.3	143.2	151.5	91.57	93.14	92.13
Ft. William—Pt. Arthur.....	112.9	109.2	118.9	78.58	77.57	74.66
Winnipeg.....	113.6	111.7	113.1	69.37	68.21	68.03
Regina.....	136.0	133.8	141.2	68.81	68.63	66.49
Saskatoon.....	144.3	139.4	140.4	67.99	67.52	66.79
Edmonton.....	189.9	186.4	193.7	72.81	71.83	71.60
Calgary.....	175.4	170.8	174.4	74.10	72.97	70.98
Vancouver.....	116.0	115.0	120.1	81.76	81.23	79.38
Victoria.....	111.9	111.1	116.7	74.91	74.11	72.43

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959
				\$	\$	\$
Mining	123.0	118.0	126.4	94.09	93.86	89.64
Metal Mining	140.3	137.9	144.8	97.05	95.65	93.22
Gold	75.4	74.0	75.3	77.35	76.65	74.51
Other metal	200.8	197.5	209.5	103.95	102.29	99.49
Fuels	86.1	81.8	91.7	94.75	95.59	87.71
Coal	43.9	40.9	47.6	71.92	74.34	62.87
Oil and natural gas	267.9	258.1	265.1	110.87	110.08	105.26
Non-metal	144.3	133.9	146.5	79.92	82.41	77.24
Manufacturing	112.1	110.6	114.2	78.16	77.80	75.96
Durable goods	116.8	116.1	120.3	83.61	83.47	81.70
Non-durable goods	108.2	106.0	109.1	73.20	72.57	70.60
Food and beverages	119.0	113.1	120.2	70.05	70.21	67.80
Meat products	140.2	137.2	144.0	79.92	79.37	78.33
Canned and preserved fruits and vegetables	103.2	84.8	109.4	58.43	62.63	56.84
Grain mill products	104.9	103.7	106.2	77.80	75.38	73.12
Bread and other bakery products	113.2	112.2	111.9	68.58	67.07	67.76
Distilled and malt liquors	106.1	103.8	107.9	94.35	94.18	90.18
Tobacco and tobacco products	79.5	78.0	85.6	79.31	78.49	76.85
Rubber products	102.0	102.5	108.8	79.56	79.30	80.47
Leather products	82.6	80.5	89.6	51.62	48.83	50.47
Boots and shoes (except rubber)	90.1	86.9	96.3	48.89	46.34	47.94
Textile products (except clothing)	77.8	77.7	80.0	61.80	61.88	60.42
Cotton yarn and woven goods	69.4	70.2	74.9	57.43	57.91	55.08
Woollen goods	62.8	61.0	60.4	59.17	58.23	58.83
Synthetic textiles and silk	84.2	83.5	81.8	68.29	68.78	67.05
Clothing (textile and fur)	88.3	88.0	91.9	46.98	46.96	46.34
Men's clothing	90.7	90.4	94.0	46.17	45.63	46.00
Women's clothing	91.5	92.7	93.2	46.47	48.36	46.53
Knit goods	70.5	69.8	78.1	47.03	47.01	45.36
Wood products	109.8	106.1	114.4	66.72	66.10	64.14
Saw and planing mills	113.0	108.4	119.1	69.02	68.09	65.64
Furniture	112.0	110.3	113.9	63.56	63.90	62.29
Other wood products	90.9	87.7	93.1	60.61	59.82	59.39
Paper products	127.1	123.8	126.9	91.88	89.73	88.65
Pulp and paper mills	129.0	124.9	128.3	98.84	96.46	95.00
Other paper products	122.7	121.1	123.3	74.46	73.20	71.95
Printing, publishing and allied industries	125.3	124.3	121.9	85.00	84.79	82.65
Iron and steel products	108.4	109.0	112.8	88.48	87.69	87.18
Agriculture implements	71.7	76.5	82.9	90.40	90.23	90.79
Fabricated and structural steel	169.0	161.8	171.8	89.27	87.57	86.80
Hardware and tools	99.3	102.7	100.4	82.16	79.82	78.59
Heating and cooking appliances	97.3	95.4	109.7	76.98	76.97	75.02
Iron castings	91.9	92.3	102.9	83.77	82.49	81.60
Machinery, industrial	119.5	119.5	120.1	85.14	84.98	84.35
Primary iron and steel	119.8	123.4	121.6	98.81	98.47	98.46
Sheet metal products	112.2	110.1	113.8	89.39	87.56	89.47
Wire and wire products	118.9	119.8	121.9	89.97	88.71	88.08
Transportation equipment	112.0	112.8	117.3	87.90	89.03	86.21
Aircraft and parts	241.6	242.9	263.0	92.12	92.59	89.53
Motor vehicles	114.5	115.5	113.4	97.40	100.03	95.69
Motor vehicles parts and accessories	105.7	110.0	115.0	85.68	87.00	84.85
Railroad and rolling stock equipment	66.5	64.5	72.5	80.09	80.21	78.45
Shipbuilding and repairing	131.8	133.1	130.7	80.36	81.01	80.10
Non-ferrous metal products	132.2	130.4	128.4	89.52	87.91	85.21
Aluminum products	147.3	144.0	142.0	85.83	85.52	82.79
Brass and copper products	103.9	103.7	111.7	83.88	83.55	79.69
Smelting and refining	157.0	153.8	144.7	97.07	94.53	93.00
Electrical apparatus and supplies	135.3	134.7	136.1	84.88	84.23	82.44
Heavy electrical machinery	107.1	108.0	112.1	92.88	91.68	89.13
Telecommunication equipment	219.6	214.8	211.0	82.31	82.07	79.30
Non-metallic mineral products	149.8	144.7	151.4	79.72	80.90	79.31
Clay products	94.6	93.6	107.3	73.87	75.86	73.87
Glass and glass products	158.4	151.5	158.1	75.57	76.71	76.01
Products of petroleum and coal	140.7	139.8	142.5	117.54	116.72	111.07
Petroleum refining	143.7	142.5	144.6	118.41	117.79	111.84
Chemical products	135.6	134.3	129.0	91.24	90.37	86.07
Medicinal and pharmaceutical preparations	120.5	118.6	120.3	80.92	79.76	78.28
Acids, alkalis and salts	160.0	153.9	145.7	101.83	102.13	97.79
Miscellaneous manufacturing industries	129.9	130.0	126.8	70.44	69.20	68.05
Construction	146.2	130.1	144.0	77.96	77.58	76.71
Building and general engineering	134.1	123.9	141.4	85.30	84.28	82.61
Highways, bridges and streets	165.9	141.1	148.2	68.22	67.93	67.62
Electric and motor transportation	135.2	132.7	131.4	79.79	80.15	78.69
Service	148.8	143.8	144.8	52.49	52.96	49.63
Hotels and restaurants	138.0	130.7	136.5	40.79	41.15	39.54
Laundries and dry cleaning plants	117.4	116.5	116.3	47.02	46.88	44.81
Industrial composite	122.8	118.9	123.5	75.67	75.36	73.71

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.0	41.9	41.1	2.09	2.09	2.04	87.95	87.41	83.95
Metal mining	42.5	42.0	41.9	2.18	2.16	2.13	92.40	91.00	89.28
Gold	43.5	43.1	43.2	1.66	1.66	1.61	72.29	71.55	69.56
Other metal	42.1	41.6	41.5	2.38	2.36	2.32	100.17	98.44	96.39
Fuels	40.4	40.4	37.4	1.97	1.98	1.92	79.74	80.02	71.73
Coal	40.3	40.7	35.1	1.73	1.78	1.72	69.88	72.34	60.54
Oil and natural gas	40.5	39.9	41.3	2.36	2.32	2.19	95.46	92.56	90.40
Non-metal	42.1	42.9	42.1	1.86	1.85	1.79	78.32	79.55	75.50
Manufacturing	40.4	40.1	41.0	1.78	1.79	1.72	72.07	71.69	70.63
Durable goods	40.7	40.5	41.4	1.92	1.93	1.86	78.27	78.18	77.09
Non-durable goods	40.1	39.7	40.6	1.65	1.58	1.58	66.10	65.29	64.19
Food and beverages	41.3	40.9	41.6	1.57	1.59	1.51	64.80	65.03	62.88
Meat products	41.2	40.7	41.7	1.85	1.86	1.80	76.37	75.79	75.11
Canned and preserved fruits and vegetables	38.5	38.3	40.4	1.33	1.39	1.25	51.07	53.34	50.42
Grain mill products	43.5	42.3	41.8	1.72	1.69	1.65	74.71	71.59	68.97
Bread and other bakery products	42.9	42.8	43.3	1.48	1.46	1.41	63.35	62.56	60.97
Distilled liquors	40.6	40.6	40.5	2.01	2.00	1.90	81.77	81.17	77.12
Malt liquors	40.0	39.8	41.0	2.24	2.25	2.12	89.31	89.43	86.95
Tobacco and tobacco products	40.7	40.2	40.5	1.82	1.82	1.75	74.09	72.97	70.95
Rubber products	40.3	40.1	42.1	1.82	1.83	1.81	73.25	73.29	76.21
Leather products	38.2	35.4	39.5	1.22	1.22	1.18	46.45	43.10	46.42
Boots and shoes (except rubber)	37.5	34.6	39.2	1.17	1.18	1.13	44.07	40.85	44.21
Other leather products	39.7	37.3	40.1	1.31	1.29	1.29	52.04	48.17	51.64
Textile products (except clothing)	41.2	41.3	42.0	1.34	1.34	1.29	55.14	55.30	54.27
Cotton yarn and broad woven goods	39.2	39.7	39.4	1.34	1.35	1.28	52.71	53.38	50.30
Woolen goods	43.0	42.3	44.6	1.26	1.25	1.22	54.05	52.78	54.48
Synthetic textiles and silk	42.0	42.4	43.5	1.44	1.44	1.37	60.38	61.16	59.73
Clothing (textile and fur)	36.4	36.4	37.1	1.14	1.14	1.11	41.31	41.28	41.03
Men's clothing	36.5	36.0	36.8	1.14	1.14	1.14	41.68	41.01	41.89
Women's clothing	33.4	35.3	34.6	1.19	1.20	1.15	39.75	42.24	39.88
Knit goods	38.6	38.8	39.6	1.07	1.07	1.03	41.20	41.38	40.66
*Wood products	40.5	40.1	41.2	1.57	1.57	1.49	63.81	63.00	61.23
Saw and planing mills	40.1	39.5	40.6	1.67	1.67	1.56	67.11	65.98	63.51
Furniture	40.8	41.1	41.9	1.45	1.44	1.38	59.09	59.02	57.82
Other wood products	42.1	41.3	42.9	1.33	1.33	1.30	56.01	55.13	55.65
Paper products	41.5	40.9	41.8	2.08	2.05	2.00	86.35	83.94	83.43
Pulp and paper mills	41.9	41.1	41.9	2.22	2.19	2.13	92.98	90.13	89.40
Other paper products	40.7	40.5	41.3	1.66	1.65	1.60	67.66	66.71	66.06
Printing, publishing and allied industries	39.2	39.2	39.7	2.17	2.17	2.09	84.80	84.87	82.85
*Iron and steel products	40.7	40.3	41.7	2.06	2.06	2.01	83.95	83.15	83.69
Agricultural implements	40.1	40.5	42.7	2.10	2.09	2.06	84.29	84.59	87.90
Fabricated and structural steel	41.1	40.1	41.1	2.04	2.03	1.95	84.02	81.44	79.94
Hardware and tools	42.1	41.8	42.3	1.79	1.78	1.75	75.41	74.56	74.29
Heating and cooking appliances	40.0	40.0	41.2	1.78	1.78	1.73	71.23	71.16	71.38
Iron castings	40.3	39.4	40.9	1.97	1.97	1.92	79.37	77.61	78.40
Machinery, industrial	41.5	41.3	42.3	1.92	1.92	1.89	79.55	79.40	79.78
Primary and steel	39.7	39.3	40.9	2.38	2.40	2.32	94.80	94.39	95.19
Sheet metal products	41.6	41.0	43.3	2.06	2.03	1.99	85.70	83.42	86.18
*Transportation equipment	40.4	40.9	40.8	2.03	2.04	1.99	82.17	83.68	81.30
Aircraft and parts	41.3	41.9	41.1	2.00	2.02	1.97	82.57	84.49	80.99
Motor vehicles	41.0	41.7	41.4	2.22	2.26	2.17	91.12	94.12	89.79
Motor vehicles parts and accessories	40.0	40.7	41.4	2.00	2.01	1.95	79.82	81.83	80.54
Railroad and rolling stock equipment	39.7	39.8	39.4	1.96	1.96	1.94	77.80	77.89	76.66
Shipbuilding and repairing	39.9	40.4	41.1	1.97	1.95	1.92	78.48	79.01	78.88
*Non-ferrous metal products	40.5	40.0	40.5	2.07	2.05	1.97	83.95	82.13	79.84
Aluminum products	42.1	42.1	42.8	1.82	1.82	1.71	76.51	76.49	73.29
Brass and copper products	40.1	40.0	39.8	1.94	1.93	1.87	77.58	77.12	74.28
Smelting and refining	40.2	39.4	40.2	2.28	2.26	2.18	91.73	88.88	87.69
*Electrical apparatus and supplies	40.6	40.1	41.1	1.84	1.84	1.79	74.52	73.87	73.53
Heavy electrical machinery and equipment	40.8	40.3	40.7	2.06	2.04	1.99	84.19	82.30	81.16
Telecommunication equipment	40.5	39.8	40.6	1.64	1.67	1.61	66.38	66.23	65.48
Refrigerators, vacuum cleaners and appliances	39.7	39.1	41.3	1.88	1.89	1.76	74.60	73.96	73.00
Wire and cable	41.8	41.3	43.5	2.02	2.01	2.01	84.15	82.99	87.40
Miscellaneous electrical products	40.5	40.3	40.8	1.74	1.74	1.69	70.35	70.30	69.09
*Non-metallic mineral products	42.0	42.8	43.6	1.78	1.78	1.73	74.63	76.24	75.34
Clay products	41.2	42.9	42.7	1.62	1.65	1.61	66.95	70.82	68.72
Glass and glass products	40.5	41.1	42.5	1.75	1.76	1.71	71.00	72.41	72.76
Products of petroleum and coal	41.5	41.4	41.3	2.57	2.55	2.44	106.44	105.53	100.63
Chemical products	41.1	40.7	40.9	1.98	1.96	1.85	81.11	79.66	75.53
Medical and pharmaceutical preparations	40.9	40.1	41.1	1.50	1.50	1.44	61.45	60.01	59.53
Acids, alkalis and salts	40.7	41.2	40.8	2.26	2.24	2.17	92.26	92.36	88.52
Miscellaneous manufacturing industries	41.4	40.4	41.6	1.49	1.48	1.43	61.51	59.89	59.51
Construction	40.0	39.1	40.8	1.90	1.91	1.83	75.88	74.84	74.64
Building and general engineering	39.1	38.4	39.8	2.11	2.10	2.01	82.39	80.79	79.84
Highways, bridges and streets	41.5	40.2	42.6	1.58	1.61	1.53	65.65	64.80	65.39
Electric and motor transportation	43.8	43.4	44.7	1.82	1.83	1.76	79.80	79.24	78.48
Service	39.5	39.3	39.4	1.02	1.04	0.99	40.47	40.89	38.98
Hotels and restaurants	39.5	39.2	39.3	1.00	1.02	0.97	39.34	39.88	38.05
Laundries and dry cleaning plants	40.3	40.4	40.2	1.00	1.00	0.97	40.33	40.50	38.98

*Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Monthly Average 1959.....	40.9	1.72	70.41	168.7	126.5	133.3
Last Pay Period in:						
1959 July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March.....	40.5	1.78	71.94	172.4	126.9	135.9
April.....	40.5	1.79	72.37	173.4	127.5	136.0
May.....	40.1	1.79	71.69	171.8	127.4	134.9
June (1).....	40.4	1.78	72.07	172.7	127.6	135.3

Note: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957	14,379	16,047	30,426	171,981	76,446	248,427
September 1, 1958	10,012	13,446	23,458	237,319	106,423	343,742
September 1, 1959	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960 ⁽¹⁾	r14,673	12,594	r27,267	242,582	128,062	370,644
September 1, 1960 ⁽¹⁾	13,748	14,427	28,175	236,969	117,044	354,013

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

r Revised.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 29, 1960⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 30, 1960	July 31, 1959
Agriculture, Fishing, Trapping	2,749	684	3,433	+ 1,187	+ 969
Forestry	2,579	7	2,586	- 2,184	+ 1,348
Mining, Quarrying and Oil Wells	448	57	505	- 170	- 4
Metal Mining.....	282	20	302	- 69	- 6
Fuels.....	124	19	143	- 34	+ 47
Non-Metal Mining.....	7	0	7	- 74	- 47
Quarrying, Clay and Sand Pits.....	11	2	13	+ 4	- 9
Prospecting.....	24	16	40	+ 3	+ 11
Manufacturing	2,707	1,946	4,653	- 77	- 1,322
Foods and Beverages.....	334	329	663	- 5	- 113
Tobacco and Tobacco Products.....	15	3	18	+ 7	+ 2
Rubber Products.....	16	12	28	+ 6	- 44
Leather Products.....	56	125	181	+ 26	- 21
Textile Products (except clothing).....	65	96	161	- 50	- 88
Clothing (textile and fur).....	95	721	816	+ 163	- 450
Wood Products.....	227	49	276	- 4	- 123
Paper Products.....	212	48	260	- 33	+ 77
Printing, Publishing and Allied Industries.....	103	76	179	- 43	- 42
Iron and Steel Products.....	455	92	547	- 51	- 251
Transportation Equipment.....	493	51	544	+ 32	- 90
Non-Ferrous Metal Products.....	94	38	132	- 51	- 104
Electrical Apparatus and Supplies.....	211	99	310	- 18	- 68
Non-Metallic Mineral Products.....	59	32	91	- 31	- 32
Products of Petroleum and Coal.....	19	10	29	- 9	- 11
Chemical Products.....	177	75	252	- 29	+ 30
Miscellaneous Manufacturing Industries.....	76	90	166	+ 13	+ 6
Construction	1,598	91	1,689	- 196	- 738
General Contractors.....	1,136	50	1,186	- 148	- 406
Special Trade Contractors.....	462	41	503	- 48	- 332
Transportation, Storage and Communication	629	215	844	- 240	- 218
Transportation.....	477	96	573	- 189	- 226
Storage.....	14	9	23	- 16	- 21
Communication.....	138	110	248	- 35	+ 29
Public Utility Operation	50	26	76	- 85	- 42
Trade	1,703	1,988	3,691	- 514	- 376
Wholesale.....	584	434	1,018	- 113	- 233
Retail.....	1,119	1,554	2,673	- 401	- 143
Finance, Insurance and Real Estate	609	639	1,248	- 83	+ 134
Service	2,535	7,069	9,604	- 2,569	- 1,113
Community or Public Service.....	631	2,124	2,755	+ 28	+ 549
Government Service.....	712	383	1,095	- 838	+ 54
Recreation Service.....	233	64	297	+ 125	+ 102
Business Service.....	531	402	933	- 55	- 29
Personal Service.....	428	4,096	4,524	- 1,829	- 1,789
GRAND TOTAL	15,607	12,722	28,329	- 4,931	- 1,362

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JULY 28, 1960⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,865	1,729	3,594	6,337	1,807	8,144
Clerical Workers.....	940	2,951	3,891	15,103	46,134	61,237
Sales Workers.....	1,212	1,006	2,218	6,281	14,862	21,143
Personal and Domestic Service Workers.	800	4,812	5,612	23,732	19,106	42,838
Seamen.....	4	.....	4	930	6	936
Agriculture, Fishing, Forestry (Ex. log.)..	1,612	490	2,102	2,744	542	3,286
Skilled and Semi-Skilled Workers.....	6,751	1,099	7,850	105,651	22,069	127,720
Food and kindred products (incl. tobacco).....	84	18	102	986	663	1,649
Textiles, clothing, etc.....	92	752	844	2,970	13,396	16,366
Lumber and lumber products.....	2,730	.....	2,730	8,734	161	8,895
Pulp, paper (incl. printing).....	79	11	90	1,007	493	1,500
Leather and leather products.....	32	69	101	1,151	1,166	2,317
Stone, clay and glass products.....	16	.....	16	423	42	465
Metalworking.....	646	6	652	17,902	1,306	19,208
Electrical.....	163	31	194	2,800	1,484	4,284
Transportation equipment.....	11	.....	11	2,359	53	2,412
Mining.....	134	.....	134	1,473	.....	1,473
Construction.....	893	.....	893	21,668	4	21,672
Transportation (except seamen).....	401	11	412	16,278	154	16,432
Communications and public utility..	23	.....	23	561	3	564
Trade and service.....	153	149	302	3,728	1,722	5,450
Other skilled and semi-skilled.....	1,106	40	1,146	16,615	1,106	17,721
Foremen.....	96	12	108	2,255	305	2,560
Apprentices.....	92	.....	92	4,741	11	4,752
Unskilled Workers.....	1,489	507	1,996	81,804	23,536	105,340
Food and tobacco.....	48	102	150	2,017	4,051	6,068
Lumber and lumber products.....	114	3	117	7,040	361	7,401
Metalworking.....	61	10	71	6,045	694	6,739
Construction.....	603	2	605	29,796	11	29,807
Other unskilled workers.....	663	390	1,053	36,906	18,419	55,325
GRAND TOTAL.....	14,673	12,594	27,267	242,582	128,062	370,644

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 28, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ²			Registrations		
	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959
Newfoundland	317	283	309	6,566	7,888	5,787
Corner Brook	15	24	64	1,813	2,373	1,507
Grand Falls	4	4	4	610	632	395
St. John's	298	255	241	4,143	4,883	3,885
Prince Edward Island	252	430	152	1,430	1,474	1,197
Charlottetown	200	302	105	892	769	630
Summerside	43	128	47	538	705	567
Nova Scotia	806	913	859	12,860	13,463	10,975
Amherst	51	35	18	567	669	522
Bridgewater	21	28	23	682	810	611
Halifax	450	466	546	4,345	4,382	3,290
Inverness				252	225	229
Kentville	142	192	143	940	1,044	728
Liverpool	7	13	1	255	285	217
New Glasgow	33	57	35	1,171	1,205	1,479
Springhill	2	1		356	368	614
Sydney	48	28	13	2,867	3,005	2,222
Truro	21	44	18	751	735	472
Yarmouth	31	49	62	674	735	591
New Brunswick	969	1,427	626	10,642	12,129	10,270
Bathurst	276	8	2	740	919	722
Campbellton	9	306	23	920	1,126	721
Edmundston	15	84	13	591	641	527
Fredericton	87	150	168	1,217	1,125	1,094
Minto	106	162	26	393	544	524
Moncton	168	351	178	2,287	3,014	2,127
Newcastle	2	1	2	806	1,129	922
Saint John	224	220	201	2,505	2,394	2,298
St. Stephen	56	96	5	497	630	691
Sussex	14	42	5	245	169	182
Woodstock	12	7	3	431	438	462
Quebec	6,914	9,818	6,975	114,070	117,125	88,869
Alma	32	20	23	1,421	1,128	1,293
Asbestos	7	1	15	270	334	260
Baie Comeau	138	235		360	351	
Beauharnois	12	24	27	712	750	664
Buckingham	82	96	51	467	580	410
Causpscal	135	415	29	571	1,007	546
Chandler	12	4	15	214	247	247
Chicoutimi	372	391	259	1,379	1,455	1,142
Cowansville	54	58		784	296	
Dolbeau	12	9	15	766	732	548
Drummondville	18	19	35	1,808	1,630	1,246
Farnham	10	76	396	396	661	451
Forestville	312	346	281	193	242	535
Gaspé	8	9		238	287	226
Granby	24	21	32	2,433	1,254	1,195
Hull	29	43	108	1,857	2,159	1,566
Joliette	120	106	92	2,492	2,325	2,129
Jonquiere	7	52	58	1,620	1,443	1,265
Lachute	12	14	16	420	622	506
La Malbaie	12	9	37	364	495	407
La Tuque	779	1,643	367	369	503	841
Levis	38	36	103	1,732	1,922	1,248
Louiseville	22	16	17	765	703	585
Magog	4	10	1	304	460	276
Maniwaki	17	69	14	309	355	174
Matane	18	22	10	358	464	455
Mégantic	1	3	10	327	386	360
Mont-Laurier	25	23	4	443	465	370
Montmagny	5	7		639	724	504
Montreal	2,648	3,016	3,289	49,301	51,607	37,153
New Richmond	2	124	2	313	476	235
Port Alfred	2	11	2	390	335	225
Quebec	457	594	558	8,759	8,118	7,024
Rimouski	116	247	103	1,100	1,526	1,177
Rivière du Loup	12	65	37	972	1,543	751
Roberval	131	101	75	781	906	705
Rouyn	72	52	70	2,049	2,580	1,429
St. Agathe	29	42	35	284	283	236
St. Anne de Bellevue	56	57	67	659	629	520
St. Thérèse	39	39	90	1,404	1,322	1,056
St. Hyacinthe	55	48	73	2,336	1,692	1,826
St. Jean	24	51	65	1,932	1,794	1,313
St. Jérôme	58	98	109	1,147	1,225	901
Sept-Îles	242	275	120	1,161	1,527	667
Shawinigan	59	111	31	2,081	2,262	2,148
Sherbrooke	179	188	137	3,868	3,607	3,104
Sorel	33	37	67	1,812	1,329	1,133
Thetford Mines	32	54	60	911	990	896
Trois-Rivières	75	126	151	3,243	3,428	2,885

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 23, 1960.

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ²			Registrations		
	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959
Quebec—Cont'd.						
Val d'Or.....	18	36	42	1,478	1,616	1,115
Valleyfield.....	22	21	9	1,385	1,555	1,129
Victoriaville.....	25	33	22	1,800	1,510	1,019
Ville St. Georges.....	178	617	54	893	1,285	773
Ontario.....	9,275	9,235	10,843	144,326	145,445	111,235
Arnprior.....	10	17	9	196	192	106
Barrie.....	17	14	35	1,044	1,077	818
Belleville.....	37	46	26	1,312	1,335	1,033
Bracebridge.....	28	187	172	385	446	315
Brampton.....	20	21	52	1,165	1,394	1,492
Brantford.....	41	65	74	3,013	3,178	1,396
Brockville.....	30	19	63	464	422	331
Carleton Place.....	7	1	14	151	137	158
Chatham.....	93	62	191	1,839	1,966	1,236
Cobourg.....	213	93	18	876	731	704
Collingwood.....	19	21	18	463	438	543
Cornwall.....	84	119	108	2,724	2,430	2,168
Elliot Lake.....	27	74	115	333	364	320
Fort Erie.....	38	23	26	279	327	313
Fort Frances.....	24	24	21	238	307	209
Fort William.....	82	93	78	1,165	1,328	899
Galt.....	114	122	90	1,173	1,134	932
Gananoque.....	17	20	14	151	168	141
Goderich.....	10	35	53	312	379	229
Guelph.....	31	56	54	1,732	1,939	1,209
Hamilton.....	657	840	869	11,016	11,620	7,484
Hawkesbury.....	11	16	20	574	752	318
Kapuskasing.....	105	127	32	626	926	458
Kenora.....	9	37	13	334	329	213
Kingston.....	102	111	104	1,520	1,619	1,141
Kirkland Lake.....	51	60	54	866	896	689
Kitchener.....	112	110	263	2,670	2,060	1,844
Leamington.....	55	52	36	895	1,094	846
Lindsay.....	8	10	24	630	399	506
Listowel.....	15	27	29	225	218	182
London.....	487	524	600	4,134	4,250	3,230
Long Branch.....	247	272	251	3,135	3,602	2,581
Midland.....	14	30	28	432	379	306
Napanee.....	9	14	6	266	254	205
Newmarket.....	47	38	55	1,140	1,187	731
Niagara Falls.....	32	53	63	1,279	1,406	1,192
North Bay.....	24	27	21	969	1,386	735
Oakville.....	128	106	128	1,033	1,235	599
Orillia.....	32	21	22	665	726	471
Oshawa.....	113	110	132	8,686	4,494	7,408
Ottawa.....	752	792	961	4,390	4,696	3,457
Owen Sound.....	50	55	33	968	916	714
Parry Sound.....	44	.....	1	174	223	113
Pembroke.....	81	85	68	942	1,162	802
Perth.....	34	33	27	288	352	236
Peterborough.....	56	94	63	2,824	2,973	1,948
Pictou.....	5	4	13	183	186	186
Port Arthur.....	214	182	271	1,715	2,320	1,442
Port Colborne.....	20	12	6	433	472	589
Prescott.....	31	48	44	568	672	524
Renfrew.....	17	21	15	283	359	237
St. Catharines.....	128	163	121	5,451	3,481	4,246
St. Thomas.....	238	36	58	731	871	666
Sarnia.....	106	198	78	1,756	1,920	1,228
Sault St. Marie.....	160	218	240	2,079	2,744	1,144
Simcoe.....	879	102	742	926	661	838
Sioux Lookout.....	24	1	27	113	124	114
Smiths Falls.....	13	29	13	252	293	195
Stratford.....	40	24	54	670	652	602
Sturgeon Falls.....	19	20	9	373	479	443
Sudbury.....	125	102	191	3,155	3,042	2,050
Tillsonburg.....	267	8	325	330	269	353
Timmins.....	186	213	64	1,453	1,668	997
Toronto.....	1,904	2,360	2,685	37,227	40,702	27,653
Trenton.....	69	46	59	609	731	398
Walkerton.....	58	85	49	570	453	263
Wallaceburg.....	18	21	9	385	464	277
Welland.....	102	87	12	1,444	1,825	1,068
Weston.....	210	167	194	2,975	3,041	3,274
Windsor.....	173	280	161	9,855	8,057	8,911
Woodstock.....	52	52	271	1,094	1,113	576
Manitoba.....	2,526	2,983	2,824	11,380	12,463	9,582
Brandon.....	187	191	194	788	1,008	712
Dauphin.....	14	27	22	382	511	362
Flin Flon.....	44	49	71	140	158	143
Portage la Prairie.....	94	86	61	398	528	399
The Pas.....	139	99	101	143	194	245
Winnipeg.....	2,048	2,531	2,375	9,529	10,064	7,721

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT JULY 28, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfiled Vacancies ²			Registrations		
	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959
Saskatchewan	939	1,411	1,096	7,191	8,886	5,808
Estevan.....	35	49	44	161	233	237
Lloydminster.....	40	31	38	157	211	79
Moose Jaw.....	99	135	154	693	976	561
North Battleford.....	28	24	41	383	487	287
Prince Albert.....	114	71	51	847	907	643
Regina.....	222	708	239	1,863	2,366	1,591
Saskatoon.....	222	206	295	1,940	2,234	1,360
Swift Current.....	55	68	96	187	240	216
Weyburn.....	52	23	36	153	156	122
Yorkton.....	72	96	102	807	1,076	712
Alberta	3,062	3,304	2,682	16,938	21,882	12,794
Blainmore.....	32	37	11	219	279	192
Calgary.....	888	804	928	5,758	7,065	3,857
Drumheller.....	51	29	29	321	335	331
Edmonton.....	1,621	1,725	1,273	7,745	10,213	6,511
Edson.....	53	50	43	247	353	331
Grande Prairie.....	34	23	.....	543	1,024	.....
Lethbridge.....	159	415	140	830	1,150	618
Medicine Hat.....	134	116	140	640	660	491
Red Deer.....	90	105	118	635	803	463
British Columbia	2,207	3,298	2,186	45,241	49,900	35,975
Chilliwack.....	27	207	43	1,035	1,090	744
Courtenay.....	43	22	6	1,154	795	575
Cranbrook.....	65	44	52	413	744	342
Dawson Creek.....	15	6	18	489	709	640
Duncan.....	30	30	10	1,320	548	710
Kamloops.....	7	7	22	559	845	485
Kelowna.....	65	76	24	544	599	520
Kitimat.....	38	36	61	233	220	154
Mission City.....	161	983	11	914	864	587
Nanaimo.....	27	29	13	1,373	810	827
Nelson.....	166	180	29	516	550	422
New Westminster.....	196	184	264	6,489	7,575	5,031
Penticton.....	17	20	28	652	755	439
Port Alberni.....	18	49	31	723	538	907
Prince George.....	74	45	70	1,336	2,019	1,024
Prince Rupert.....	14	12	29	633	713	572
Princeton.....	26	23	18	138	194	128
Quesnel.....	19	18	36	648	1,142	352
Trail.....	60	61	49	289	586	608
Vancouver.....	892	972	1,082	20,945	22,650	17,004
Vernon.....	40	69	18	612	1,065	539
Victoria.....	142	148	192	3,944	4,599	3,118
Whitehorse.....	65	77	80	282	290	247
Canada	27,267	33,102	28,552	370,644	390,655	292,492
Males.....	14,673	17,227	14,235	242,582	258,719	185,527
Females.....	12,594	15,875	14,317	128,062	131,936	106,965

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (7 months).....	556,973	378,034	178,939	36,505	134,443	190,922	125,539	69,564
1960 (7 months).....	520,209	350,026	170,183	45,311	137,264	164,098	111,468	62,068

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.3	17,117	364,685
Prince Edward Island.....	0.8	3,112	60,088
Nova Scotia.....	9.2	36,688	779,012
New Brunswick.....	7.3	29,266	612,764
Quebec.....	70.7	282,940	5,979,174
Ontario.....	86.8	347,211	7,721,264
Manitoba.....	6.9	27,571	566,651
Saskatchewan.....	4.3	17,312	359,917
Alberta.....	10.8	43,132	962,179
British Columbia.....	24.8	99,226	2,296,873
Total, Canada, July 1960.....	225.9	903,575	19,702,607
Total, Canada, June 1960.....	275.0	1,214,155	26,841,961
Total, Canada, July 1959.....	164.8	724,975	14,531,393

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JULY 29, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	July 31, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	294,137	97,051	31,513	42,199	29,612	24,477	17,431	51,854	25.1	225,945
Male.....	191,686	69,270	21,436	26,898	18,029	15,679	10,607	29,767	26.6	141,434
Female.....	102,451	27,781	10,077	15,301	11,583	8,798	6,824	22,087	22.5	84,511
Newfoundland.....	5,466	1,157	547	708	552	533	418	1,551	56.9	4,617
Male.....	4,353	959	444	528	434	449	347	1,192	58.9	3,788
Female.....	1,113	198	103	180	118	84	71	359	49.0	829
Prince Edward Island.....	857	177	109	170	98	73	45	185	60.0	710
Male.....	561	122	81	117	60	47	26	108	66.3	424
Female.....	296	55	28	53	38	26	19	77	48.0	286
Nova Scotia.....	10,389	2,555	1,206	1,517	990	1,152	635	2,334	39.3	9,207
Male.....	7,707	1,983	945	1,072	729	929	450	1,599	39.9	6,743
Female.....	2,682	572	261	445	261	223	185	735	37.8	2,464
New Brunswick.....	9,185	2,591	1,009	1,223	1,045	1,298	494	1,525	45.1	7,735
Male.....	6,489	1,869	751	817	746	1,070	343	893	48.0	5,513
Female.....	2,696	722	258	406	299	228	151	632	37.9	2,222
Quebec.....	91,476	29,878	9,863	12,494	9,673	7,886	5,993	15,689	25.5	69,992
Male.....	58,723	20,200	6,621	7,629	6,032	5,125	3,949	9,167	27.3	43,281
Female.....	32,753	9,678	3,242	4,865	3,641	2,761	2,044	6,522	22.1	26,711
Ontario.....	117,429	42,260	12,465	17,312	11,148	8,196	6,253	19,795	19.4	89,296
Male.....	75,264	30,737	8,310	11,079	6,329	4,614	3,393	10,802	19.1	54,073
Female.....	42,165	11,523	4,155	6,233	4,819	3,582	2,860	8,993	20.1	35,223
Manitoba.....	8,389	2,009	760	1,133	1,027	870	697	1,893	20.9	6,419
Male.....	4,696	1,221	401	609	610	471	345	1,039	24.6	3,262
Female.....	3,693	788	359	524	417	399	352	854	16.2	3,157
Saskatchewan.....	4,811	978	501	739	619	531	345	1,098	43.9	3,733
Male.....	2,606	532	260	396	342	311	179	586	50.1	1,874
Female.....	2,205	446	241	343	277	220	166	512	36.5	1,859
Alberta.....	12,373	3,583	1,190	1,855	1,356	1,271	878	2,240	28.4	9,538
Male.....	7,886	2,374	808	1,176	791	861	560	1,316	31.4	6,066
Female.....	4,487	1,209	382	679	565	410	318	924	23.2	3,472
British Columbia.....	33,762	11,863	3,863	5,048	3,104	2,667	1,673	5,544	25.4	24,698
Male.....	23,401	9,273	2,815	3,475	1,956	1,802	1,015	3,065	27.5	16,410
Female.....	10,361	2,590	1,048	1,573	1,148	865	658	2,479	21.0	8,288

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,638	1,202	436	1,535	1,104	431	545
Prince Edward Island.....	291	187	104	305	220	85	85
Nova Scotia.....	5,245	2,454	2,791	6,415	5,418	997	1,115
New Brunswick.....	3,780	2,387	1,393	3,328	2,539	789	1,317
Quebec.....	41,571	24,066	17,505	41,116	32,100	9,016	11,251
Ontario.....	60,731	30,817	29,914	58,014	47,739	10,275	16,130
Manitoba.....	2,918	1,870	1,048	2,897	2,156	741	552
Saskatchewan.....	1,675	1,081	594	1,814	1,268	546	365
Alberta.....	5,299	3,227	2,072	5,407	4,072	1,335	1,399
British Columbia.....	17,287	9,215	8,072	16,617	12,860	3,757	4,252
Total, Canada, July 1960.....	140,435	76,506	63,929	137,448	109,476	27,972	37,011
Total, Canada, June 1960.....	128,465	76,949	51,516	133,641	99,789	33,852	34,024
Total, Canada, July 1959.....	122,278	71,642	50,636	118,304	90,159	28,145	29,633

* In addition, revised claims received numbered 25,601.

† In addition, 24,300 revised claims were disposed of. Of these, 2,274 were special requests not granted and 988 were appeals by claimants. There were 6,113 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—June.....	4,014,300	3,717,900	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1960

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1959	July 1960	August 1960					
(1) St. John's, Nfld.....	116.0	116.5	116.1	112.1	115.7	109.2	112.1	128.9
Halifax.....	126.4	126.4	126.7	115.4	134.8	120.7	129.6	140.0
Saint John.....	128.1	128.6	129.0	121.4	139.3	119.5	124.3	142.9
Montreal.....	126.9	127.2	127.5	125.0	145.9	104.7	118.5	138.5
Ottawa.....	127.2	128.2	128.3	121.3	148.7	114.2	122.1	137.5
Toronto.....	128.8	130.1	130.3	121.1	153.1	113.6	123.4	140.2
Winnipeg.....	123.4	125.4	125.8	120.9	134.6	116.2	120.2	125.7
Saskatoon-Regina.....	123.5	124.0	124.8	121.4	124.9	123.0	125.8	139.1
Edmonton-Calgary.....	122.8	123.6	124.3	117.6	124.5	120.2	127.1	133.4
Vancouver.....	127.2	127.5	128.3	121.5	138.4	115.6	132.1	136.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.08
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04
August.....	30	42	10,958	129,180	0.12

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	3	68	470
Manufacturing.....	24	5,493	53,460
Construction.....	9	5,066	71,310
Transportation, etc.....	2	281	3,220
Public utilities.....			
Trade.....	3	30	660
Service.....	1	20	60
All industries.....	42	10,958	129,180

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	31	160
New Brunswick.....			
Quebec.....	4	1,524	18,940
Ontario.....	25	7,335	94,860
Manitoba.....	4	1,219	7,490
Saskatchewan.....	2	114	1,100
Alberta.....	2	437	3,260
British Columbia.....	2	17	150
Federal.....	2	281	3,220
All jurisdictions.....	42	10,958	129,180

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
MANUFACTURING— <i>Rubber Products—</i> Kaufman Rubber, Kitchener, Ont.	Rubber Workers Loc. 88 (AFL-CIO/CLC)	345	4, 140	15, 820	June 25 Aug. 17	Wages, union recognition, modified union shop, check- off~Return of most workers.
<i>Clothing—</i> National Garment Manufactur- ers' Association Toronto, Ont.	United Garment Workers Loc. 253 (AFL-CIO/CLC)	600	3, 000	3, 000	Aug. 16 Aug. 30	Wages, vacations~Wage increase, improved vaca- tion provision; employees of some firms returned without contracts.
<i>Iron and Steel Products—</i> Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	322 (70)	4, 350	4, 350	Aug. 12	Wages, working conditions, fringe benefits~
Dominion Bridge, Mount Dennis, Toronto, Ont.	Steelworkers Loc. 3390 (AFL-CIO/CLC)	455	5, 820	5, 820	Aug. 15	Wages, fringe benefits~
Dominion Bridge, Lachine, Longue Pointe, Que.	Steelworkers Loc. 2843 (AFL-CIO/CLC)	1, 385	16, 620	16, 620	Aug. 16	Wages, fringe benefits~
Dominion Bridge, Calgary, Alta.	Steelworkers Loc. 5044 (AFL-CIO/CLC)	302	2, 720	2, 720	Aug. 19	Wages, fringe benefits~
Manitoba Rolling Mills, Selkirk, Man.	Steelworkers Loc. 5442 (AFL-CIO/CLC)	650	3, 250	3, 250	Aug. 25	Wages, fringe benefits~
Manitoba Bridge and Engineer- ing Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	258	1, 290	1, 290	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	218	1, 090	1, 090	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Edmonton, Alta.	Steelworkers Loc. 3345 (AFL-CIO/CLC)	135	540	540	Aug. 26	Wages, fringe benefits~
<i>Transportation Equipment—</i> Lucas-Rotax, Toronto, Ont.	Operating Engineers Loc. 1674 (AFL-CIO)	169	2, 280	2, 280	Aug. 12	Wages, improved health plan~
CONSTRUCTION— Kenora and Rainy River Dis- trict Contractors' Association, Fort Frances, Kenora, Rainy River, Ont.	Carpenters Loc. 1669 (AFL-CIO/CLC)	300	6, 600	9, 300	July 19	Wages~
Electrical Contractors' Asso- ciation, Ottawa, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	275	5, 170	7, 120	July 22	Wages~
Residential Building Con- tractors, Toronto, Ont.	Four building trades unions	4, 000	56, 000	56, 000	Aug. 1 Aug. 19	Wages~Wage increase.
Five bricklaying firms, Kitchener, Ont.	Bricklayers Loc. 12 (AFL-CIO/CLC)	120	540	540	Aug. 17 Aug. 23	Wages~15c an hour effec- tive immediately, 10c an hour May 1, 1961.
Toronto Chapter of the National Warm Air Association, Toronto, Ont.	Unorganized	275	2, 060	2, 060	Aug. 23	Wages, hours~
TRANSPORTATION, ETC.— C. P. Merchandise Services, Various points, B.C.	Railway Clerks, various locals (AFL-CIO/CLC)	250	2, 750	2, 750	Aug. 17	Union representation~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1960 BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by—													
(a) Tools, Machinery, Cranes, etc.....						2							2
(b) Moving Vehicles.....	1			2		2		1					6
(c) Other Objects.....	2	7		7	3	7	1						28
Caught In, On or Between Machinery, Vehicles, etc....	1	12		6	3	2		2			1		28
Collisions, Derailments, Wrecks, etc.....	12	5			3	6		14	3		3		46
Falls and Slips—													
(a) Falls on Same Level.....		1			2								4
(b) Falls to Different Levels.....	5	12	4	4	6	11		7	5		5		59
Conflagrations, Temperature Extremes and Explosions				3	1	1			1				6
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....	1			10	2			1	1				15
Electric Current.....	1			2	2	6	8	1					20
Over-Exertion.....													
Miscellaneous Accidents.....				1				2			2		5
Total, Second Quarter 1960.....	23	37	4	35	21	37	9	29	13	1	11	19	219
Total, Second Quarter 1959.....	20	38	41	43	43	70	9	42	8	1	19	19	334

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1960

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1	1	12	2	4	3			23
Logging.....				1	1	4			1	30		37
Fishing and Trapping.....	1		3									4
Mining and Quarrying.....			3		2	12	2		6	10		35
Manufacturing.....			1		6	11	1		1	1		21
Construction.....	1				6	15	1	3	4	7		37
Public Utilities.....	1			1	1	2		1				9
Transportation, Storage and Communications.....			2	1	6	8	1		3	6	2	29
Trade.....	3				2	6		1		1		13
Finance.....												
Service.....						7			1	3		11
Unclassified.....												
Total.....	6	1	9	4	25	77	7	9	19	61	2	219*

*Of this total 156 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 63 were obtained from other, non-official sources.

Here's VALUE

**A 50% Reduction under This Special
GROUP SUBSCRIPTION OFFER**

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

**For
Only**

\$1.00

**Per
Subscription**

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.



A list of names and addresses of subscribers must accompany each order



Send remittance by cheque or postal money order, payable to the Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE, Department of Labour, Ottawa.



CANADA

THE

ABOUT AZETTE



933

LIBRARY
★ DEC 2 1960
UNIVERSITY OF TORONTO

Technological Change and Skilled Manpower—Auto Industry

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LX No. 11
NOVEMBER 30, 1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 11	CONTENTS	November 30, 1960
	Employment and Unemployment, October	1097
	Collective Bargaining Review	1103
	Notes of Current Interest	1108
	Technological Change, Skilled Manpower in Auto Industry ..	1115
	Royal Commission on Coal	1117
	The Woman Worker and the Labour Movement	1120
	31st Annual Meeting of the Canadian Chamber of Commerce	1122
	Annual Conventions, N.S. and Man. Federations of Labour ..	1130
	Rehabilitation Review	1134
	Attitudes and Older Workers	1135
	Work Experience of Farm Homemakers	1136
	50 Years Ago This Month	1137
	International Labour Organization:	
	Ad Hoc Meeting on Civil Aviation	1138
	Teamwork in Industry	1139
	Industrial Relations and Conciliation:	
	Certification Proceedings	1140
	Conciliation Proceedings	1140
	Labour Law:	
	Labour Relations Legislation in 1960	1153
	Legal Decision Affecting Labour	1166
	Recent Regulations under Provincial Legislation	1168
	Unemployment Insurance:	
	Monthly Report on Operations	1171
	Decisions of the Umpire	1172
	Labour Conditions in Federal Government Contracts	1176
	Prices and the Cost of Living	1182
	Publications Recently Received in Department's Library	1183
	Labour Statistics	1188

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

The Labour Force, October

Employment decreased by 16,000 between September and October, a less-than-seasonal decline. The labour force continued to expand more rapidly than it has for the past two years; in October it was 3.3 per cent larger than a year earlier—but employment was up only 1.5 per cent.

The number unemployed increased more than seasonally during the month, and was 117,000 higher than a year earlier.

In the week ended October 15, the labour force was estimated at 6,499,000, which is 25,000 higher than the month before and 209,000 higher than a year earlier. Employment was estimated at 6,131,000, which, although 16,000 lower than at mid-September, was 92,000 higher than in October 1959. Unemployment was estimated at 368,000, which is 41,000 higher than a month earlier.

Employment

Between September and October, employment gains in some non-farm industries, notably services, manufacturing and trade, were almost as large as the seasonal decrease in agriculture. As a result, the net decrease in employment during the month was smaller than in recent years. Women accounted for almost all of the increase in non-agricultural employment.

The increase in employment over last year resulted from contrasting trends in the goods-producing and service-producing industries. In the service industry, principally in community, personal and government services, employment was up 10 per cent over the year; there were smaller increases in trade and finance. Employment was considerably lower than last year in construction and manufacturing, and there were lesser declines in other goods-producing industries.

The number of women employed showed a substantial growth over the year, increasing 7 per cent, largely as a result of continued expansion in the service industry. Because of the slackness in goods-producing industries, the number of employed men was down slightly from a year earlier.

Employment was estimated at 6,131,000 in October, 6,147,000 in September, and 6,039,000 in October 1959. The number of men employed was estimated at 4,470,000 in October, 4,512,000 in September and 4,493,000 in October 1959; for women the comparable numbers were 1,661,000; 1,635,000 and 1,546,000.

This summary of the Labour Force Survey now presents a national estimate of unemployment. Briefly, unemployment as now defined combines Labour Force Survey estimates of persons without jobs and seeking work, and persons on temporary layoff. Estimates of employment and unemployment for months prior to October, when the new definition was adopted, have been revised to conform to the new definition.

Non-agricultural employment in October was estimated at 5,436,000; agricultural, 695,000.

Between September and October, farm employment dropped seasonally in all regions except British Columbia. Non-farm employment rose in all regions; the only large increase was in Ontario, where it increased by 25,000, to some extent as a result of rehiring in automobile and parts plants. Over the year, total employment was up in all regions except British Columbia, where there was little change.

The regional breakdown of employment estimates was:

	October 1960	September 1960	October 1959
Atlantic	546,000	551,000	528,000
Quebec	1,694,000	1,699,000	1,670,000
Ontario	2,272,000	2,262,000	2,238,000
Prairies	1,080,000	1,104,000	1,061,000
Pacific	539,000	531,000	542,000

Unemployment

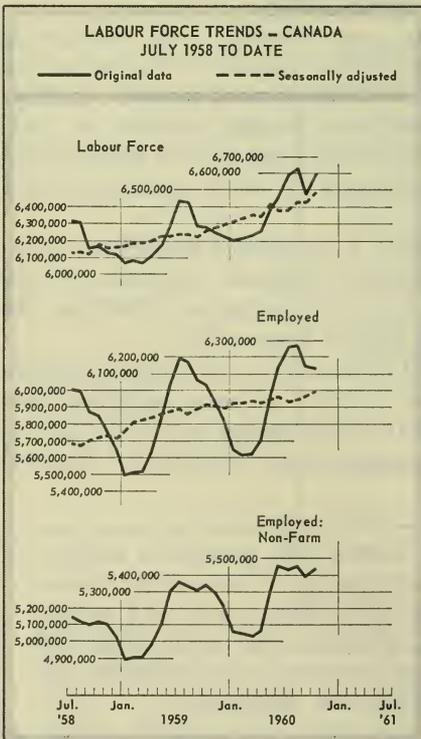
Unemployment increased by 41,000 between September and October, a rise somewhat greater than usual for this time of year. The increase brought the number unemployed in October to 5.7 per cent of the labour force, compared with 4.0 per cent in October 1959 and 5.3 per cent in October 1958. In September the ratio was 5.1 per cent.

Men accounted for 83 per cent of the unemployed, and for most of the increase over the year, a reflection in part of the employment decline in the goods-producing industries. The increase in the number of unemployed women was somewhat smaller, proportionally, partly because of growth of job opportunities in trade and services.

The largest percentage increases in unemployment over the year occurred in Ontario and British Columbia, partly as a result of decreased demands for manufacturing workers. The number unemployed aged 35 to 55 increased, proportionally, more than in other age groups, although the number of unemployed was higher than a year earlier in all age groups.

Regional Summaries

In the **Atlantic** region, employment remained fairly stable between September and October. Contractions in the primary industries were largely offset by gains in trade and transportation. Reductions in farm and fishing employment followed the usual seasonal patterns but layoffs in coal mining were due to market conditions. Marketing of apple and potato crops resulted in increased demands for packers, warehousemen and transporta-



tion workers. Employment in food processing plants declined seasonally but elsewhere in manufacturing, employment either advanced or remained stable.

Employment in October, at 546,000, was 18,000 higher than a year ago. Gains occurred in forestry, manufacturing, and the service producing industries; declines in construction, mining and farming. Employment in the Atlantic region in September was estimated at 551,000.

Unemployment in the region was estimated at 46,000, an increase of 8,000 from September and 9,000 from October 1959. It amounted to 7.8 per cent of the labour force, compared with 6.5 per cent in October 1959.

In the **Quebec** region, employment showed no appreciable change. Agricultural employment declined seasonally but increasing activity in forestry resulted in a noticeable seasonal addition to the work force. Non-residential construction remained steady, but residential construction increased sharply, reversing the trend of the past several months. Manufacturing employment showed little change from the previous month. Employment in the region was estimated at 1,694,000 in October, 1,699,000 in September, and 1,670,000 in October 1959.

The rise of more than 2 per cent in non-farm employment over the year resulted essentially from an improvement in employment in forestry and mining and in the service industries. There was a substantial year-to-year decline in residential construction in spite of an increase in housing starts in October; this was largely responsible for the decrease in construction employment over the year. Losses overshadowed gains in a number of manufacturing industries, bringing total manufacturing employment down from last year's level. The main weaknesses were in the manufacture of transportation equipment—apart from aircraft—electrical apparatus and wood products. Principal gains were in industries producing aircraft and parts, paper products, and food and beverages.

The increase in unemployment during the month, from 116,000 to 126,000, was smaller both relatively and absolutely than in the same period of 1959. Unemployment as a proportion of the labour force rose from 5.2 per cent last October to 6.9 per cent in October this year.

In the **Ontario** region, the seasonal drop in farm employment was more than offset by employment increases elsewhere, notably in automobile and parts plants. In addition, activity in fruit and vegetable canning plants was maintained at peak levels during the first half of the month as a result of a heavy crop; employment in clothing factories remained high, and there was some rehiring in aircraft manufacturing. Production and employment were below last year's level in furniture and household appliance plants, and among heavy electrical apparatus, road machinery and agricultural implement producers. Construction activity declined seasonally. Continuing fine weather permitted extensive fall ploughing and successful completion of the harvest of late crops.

The number of women employed in non-farm industries, mainly service and trade, was much higher than a year earlier. Male employment showed a decline of 1 per cent, mainly because of decreases in construction, manufacturing and mining.

Employment in the region was estimated at 2,272,000 in October, compared with 2,262,000 in September and 2,238,000 in October 1959. Unemployment, at 120,000, increased in October to 5.0 per cent of the labour force from 4.6 per cent in September, when the estimated number of unemployed was 109,000. In October 1959 estimated unemployment was 72,000, which was 3.1 per cent of the labour force.

In the **Prairie** region, employment declined seasonally by 24,000, from an estimated 1,104,000 in September to 1,080,000 in October; it was 1,061,000 in October last year. A seasonal drop in farm employment more than offset a small increase in non-agricultural industries. Favourable weather enabled construction to remain fairly steady, and food processing plants were busier after fall deliveries of cattle, sugar beets and other specialty crops. Employment in the clothing industry increased for the production of winter lines. Agricultural employment was virtually the same as a year earlier but non-farm industries showed a gain of 18,000. The gain occurred chiefly in services and trade, and offset small declines in construction and transportation.

Unemployment, at an estimated 31,000, increased from September to October by about the same amount as in the last three years. It represented 2.8 per cent of the labour force, compared with 2.3 per cent a year earlier, when it was estimated at 25,000.

In the **Pacific** region, seasonal hiring in forestry, mining and trade, and a further expansion in the service industry, brought about a recovery in employment between September and October after a decline the month before. Logging and lumbering were somewhat steadier than usual at this time of year and employment in shipyards and machine shops held steady. Favourable weather helped maintain construction activity, and the number working on farms remained unusually high. Employment was higher than a year earlier on farms, in mining and in the pulp and paper industry. Increases in these industries were offset, however, by year-to-year declines in fishing and most manufacturing industries, particularly shipbuilding and sawmilling. Construction was also down from a year earlier as a result of a drop in housebuilding.

An estimated 539,000 were employed in the region in October, compared with 531,000 in September and 542,000 in October 1959. Unemployment rose seasonally; it was estimated at 41,000 in September, 45,000 in October. In October it represented 7.7 per cent of the labour force, up from 4.6 per cent in the same month of 1959.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	October 1960	October 1959	October 1960	October 1959	October 1960	October 1959
Metropolitan.....	1	—	8	2	3	10
Major Industrial.....	—	—	23	12	3	14
Major Agricultural.....	—	—	3	2	11	12
Minor.....	—	—	30	15	28	43
Total.....	1	—	64	31	45	79

CORRECTION

In the October issue, in the table, "Current Labour Statistics (page 988), the figures on registrations at NES offices on September 15 were incorrect. The correct figures are:

Region	Amount	Percentage Change from	
		Previous Month	Previous Year
Atlantic	33,000	+8.2	+31.0
Quebec	102,100	-4.9	+36.3
Ontario	130,200	-9.5	+3.71
Prairie	37,200	-0.3	+33.3
Pacific	43,700	-2.5	+22.8
TOTAL	346,200	-4.9	+33.9

CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Vancouver- New Westminster	Calgary HALIFAX ← Hamilton Montreal Quebec-Levis ST. JOHN'S ← Toronto Windsor	Edmonton Ottawa-Hull Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)		Brantford Corner Brook Cornwall Farnham-Granby Guelph Joliette Kingston Lac St. Jean LONDON ← Moncton New Glasgow Niagara Peninsula → OSHAWA Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sydney Timmins- Kirkland Lake Trois Rivieres Victoria	Fort William- Port Arthur Kitchener Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Barrie CHATHAM ← Thetford-Megantic- St. Georges	Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		BATHURST ← Belleville- Trenton BRACEBRIDGE ← Brampton Bridgewater Campbellton Central Vancouver Island CHILLIWACK ← Drummondville Fredericton Lindsay Newcastle NORTH BAY ← OKANAGAN VALLEY ← Owen Sound Pembroke PORTAGE LA PRAIRIE ← Prince George- Quesnel PRINCE RUPERT ← Quebec North Shore Rimouski Ste. Agathe- St. Jerome St. Jean St. Stephen Sault Ste. Marie Sorel Truro Valleyfield Victoriaville YARMOUTH ←	Beauharnois Cranbrook Dauphin Dawson Creek Drumheller Edmundston Galt Gaspe Goderich Grand Falls Kamloops Kentville Kitimat Lachute- Ste. Therese Listowel Medicine Hat Montmagny St. Hyacinthe St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. Woodstock- Tillsburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 983, September issue.

Current Labour Statistics

(Latest available statistics as of November 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Oct. 15	6,499,000	+ 0.4	+ 3.3
Employed.....	Oct. 15	6,131,000	- 0.3	+ 1.5
Agriculture.....	Oct. 15	695,000	- 8.2	- 0.3
Non-Agriculture.....	Oct. 15	5,436,000	+ 0.9	+ 1.8
Paid Workers.....	Oct. 15	4,988,000	+ 0.5	+ 1.7
At work 35 hours or more.....	Oct. 15	3,751,000*	- 30.7*	+ 3.4
At work less than 35 hours.....	Oct. 15	2,200,000*	+304.4*	- 1.5
Employed but not at work.....	Oct. 15	180,000	- 5.8	+ 1.1
Unemployed.....	Oct. 15	368,000	+ 12.5	+ 46.6
Without work and seeking work.....	Oct. 15	347,000	+ 13.8	+ 46.4
On temporary layoff up to 30 days.....	Oct. 15	21,000	- 4.6	+ 50.0
<i>Registered for work, NES</i>				
Atlantic.....	Oct. 13	33,400	+ 1.2	+ 27.5
Quebec.....	Oct. 13	102,800	+ 0.7	+ 29.6
Ontario.....	Oct. 13	132,900	+ 2.1	+ 37.9
Prairie.....	Oct. 13	40,900	+ 9.9	+ 28.2
Pacific.....	Oct. 13	47,700	+ 9.2	+ 29.3
Total, all regions.....	Oct. 13	357,700	+ 3.3	+ 32.1
<i>Claimants for Unemployment Insurance benefit</i>				
Amount of benefit payments.....	Sept. 30	279,531	- 0.2	+ 38.7
Industrial employment (1949 = 100).....	Sept.	\$21,186,260	- 0.8	+ 58.4
Manufacturing employment (1949 = 100).....	August	122.9	+ 0.8	- 1.1
Manufacturing employment (1949 = 100).....	August	111.6	+ 1.3	- 1.7
<i>Immigration</i>				
1st 9 mos.	1st 9 mos.	83,843	-	- 1.8
Destined to the labour force.....	1st 9 mos.	44,322	-	+ 0.9
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	56	+ 7.7	+ 93.1
No. of workers involved.....	October	9,027	- 24.0	+ 27.1
Duration in man days.....	October	90,830	- 20.8	+ 35.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind.comp.).....	August	\$75.94	- 0.5	+ 3.4
Average hourly earnings (mfg.).....	August	\$1.76	- 0.6	+ 3.5
Average hours worked per week (mfg.).....	August	40.5	- 0.3	- 1.2
Average weekly wages (mfg.).....	August	\$71.47	- 0.8	+ 2.7
Consumer price index (1949 = 100).....	October	129.4	+ 0.8	+ 1.1
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	August	133.3	- 1.2	+ 1.7
Total labour income..... \$000,000	August	1,573	+ 0.5	+ 3.8
<i>Industrial Production</i>				
Total (average 1949 = 100).....	September	170.1	+ 4.5	- 1.5
Manufacturing.....	September	153.0	+ 5.1	- 1.4
Durables.....	September	144.1	+ 6.6	- 4.1
Non-Durables.....	September	160.6	+ 4.0	+ 0.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983, September issue.

* An unusually large number worked less than 35 hours as Thanksgiving Day came in the survey week.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

A highlight of collective bargaining in British Columbia during October was the signing of an agreement covering 4,500 woods workers in the southern interior of the province. In the northern interior, however, little progress was made during the month toward settlement with the logging operators. In Ontario, the major pulp and paper producers were negotiating new agreements with the woods workers, with the aid of conciliation officers. Also in this province, the Ontario Hydro Electric Commission renegotiated the agreement that expired last March, providing wage increases for their 11,000 employees. A key settlement that could possibly clear the way for ending the country-wide strike at Dominion Bridge Company was signed between the Steelworkers and the company's Montreal plants.

During the month the **railways' non-operating unions** were completing their strike vote and in mid-November announced that the membership had voted overwhelmingly in favour of strike action, and that the strike deadline had been set at December 3. Immediately after this, it was announced that the Prime Minister had called the CNR and CPR presidents as well as the chief union negotiator together for consultation.

Significant progress was made during October in the collective bargaining conducted on behalf of the loggers and sawmill workers employed by lumber firms located throughout the interior of British Columbia. More than two thirds of the workers affected were covered by the new agreement signed by the **International Woodworkers of America** and the 34 firms in British Columbia's southern interior represented by the **Interior Forest Labour Relations Association**. The settlement was a compromise based on a conciliation board report that had previously been rejected by the operators and accepted by the union (L.G., Oct., p. 989). The two-year agreement provides for a wage increase of 3 cents an hour retroactive to September 1 of this year, with a further 3 cents on March 1, 1961, and 4 cents an hour on September 1, 1961. In addition to the increases, tradesmen will get an extra 6 cents an hour and powerhouse engineers and firemen 4 cents an hour effective last September 1. Carrier drivers and fork-lift operators will get an extra 3 cents an hour starting September 1, 1961. As part of the settlement, the parties undertook to work out the details for a travel-time clause to be incorporated in the agreement on September 1, 1961. It will be modelled on the existing arrangements in effect among the coastal operators whereby employees are compensated for travel from assembly points to work sites. The situation with respect to the 2,500 loggers in the interior of northern British Columbia remained unsettled. The operators rejected the conciliation board's recommendations which had been accepted by the IWA (L.G., Oct., p. 989), and no further progress was reported during the month.

Negotiations in the pulp and paper industry in eastern Canada were centred largely around the talks between the Lumber and Sawmill Workers' Union locals of the **United Brotherhood of Carpenters and Joiners of America** and the 10 companies comprising the bulk of Ontario's integrated forest industry having both forest and mill operations. The unions' main wage demands were for a 20-cent hourly increase for day workers and a 14-per-cent wage boost

for piece workers. In addition to the increased wages, the unions were seeking a reduction in the present 48-hour work week to 40 hours with maintenance of pay. Other key issues were union jurisdiction over the contractors in the woodlands, including those who provide services only; improved vacations and holidays; and extensive changes in the working and living conditions at camps. The companies have offered an hourly increase of 5 cents and a 2-per-cent raise for piece work as well as increased contributions to medical, hospital and surgical plans and improvements in working and living conditions. The negotiations at the woodland divisions of the pulp and paper firms are all at the conciliation officer stage, except at **Abitibi Power and Paper**, where application was made for the assistance of a conciliation board.

Bargaining affecting 11,000 Hydro Electric Power workers represented by the **National Union of Public Service Employees** ended with the signing of a new one-year agreement with the **Ontario Hydro Electric Power Commission**. In the settlement, a compromise was reached on the Commission's demand that the cost-of-living clause be deleted in its entirety. The union agreed to removal of the clause on condition that it would be reinstated in any future agreements of more than one year's duration.

Increases in the new agreement for linemen, electricians and skilled trades amounted to 7 cents an hour retroactive to April 1 of this year with another 2 cents effective November 3. Group-one labourers and three classifications of drivers will get wage boosts of 10 to 12 cents an hour, and handymen will get 15 cents. The salaried group of employees will get increases ranging from \$9 to \$22 a month as well as a progressive reduction in the work week from the present 37½ hours to 35 hours by next April. Salaried employees on shift work will receive a 9-cents-an-hour premium for the afternoon shift and 13 cents an hour for the night shift. The premium for the salaried group engaged on construction projects was increased to 2 per cent from 1½ per cent. Hydro also agreed to raise their contributions toward the cost of the medical plan from 70 to 75 per cent.

A major break in the strikes that closed down operations at 12 of the 14 **Dominion Bridge Company** plants across Canada came on October 27, when the **United Steelworkers of America** signed a separate two-year agreement with the company's Montreal plants. This was made possible when the union agreed to forego its demand for national bargaining that it had been attempting to establish in these as well as previous negotiations. The new agreement embodied a total wage increase of 8 cents an hour over the life of the agreement, improved life insurance and an increased weekly sickness indemnity. A new provision in the agreement was the establishment of a company-union parity committee charged with the task of reviewing the current pension plan and recommending a new one to cover the Montreal bargaining unit only. A draft plan, when approved by the parity committee, will be submitted to an employee vote, and if adopted, will replace the existing company operated plan that covers both plant and office employees, whether union members or not, working at all the plants across Canada. If a new plan is approved, the company agreed to match the employees' contributions up to a maximum rate of 4 per cent of the participating employees' straight-time earnings.

The Montreal settlement stimulated local bargaining at each of the other plants, paving the way for the termination of the remaining work stoppages and the full resumption of operations. By the middle of November settlements were reported at practically all of the company's plants.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During November, December 1960 and January 1961

(except those under negotiation in October)

Company and Location	Union
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Association Patronale des Mfrs. de Chaussures, Quebec, P.Q.	Leather & Shoe Wkrs. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	National Council of Canadian Labour (Ind.)
Calgary Power, Calgary, Alta.	Empl. Assoc. (Ind.)
CBC, company-wide	NABET (AFL-CIO/CLC)
Cdn. General Electric, Toronto, Peterborough & Guelph, Ont.	U.E. (Ind.)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers Assoc., eastern Canada	Lithographers (CLC)
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
City of Calgary, Alta.	Public Empl. (CLC) (clerical empl.)
City of Calgary, Alta.	Public Empl. (CLC) (outside wkrs.)
City of Edmonton, Alta.	I.B.E.W. (AFL-CIO/CLC)
City of Edmonton, Alta.	Public Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Public Empl. (CLC) (outside wkrs.)
City of Halifax, N.S.	Public Empl. (CLC) (inside wkrs.)
City of Hamilton, Ont.	Public Empl. (CLC) (office wkrs.)
City of Hamilton, Ont.	Public Service Empl. (outside wkrs.)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
City of Vancouver, B.C.	Public Empl. (CLC) (inside wkrs.)
Davie Shipbuilding, Sorel, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dom. Rubber, Montreal, Que.	CLC-chartered local
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
Firestone Tire, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton General Hospital, Hamilton, Ont.	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (five), Montreal & district, Que.	Service Empl. Federation (CNTU)
Lakehead Term. Elevators Assoc., Fort William, Ont.	Railway Clerks (AFL-CIO/CLC)
Malartic Gold Fields, Halet, Que.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports	Miramichi Trades & Labour (Ind.)
Northwestern Utilities, Edmonton, Alta.	Empl. Assoc. (Ind.)
Rock City Tobacco, Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Shipping Federation of Can., Halifax, N.S.	I.L.A. (CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Telegram, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Part II—Negotiations in Progress During October

Bargaining

Company and Location	Union
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Canadian Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Canadian Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont.	Canadian Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
City of Montreal, Que.	CNTU-chartered local (office wkrs.)
City of Montreal, Que.	Fire Fighters (AFL-CIO/CLC)
City of Montreal, Que.	Public Service Empl. (CLC) (manual wkrs.)
City of Quebec, Que.*	Municipal & School Empl. (Ind.) (inside wkrs.)

*Erroneously reported under "Arbitration" during September, in October issue (page 993).

Company and Location	Union
City of Winnipeg, Man.	Fire Fighters (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
CPR, company-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Crown Zellerbach, Richmond, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hopital Hotel-Dieu, Montreal, P.Q.	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Northwest Industries, Edmonton, Alta.	Machinists (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Printing Industries Council, Toronto, Ont.	Photo Engravers (AFL-CIO/CLC)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask.	CLC-chartered local (hospital empl.)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CNTU)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
Shipping Federation of Can., Montreal, Que.	I.L.A. (CLC)
Shipping Federation of Can., Saint John, N.B.	I.L.A. (CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mere, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Aluminum Co., Shawinigan, Que.	Metal Trades' Federation (CNTU)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Shipyards Wkrs. (CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
T.C.A. company-wide	Air Line Flight Attendants (CLC)

Conciliation Board

Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Arvida, Que.	Metal Trades' Federation (CNTU)
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Canada Paper, Windsor Mills, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Drumheller Coal Operators' Assoc., Alta.	Mine Wkrs. (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Metropolitan Toronto, Ont.	Public Empl. (CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Township of Scarborough, Ont.	Public Empl. (CLC)

Post-Conciliation Bargaining

CNR, CPR, other railways	15 unions (non-operating empl.)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Northern Interior Lumbermen's Assoc., B.C.	Woodworkers (AFL-CIO/CLC)

Arbitration

City of Quebec, Que.	Municipal & School Empl. (Ind.) (outside wks.)
---------------------------	--

Work Stoppage

Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
---	----------------------------

Part III—Settlements Reached During October 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ASSOCIATION DES MARCHANDS DÉTAILLANTS (AUTO-VOITURE), QUEBEC, P.Q.—CNTU-CHARTERED LOCAL: 3-yr. agreement covering 650 empl.—eff. Oct. 1, 1960, present 49-hr. wk. to be reduced to 47 hrs. and on June 1, 1961 to 45 hrs. with the same take-home pay; 5¢-an-hr. increase eff. June 1, 1962 and a further 5¢-an-hr. increase eff. Dec. 30, 1962; when agreement expires on Dec. 30, 1962 a further 5¢-an-hr. increase will be granted as a cushion against delays in renegotiating the agreement; 3 wks. vacation after 17 yrs. of service (formerly no provision for 3 wks. vacation); union shop.

CONSOLIDATED PAPER, GRAND'MÈRE, QUE.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—basic rate increased by 11¢ an hr. retroactive to May 1, 1960; an additional 4¢-an-hr. increase eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional non-scheduled holiday with pay; provision for bereavement leave.

DE HAVILLAND AIRCRAFT, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC) (OFFICE WKRS.): 2-yr. agreement covering 500 empl.—increases ranging from \$3.45 to \$7.40 per wk. over the 2-yr. period; 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation); \$2.00 per wk. cost of living bonus incorporated in salary; improved insurance provisions.

DOMINION BRIDGE, LACHINE, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—an increase of 4¢ an hr. eff. Oct. 27, 1960; an additional 4¢ on Oct. 27, 1961; 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation); parity committee to be set up to study provisions for a new pension plan; life insurance increased from \$2,000 to \$3,000; weekly indemnity for sickness increased from \$30 to \$40.

DOW CHEMICAL, SARNIA, ONT.—OIL WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl. Settlement terms not immediately available.

FUR MFRS. GUILD, MONTREAL, QUE.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 2,200 empl.—increase of \$6 per wk. retroactive to Sept. 1, 1960; work wk. reduced to 39 hrs. eff. Sept. 1, 1960 and a further reduction to 37½ hrs. eff. Sept. 1, 1961; companies cannot contract out work except in very special cases.

GENERAL STEELWARES, TORONTO, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—3¢-an-hr. increase eff. Oct. 1, 1960 plus 5¢-an-hr. increase eff. Oct. 1, 1961; 1 mo. vacation for empl. with 25 yrs. of service (formerly no provision for 1 mo. vacation).

INTERIOR LUMBER MFRS. ASSOC., SOUTHERN B.C.—WOODWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 4,500 empl.—3¢-an-hr. increase retroactive to Sept. 1, 1960; 3¢-an-hr. increase eff. March 1, 1961 with a further 4¢-an-hr. increase eff. Sept. 1, 1961; tradesmen to receive an additional 6¢-an-hr., engineers and firemen 4¢ an hr. all eff. Sept. 1, 1960, and carrier and fork lift operators to receive an additional 3¢ an hr. eff. Sept. 1, 1961.

KELVINATOR OF CAN., LONDON, ONT.—AUTO WKRS. (AFL-CIO/CLC): current agreement covering 600 empl. extended for 1 yr. without change.

LADIES' CLOAK AND SUIT MFRS. ASSOC., WINNIPEG, MAN.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): existing agreement covering 800 empl. extended for 2 yrs. without change.

LAKE CARRIERS ASSOC., EASTERN CANADA—SEAFARERS (AFL-CIO): 2-yr. agreement covering 2,500 empl.—a general increase of 5% in both wages and overtime retroactive to July 15, 1960; at the commencement of fit-out in the spring of 1961, work wk. to be reduced to 44 hrs.; work on Sat. to be paid 1½ times daily rate; statutory holidays to be paid at the Sun. rates (1½ times daily rate), when worked, and normal daily rate when not worked, empl. to receive 14 days paid holiday for 270 days service to come out of a vacation fund accumulated from the Association's contributions; vacation payments to be made through the union office based on documentary evidence of days worked.

JOHN MURDOCH, ST. RAYMOND, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 2-yr. agreement covering 500 empl.—a general increase of 3% retroactive to Sept. 1, 1960 and an additional 3% eff. Sept. 1, 1961.

ONTARIO HYDRO, COMPANY-WIDE—PUBLIC SERVICE EEMPL. (CLC): 1-yr. agreement covering 11,000 empl.—7¢-an-hr. increase retroactive to April 1, 1960 plus an additional 2¢ on Nov. 1, 1960 for hourly rated empl.; 1½% increase retroactive to April 1, 1960 for salaried empl.; work wk. for salaried empl. to be reduced to 35 hrs. eff. April 1, 1961; improvements in health plan and sick leave; severance pay plan introduced.

NOTES OF CURRENT INTEREST

Employment Conference Supports Plan for Productivity Council

At the end of a 1½-day conference on employment last month, Prime Minister Diefenbaker announced in a press conference that the Government was ready to submit to Parliament legislation to promote the establishment of a national productivity council. The conference had been forecast by the Prime Minister in a television broadcast in September (L.G., Oct., p. 994).

The proposal was supported by the representatives of 21 industry, business, farm and labour organizations attending the conference, he said.

Suggestions made at the conference were many and varied, and at times contradictory, Mr. Diefenbaker said, but there was agreement that Canadian production should be expanded to provide more jobs.

In his announcement, the Prime Minister called attention to the British Productivity Council set up in 1952 to stimulate interest in methods of raising productivity in special industries and areas. The British Council is financed by government, employer and employee groups.

Over 960 Winter Works Projects Approved by Program's Opening

By October 17, first day of this year's Municipal Winter Works Incentive Program, more than 960 projects had been approved for federal contribution, the Minister of Labour announced.

At the end of the first day of the 1959-60 program, 605 projects had been approved.

All ten provinces have agreed to take part in this year's program and all except Prince Edward Island had submitted projects prior to the opening of the program.

Estimated cost of the 967 projects accepted up to October 17 was about \$58,000,000, of which about \$44,000,000 will be spent during the six and a half months—October 15 to April 30—that the program is in effect.

The total direct payroll cost for the period is estimated at \$14,000,000, half of which will be contributed by the federal Government.

It is expected that 17,894 men will be hired as a direct result of those projects

already approved and that the total on-site employment will amount to 970,160 man-days.

Seven of the provinces will add further incentives for projects undertaken by their municipalities under the program.

Quebec has agreed to pay 40 per cent of payroll costs; Ontario, Saskatchewan, Alberta, British Columbia and Prince Edward Island have agreed to pay 25 per cent; Manitoba will pay up to 25 per cent in some cases and up to 50 per cent in others.

This year the program was broadened to include two new classes of projects, and the period extended by advancing the starting date from December 1 to October 15.

For the first time, the program includes the construction, major reconstruction, major alteration or renovation of municipal buildings except schools and hospitals, up to a maximum federal incentive payment of \$50,000 on each new structure.

The program has also been extended to cover such projects as street lighting, traffic signals, municipal parking lots, water and sewage treatment plants, pumping stations and water towers.

A \$100,000,000 program of winter work was announced last month by the Minister of Public Works. During the coming winter, the Department plans to construct between 60 and 80 standard post offices and 12 slightly larger post offices, undertake \$3 million worth of interior work in government buildings, and purchase some \$1,200,000 worth of furniture and equipment.

"Do It Now" Campaign Prevented Layoffs by Building Supply Firms

A survey by the Department of Labour of 470 building supply dealers who had participated in the 1959-60 "Do It Now" winter work campaign showed that 64 per cent of them had increased their sales volume from the previous year. The increases averaged 17 per cent, and ranged from 1 to 200 per cent.

More than 95 per cent of the suppliers questioned reported staff increases or maintenance of full staffs during the period when they normally lay workers off.

Announces Further Changes in National Housing Act Regulations

The Minister of Public Works last month announced changes in National Housing Act regulations to provide further government assistance to housing.

The changes were:

—Extension of home improvement loan financing to rental properties, including apartment buildings;

—Lifting until the end of the year of all income limits for direct Central Mortgage and Housing Corporation loans to prospective home owners and builders;

—Extension from 25 to 30 years of the repayment period for all CMHC loans;

—Making available immediately two direct loans to a merchant builder, intended to finance the construction of display homes;

—Increased limited-dividend housing loans for larger projects.

This is the first time home improvement loans have been made available to owners of rental properties, and the Minister predicted an extensive program of repair work this winter.

From September 1, the gross annual income of an applicant for a direct loan was limited to \$7,000, plus \$200 for families of three, four and five or more children, to a maximum of \$7,600.

The extension to 30 years of the repayment period for NHA mortgage loans will result in a reduction of the monthly repayment. The reduction will amount to \$4.30 on a \$10,000 loan.

The two direct loans to a builder "are intended to finance the construction of display homes which will aid sales under the program of direct loans for pre-sold houses," the Minister explained.

He said that on limited-dividend housing projects started before the end of this year the maximum loan permitted would be increased from 85 to 90 per cent, and the limit of 100 units a project would be lifted.

No changes were made in the interest rate of NHA loans, which now stands at 6½ per cent on house construction loans and 6 per cent on home improvement loans.

In the first nine months of this year, starts on the construction of new dwelling units totalled 76,797, compared with 102,806 in the same period in 1959, the Dominion Bureau of Statistics reported last month.

Completions numbered 88,621 compared with 100,333.

Units under construction at the end of September this year totalled 69,538; at the same date last year they numbered 88,965.

National Unemployment Estimate Now Available for First Time

The interdepartmental committee set up in March to consider changes in the monthly statistical report on employment and unemployment (L.G., April, p. 348) last month recommended, and the Government adopted, a national estimate of unemployment. This is the first time such an estimate has been presented.

The new figure combines estimates from the Labour Force Survey of persons without work and seeking work, and of persons on temporary layoff.

The new estimate was taken into use in time for last month's joint release by the Department of Labour and the Dominion Bureau of Statistics dealing with employment and unemployment during the week ended September 17. It was also used in last month's *LABOUR GAZETTE* (page 985).

Groupings Now Used

The groupings now used in the presentation of labour force data are as follows:

Labour Force—The civilian labour force includes that portion of the civilian non-institutional population 14 years of age and over who, during the survey week, were employed or unemployed.

The employed includes all persons who, during the survey week, (a) did any work for pay or profit, (b) did any work which contributed to the running of a farm or business operated by a related member of the household, or (c) had a job but were not at work because of bad weather, illness, or vacation, or because they were taking time off for other reasons.

The unemployed includes all persons who, through the survey week, (a) were without work and seeking work, i.e., did not work during the survey week and were looking for work, or would have been looking for work except that they were temporarily ill, were on indefinite or prolonged layoff, or believed no suitable work was available in the community; or (b) were temporarily laid off for the full week, i.e., were waiting to be called back to a job from which they had been laid off for less than 30 days.

Not in the labour force—Those not in the labour force include all civilians 14 years of age and over (exclusive of institutional population) who are not classified as employed or unemployed. This category includes those: going to school, keeping house, too old or otherwise unable to work, and voluntarily idle or retired. Housewives, students and others who worked part time are classified as employed; if they looked for work they are classified as unemployed.

Huge Construction Project Likely To Begin in 1961 on B.C. River

Construction of three huge storage dams in British Columbia is proposed in an agreement reached last month between Canada and the United States on the basis of a treaty to develop the Columbia River, which flows through both countries. Construction is expected to begin next year.

The Canadian Parliament and the United States Congress have not yet ratified the treaty.

Quebec Agrees to Participate in Co-operative Road-Building Plans

The province of Quebec last month joined two federal-provincial road-building programs, the Trans-Canada Highway and the "Roads to Resources" plan. It is the tenth province to participate in the latter program and the last to sign the Trans-Canada Highway agreement.

Under the "Roads to Resources" scheme (L.G., March, p. 244), the federal Government will match a province's expenditures on roads that will help develop a promising resource, up to a maximum of \$7.5 million. Under the Trans-Canada Highway Act, the federal contribution is 50 per cent of the cost of new building of specified standard.

Work is expected to begin in the new year.

Declare Two Ontario Districts Surplus Labour Areas, Union Asks

The National Employment Service will be asked to investigate whether Deloro and Atikokan in Ontario should be classed as surplus labour areas, the Minister of Labour told a delegation from the United Steelworkers that met with him at the end of October.

Deloro is a one-industry community, dependent on the Deloro Smelting and Refining Company Limited, which is scheduled to close down on January 15, 1961. Employment has already declined, from 300 in late 1958 to 70, the delegation asserted.

In Atikokan, according to the union's submission, two development projects have closed down and large scale layoffs are coming in the area's major industry, Steep Rock Iron Mines.

If the two localities are declared surplus labour areas, federal assistance is available to enable the unemployed workers to move to places where the NES believes employment would be available.

Dr. R. M. Adams Now Chief of Labour-Management Division

Dr. Robert McDonald Adams, since 1958 Head of the Wages Research Section of the Department's Economics and Research Branch, has been appointed Chief of the Labour-Management Division of that Branch. He assumed his new duties on October 12.

Born in London, Ont., he was graduated from the University of Western Ontario in Honours Economics and Political Science in 1951. The next year he was granted a master's degree in Economics from Queen's University, Kingston, Ont.

In 1957 he completed the degree of Doctor of Philosophy in Labour Economics at the London School of Economics and Political Science, London, England. His graduate work included also a year of research at the University of Chicago.

IAGLO Elects Elliott Wilson President for Coming Year

A resolution adopted at the annual conference of the International Association of Governmental Labour Officials, held at Detroit, Mich., at the beginning of September, recommended that steps be taken in each state and province to have adopted the danger symbols approved by the International Labour Organization.

Another resolution recommended that all members of the Association promote a "stay-in-school" program, an apprenticeship program and safety training.

Other major resolutions among the 16 adopted:

—Urged members of the Association to endeavor to extend minimum wage protection to agricultural workers.

—Recommended an increase in the (U.S.) federal minimum wage and an extension of coverage, and also urged the states and provinces to do likewise.

—Noting that children need protection from dangerous employment, urged the provision of physical examinations for persons under 18, and that existing child labour laws should be effectively administered.

At the conference, 37 states and six provinces were represented, as well as the United States and Canadian federal Departments of Labour.

J. B. Metzler, Ontario Deputy Minister of Labour, was a co-chairman of the Committee on International Labour. R. E. Anderson, Nova Scotia Deputy Minister of Labour, was chairman of a session on labour relations. A paper by Jacob Finkleman,

QC, Chairman of the Ontario Labour Relations Board, was presented at this session.

W. Elliott Wilson, QC, Manitoba Deputy Minister of Labour, was elected President of the Association for the coming year.

Dept. Publishes 1960 Edition of 'Labour Organizations in Canada'

Affiliates of two central bodies, the Canadian Labour Congress and the Canadian and Catholic Confederation of Labour, continue to account between them for well over 80 per cent of trade union members in Canada, according to the 49th annual issue of *Labour Organizations in Canada*, published at the end of October. The information in the 1960 edition was obtained in the early months of the year from national or international union headquarters, central labour congresses, and independent local organizations active in Canada.

Total membership reported at the beginning of 1960 was approximately 1,459,000. This total no longer includes the members of three organizations of government employees, numbering some 16,000, which have severed affiliation with the CLC.

A total of 6,805 locals were reported in the 1960 survey.

Union membership in 1960 was approximately 32 per cent of the estimated total of non-agricultural paid workers in Canada.

Labour Organizations in Canada, 1960 is available from the Queen's Printer, Ottawa (Catalogue No. L2-260), at 35 cents a copy.

Employment Committee Urges Increase in Training of Jobless

Representations urging expansion of vocational training facilities for unemployed persons are to be made to provincial authorities by national organizations whose delegates attended the 75th meeting of the National Employment Committee, held in Ottawa last month.

The resolution was adopted unanimously by representatives of the Canadian Construction Association, Canadian Retail Federation, Canadian Chamber of Commerce, Canadian Labour Congress, Canadian Manufacturers' Association, Canadian Federation of Agriculture, Canadian Welfare Council, Canadian Legion, National Council of Women, and the Canadian Federation of Business and Professional Women's Clubs.

The Committee, under the chairmanship of Frank McCallum, Oshawa, was advised by the Unemployment Insurance Commission that only some 6,000 unemployed persons are being directed into training

each year both under Schedule "M" involving a division of cost between the federal and the provincial Governments, and other training courses approved by the UIC.

The main obstacle to larger enrolment of unemployed in training courses was lack of facilities, the UIC advised the Committee, whose members expressed the opinion that immediate steps should be taken to urge the provinces to explore the possibilities of providing more accommodation and instructors with a view to expanding the unemployed training program.

The Committee believed that with the rapidly changing nature of employment requirements, new skills and constant refreshing of old skills were essential if many of the unemployed were to be developed to the point where employers could usefully hire them.

In other resolutions the Committee recommended establishment of the Municipal Winter Works Incentive Program on a continuing, perennial plan, rather than one requiring annual advice to municipalities of its adoption; and urged continuation of the campaign to keep young people in school with a view to raising their educational qualifications commensurate with the demands of present-day employment.

Booklet on Working Conditions In Canadian Industry Is Issued

Working Conditions in Canadian Industry, 1959, published at the beginning of the month by the Economics and Research Branch of the Department of Labour, draws together in tabular form information on working conditions in most Canadian industries obtained in the annual survey conducted in the spring of each year.

Preliminary information on working conditions of both plant and office employees in the manufacturing industry was presented in the article, "Working Conditions in Manufacturing," in the March number of the *LABOUR GAZETTE* (page 297).

The 78-page booklet now available provides in greater detail information on conditions in mining, public utilities, transportation and communication, trade, finance and service industries as well as manufacturing. It is available from the Queen's Printer, Ottawa (catalogue No. L33-1560), at 25 cents a copy.

Publication of the English edition of *Canada 1960*, the popular handbook issued yearly by the Dominion Bureau of Statistics, was announced at the end of October. The 1960 edition, 31st in the series, contains an up-to-date portrayal of the Canadian

economy and of Canada's political, social and cultural development. It is available from the Queen's Printer at \$1.00.

Many Labour Organizations Hold Annual Conventions

During the past month conventions were held by the International Woodworkers of America, Districts 1 and 2; the British Columbia Provincial Council, United Brotherhood of Carpenters and Joiners; and the National Union of Public Service Employees. In September, conventions were held by the United Steelworkers, the United Packinghouse Workers, the International Printing Pressmen, and the United Rubber Workers.

Woodworkers—The 23rd annual convention of District 1 of the International Woodworkers of America, held in Vancouver from September 27 to October 1, urged a revised government forest policy, including the establishment of a forest advisory committee.

The 135 delegates from the four western provinces also approved resolutions asking for simplification of conciliation machinery, elimination of provisions in British Columbia legislation for government-supervised strike votes, curtailment of immigration until a new policy had been worked out, public ownership of all electric power installations in B.C., lowering of the age limit for old age pensions, and appointment of a Royal Commission to lay down rules for stricter control of forest resources.

The District 2 convention urged introduction of a comprehensive health insurance program, retraining of displaced workers, waiver of hospital insurance premiums during periods of unemployment, deduction of health insurance premiums for income tax purposes, a \$75 monthly pension at age 65 without a means test, and elimination of the waiting period for unemployment insurance benefits.

Carpenters—The annual convention of the British Columbia Provincial Council of Carpenters and Joiners endorsed formation of the new political party being organized by labour and the CCF, and urged members of the Carpenters to support it. The union itself, however, will not support the new party; its constitution forbids the union's involvement in politics.

(At a special convention in September, the international union rejected overwhelmingly a Canadian sponsored amendment to the constitution to permit locals to contribute funds to political parties and religious organizations.)

The convention agreed to give priority in next year's negotiations to a demand for a seven-hour day.

Public Service Employees—A resolution urging all the delegates to support the new political party being organized by the CCF and the CLC, and asking local unions to send delegates to the new party's founding convention in Ottawa next July, was passed by the 15th annual convention of the National Union of Public Service Employees with only one dissenting vote. The convention, held in Hamilton on September 29 to October 1, was attended by about 180 delegates.

In another resolution passed by the convention, the Ontario Hydro-Electric Power Commission was sharply criticized for forbidding its employees to take an active part in politics. The delegates resolved to ask for amendment of the Bill of Rights to make it clear that all Canadians except highly placed civil servants have the right to engage in political activity.

The federal Government was urged in another resolution passed by the convention to put into effect policies that would give farmers "the promised 'fair share of the national income'."

The convention unanimously supported a resolution asking the locals to support a voluntary plan for contributing 1 cent a month a member to the solidarity fund of the International Confederation of Free Trade Unions.

Another resolution criticized the CLC for trying to confine NUPSE's jurisdiction "in the interests of other Congress affiliates." CLC policy prevents the union from directly organizing federal or provincial government employees, national representative Francis Eady said.

James C. Clark, President of the union, told the delegates that attempts to bring about a merger with the National Union of Public Employees had failed for the time being. In spite of efforts to reach a compromise with that union at a meeting in June, he said, basic differences between the two unions on vital issues are far from being reconciled. The convention agreed to continue merger talks.

In the election of officers, Stanley A. Little, Toronto, was elected President and Chief Executive Officer, and the following elected vice-presidents: K. Cummings, F. O. Rogers, and C. C. Mains.

Steelworkers—A standard work week of 32 hours, made up of four eight-hour days, will be the next bargaining target of the United Steelworkers of America, it was decided at the union's 10th biennial convention in September. The union also will

propose that the United States Congress consider the 32-hour week as subject for legislation.

Another bargaining goal adopted was three weeks vacation every five years after five years of service.

The convention approved a program for setting aside part of the steel industry's pension fund reserves, amounting to \$1,600 million, for the construction of hospitals and group-practice medical centres for steel communities.

One of the guest speakers at the convention was Walter L. Gordon, who was Chairman of the Royal Commission on Canada's Economic Prospects. He told the delegates that an increasing number of Canadians believe that United States investment in Canada had gone too far.

President David McDonald urged the major United States steel producers to join the union in a program intended to keep the industry permanently free from strikes. His plan comprised joint efforts to develop "some broad method for the distribution of the emoluments" of automation and other technological advances.

Packinghouse Workers—Resolutions urging the federal Government to sponsor more public works and set up controls over automation in industry were adopted at a conference of Ontario locals of the United Packinghouse Workers of America in Brantford in late September.

In a four-point resolution it was suggested that the federal Government co-operate with the provinces in a constructive program of public works, including schools, hospitals, highways and other capital projects.

Encouragement of new investment capital for secondary industry, establishment of a national minimum wage and development in co-operation with the provinces of an adult education and training program for workers displaced by automation was requested in another resolution.

A panel discussing the changing economy agreed there is a need for legislation to control adverse conditions that might result from automation.

Printing Pressmen—At the convention in September of the International Printing Pressmen and Assistants' Union of North America, leaders of four unions in the graphic arts industry signified their approval of a fusion of their memberships, through merger, association or federation.

Supporting the merger move were: Elmer Brown, President of the International Typographical Union (AFL-CIO/CLC); William J. Farson, Executive Vice-President of the American Newspaper Guild (AFL-CIO-CLC); Paul L. Phillips, President of

the United Paper Makers and Paper Workers (AFL-CIO-CLC); and Leo Feeney, Vice-President of the International Stereotypers' and Electro-typers' Union of North America (AFL-CIO-CLC).

Rubber Workers—The United Rubber Workers elected an entirely new slate of officers at its convention at the end of September. The new president is George Burdon, former Director of Organization for the union.

He succeeds Leland S. Buckmaster, who had to vacate the position under the compulsory retirement provisions of the union's constitution.

The convention voted to raise monthly dues to \$1.25 and authorized the payment of \$25 a week strike benefits beginning with the third week of a strike; strike benefits will become effective July 1 next year.

Establishment of a skilled trades department in the union was another convention action.

B.C. Civil Servants End Affiliation With Labour as Check-off Lost

A resolution in favour of withdrawing from the British Columbia Federation of Labour was voted down at the annual convention of the British Columbia Government Employees Association on October 7. But 11 days later, the executive of the Association, after a seven-hour emergency session, sent telegrams to Acting Premier Eric Martin and to the Federation announcing at least a temporary suspension of affiliation with the Federation.

Reason for the swift reversal of policy was the action of the British Columbia Government in announcing on October 11 that it was abolishing the check-off of dues of the employees' organization because of its connection with organized labour, which in turn was affiliated with the CCF.

Abandoning a long established principle, the Inter-State Executive of the Australian Council of Trade Unions last month announced its decision to oppose compulsory political levies on individual union members.

The problem of compulsory political levies arose about two years ago when two members refused to pay the levy imposed by their union. They claim they were prevented from working because of their refusal, and the Tasmanian Supreme Court, ruling that the imposition of the levy was illegal, awarded them damages. Later, the High Court reversed the finding of illegality but did not change the award of damages.

Fewer Receive Blind Allowance But More Get Disabled Grant

The number of persons receiving old age assistance in Canada decreased from 99,581 at June 30 to 99,454 at September 30.

The federal government's contributions under the federal-provincial scheme totalled \$7,674,007.12 for the quarter ended September 30, compared with \$7,654,709.21 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$204,725,577.56.

At September 30, the average monthly assistance in the provinces ranged from \$48.78 to \$52.91, except for one province where the average was \$46.53. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,665 at June 30 to 8,657 at September 30.

The federal government's contributions under the federal-provincial scheme totalled

\$1,041,116.59 for the quarter ended September 30, compared with \$1,039,443.43 in the preceding quarter. Since the inception of the Act, the federal government has contributed \$29,474,555.23.

At September 30, the average monthly allowance in the provinces ranged from \$50.29 to \$53.98. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,365 at June 30 to 50,525 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$4,090,541.09 for the quarter ended September 30, compared with \$4,099,434.75 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$63,914,766.54.

At September 30, the average monthly allowance in the provinces ranged from \$52.71 to \$54.50. In all provinces the maximum allowance paid was \$55 a month.



The ILO and the CLC recently sponsored a workshop on "Teaching about the ILO" at Ste. Agathe des Monts, Que. The three-day meeting, which was attended by a group of 30 Canadian and United States labour educators and observers interested in adult education, was presided over by the CLC's Director of Education, Max Swerdlow (middle of above photo). Main speakers were Albert Guigui (right), Chief of the Industrial Workers Division of the ILO, and Paul Chu (left), Chief of the Workers' Education Section, ILO, both from Geneva. Other principal speakers included Ralph Wright, Director of the Washington Branch of the ILO, and Kalmen Kaplansky, Director of the CLC's Department of International Affairs.

Technological Change and Skilled Manpower in Automobile and Parts Manufacturing

Output in both automobile and automotive parts manufacturing industries rose during 1948-58 period by greater percentage than did employment, survey finds. Salaried employment increased; number of employees on direct production fell

During the period 1948-58, the number of units produced in the Canadian automobile manufacturing industry increased 36.4 per cent while employment in the industry increased only about 7 per cent and average hours worked decreased from 39.7 hours a week in 1948 to 38.3 hours in 1958.

The value added by manufacture rose about 75 per cent and volume of output, as measured on a weighted index computed by the Dominion Bureau of Statistics, grew 54.6 per cent, it is pointed out in the latest report in the Research Program on the Training of Skilled Manpower. The report, No. 8 in the series, is titled, *Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries*. It was produced by the Economics and Research Branch of the Department of Labour.

Although employment in the industry rose 7 per cent during the period, the number of employees engaged in direct production fell approximately 6½ per cent. The proportion of direct labour as a percentage of total employment was 82.8 per cent in 1948 and 72.5 per cent in 1958.

Among salaried workers, on the other hand, there was an increase in employment that more than offset the drop in hourly-rated workers. Salaried employment as a proportion of total employment increased, in three assembly and fabricating establishments surveyed, from 16.6 per cent in 1948 to 20.3 per cent in 1953 and to 27.6 per cent in 1958. In two engine manufacturing establishments it increased from 8.6 per cent in 1948 to 10.4 per cent in 1953 and to 16.1 per cent in 1958.

Skilled tradesmen increased in numbers during the decade but the ratio of skilled workers to total hourly-rated employment remained constant, although there was a slight proportional increase in the two smaller of the three establishments surveyed.

Survey findings in the parts manufacturing industry were similar. Data on output in units were not obtainable but in terms of value added, production in this industry increased 113 per cent, and as measured by the DBS weighted volume index, by 35 per cent. Employment increased by only

about 25 per cent and average hours worked "decreased probably somewhat in excess of 8 per cent."

In the parts industry, direct production workers made up 84.3 per cent of the industry's total labour force in 1948 and 78.3 per cent in 1957.

Salaried employment as a proportion of total employment increased from 11.5 per cent to 21.3 per cent; in the automobile manufacturing industry it increased from 18.7 to 26.2 per cent.

Unlike the automobile manufacturing industry, in parts manufacturing the proportion of skilled tradesmen increased during the decade. In one establishment, skilled tradesmen accounted for 10 per cent of hourly-rated employment in 1948 and 15 per cent in 1958; in another the percentage change was from 18 per cent in 1955 to 20 per cent in 1959.

In the survey, made by visiting four automobile manufacturers and eighteen parts supply firms, and the unions representing the workers in them, interviewers sought detailed information about technological changes recently introduced, their manpower effects, and the problems associated with them.

The report describes the nature of technological change in the automobile and parts industry, its effects on manpower both in aggregate and specific terms, and its effects on occupations, skill levels and training. It deals also with some of the human problems that arise from technological change.

Aim of the report is to serve as a basis for evaluating the problems that have arisen and the means of overcoming them.

The bulletin is divided into six chapters: Chapter 1—Characteristics of Canadian Automobile and Automotive Parts Manufacturing Industries; Chapter 2—Technological Change and its Impact on Output and Employment in the Automobile and Automotive Parts Manufacturing Industries; Chapter 3—The Effects of Technological Change on Occupations and Skills; Chapter 4—An Analysis of Specific Technological Changes in the Automobile and Automotive Parts Manufacturing Industries; Chapter 5—Some Problems of Human Adjustment to

Technological Change; and Chapter 6—Training in the Automobile and Automotive Parts Manufacturing Industries.

Individual Skilled Trades

The survey showed that the rate of growth or decline of individual skilled trades during the period 1948-1958 was uneven. "The trades that showed a relatively small increase from 1948 to 1958 almost all evidenced a decline in the first six years," the report states.

One chapter of the report deals with particular technological changes in the automobile and automotive parts manufacturing industries. In the first of these industries, 40 changes were reported in enough detail to make it possible to gauge their effects on the general level of skill of the workers directly involved. From an examination of these changes the conclusion was reached that, "in the vast majority of cases, no change occurred in the skill level of manpower directly engaged on specific operations. This finding may reflect the fact that most of the changes took place in areas where low skilled employees had previously been employed. The increase in skilled manpower requirements is seldom direct and . . . the indirect manpower effects were excluded from the analysis.

"During discussions of these changes with both management and unions, the impression gained was that while only 12.5 per cent of the changes involved a direct, appreciable increase in skills, in almost all cases there was a slight increase in the general skill composition of the labour force due to more complicated maintenance and the operational requirements of newer, more complex machinery."

In the automotive parts industry, 44 cases of specific changes were reported in sufficient detail to enable them to be used for purposes of analysis. From a study of these cases it was concluded that, "in the overwhelming majority of cases, no changes in skill levels were involved. In just over 10 per cent of the cases a lowering of the skill levels required for the job occurred, due to the change in production techniques. In no case did any specific change result in increased skill levels. This is in contrast to the automobile industry, where there was

an increase in skill level in 12.5 per cent of the cases."

This statement refers only to workers directly involved in the operation. Secondary manpower effects of the 44 specific changes were again excluded from the analysis.

Employment Opportunities

In connection with technological changes that involved a considerable increase in capital equipment, the report points out that logically an increase in capital equipment per worker tends to increase employment opportunities in maintenance relative to production within the plant and industry, and tends to increase employment opportunities in the capital goods industries, assuming that output of the industry where the change occurred does not fall drastically.

"Although increased employment opportunities in maintenance work are evident in Canada to some extent, increased employment in the capital goods industries as a potential offset to possible displacement does not exist to a significant degree, since the bulk of the production machinery is imported."

The information obtained in the survey seems to indicate a sizeable increase in productivity, the report states, but it is not possible to determine the magnitude of the increase with any accuracy.

The chapter dealing with problems of human adjustment to technological change describes the effect of technological change on various groups of workers and some of the measures used to mitigate the hardship involved for those who are displaced from their jobs by such changes. It goes on to give a brief description of technological unemployment in three selected districts.

The chapter on training describes the various types of training given in the two industries and the purposes of such training.

In the parts industry, where the majority of firms have fewer than 1,000 employees, there is very little organized training, most of the training being of the informal, "on-the-job" type. This latter kind of training is used greatly in the automobile manufacturing industry also, but there large establishments predominate, and there are also varied and extensive training programs in force, the report says.

Equal Pay for Equal Work

The ILO Convention concerning equal remuneration for men and women workers for work of equal value has received a total of 34 ratifications.

In June of this year, ratifications of the equal pay Convention were deposited by Costa Rica and Denmark.

Royal Commission on Coal

Commissioner Rand points out difficulty of enunciating "National Coal Policy"; recommends that federal Government continue to assist the coal industry, and suggests subsidies on coal produced not subventions on coal moved to markets

"The difficulty of enunciating a 'National Coal Policy,' as it has been described, lies largely in the geographical distribution of coal in a country in which political and social contentions are at odds with economics," says the report of the Royal Commission on Coal, which was published at the end of September.

Major recommendation of the Commissioner—Hon. Ivan C. Rand, retired justice of the Supreme Court of Canada and now Dean of the Faculty of Law, University of Western Ontario—is that the federal Government continue to assist the coal industry. Dean Rand suggests replacement of the subventions now being paid to cover part of the cost of moving coal to markets by two classes of subsidy on coal produced.

One of the other recommendations was that a trade school and vocational school be established in the Sydney, N.S., district. Dean Rand also made some comments on labour relations in the Cape Breton coal mines and, concerning mine closures, made the suggestion that the union be consulted on any steps that may be taken.

The Commission was appointed to inquire into and make recommendations on: the present and future markets for coal in various parts of Canada; the steps that can reasonably be taken to reduce the cost of production and distribution of coal; the steps that the coal industry can take to secure as large a market as possible for Canadian coal and to keep the industry on an economic basis; and the measures that can reasonably be taken by governments to support the economic production, distribution and sale of Canadian coal.

The Report

The report describes the main difficulties under which the coal industry is labouring. "The Crow's Nest Pass deposits are approximately 2,000 miles and those of the Sydney district 1,350 miles from Toronto; and 2,275 and 1,020 miles respectively from Montreal. The railway rates on coal to Toronto from the West range from \$9.96 to \$10.72; from Glace Bay \$6.31; to Montreal they are from \$11.46 to \$12.20 and \$5.09 respectively.

The report further points out, "In fact heavy as is the transportation charge on both Nova Scotia and United States shipments, greater mining costs in the former

are sufficient in themselves to handicap entry into Ontario and Quebec points. For 1958 the average cost at the pit-head of Nova Scotia coal was \$10.72, against prices at the mines of United States coal shipped into Canada ranging from \$3.60 to \$5.33.

"A similar contrast shows in the average output per man-day. The average in 1948 at the Nova Scotia mines was 2.66 tons; in the United States it was over 11 tons and is steadily rising.

"These are the elements in the Canadian situation which have given rise to the coal 'problem' and have led to such extravagances in assistance," the Commission says.

The report holds out some hope for the future of the Canadian coal industry. "According to the best available opinion, the superior position of oil and gas will be maintained at least during the next 25 or 35 years, not, perhaps, with the margin of advantage at this time exhibited, but, certainly for many purposes, a sufficient standing to strain the best efforts of the coal industry. It seems to be agreed that the total energy which those resources embody is not of the magnitude of coal."

The Commissioner thinks, therefore, that "within a measurable period" coal will recover its position, at least in some degree. "The problem is, then, of a substantial interim period," he says.

Coal will find its greatest future use in industry and in the production of electrical energy, the report states.

Measures Available

If Canada is not to adopt the policy followed in the United States, where "subventions and any other form of direct public aid are unknown" and "the consequences of ruthless competition are accepted as normal business risks by employer and employee," what measures are legitimately available?

The policy so far followed has been that of granting subventions by the government to cover part of the cost of moving the coal to market. These subventions, begun in 1928-29, have cost a total of \$135,000,550.05 on an aggregate of 69,051,962.34 tons of coal, or an average of \$1.96 a ton during the whole period since 1928-29.

The cost of these subventions has shown a "startling increase" during the last seven years, and particularly during the last two.

In 1959-60 about \$15,500,000 was paid on the movement of 3,090,021 tons, or an average of \$5.01 a ton, the report points out.

The subvention payments in 1959-60 constitute a figure "which in my opinion the future should not see exceeded," Dean Rand says.

The report states that Eastern coal is now threatened by foreign oil with the loss of its Atlantic or "natural" market. "In the circumstances... the conclusion to which the Commission is driven is that, to avoid a grave social disruption, assistance must be continued, and its nature and justification become the principal purpose of the inquiry."

The situation is different in the western provinces of Saskatchewan, Alberta and British Columbia. "These provinces are the main sources of Canadian oil and gas in what are estimated to be large volume; and their provincial policies are set to exploit these resources to the utmost. It is these new fuels which are now responsible in greatest measure for the difficulties of their own coal reserves; what has been effected is a substitution of industry in fuels and it is to the substituted agencies that the provincial industrial economy has become geared..."

"In this situation, should the Dominion then undertake to succour, in the interest of possible minor social dislocations, a provincial resource the difficulties of which are the direct and foreseen results of provincial action? I can see no warrant for such action..."

"The provinces did not seriously urge any such assistance... The local governments view coal as they do oil or any other fuel; its position must be left to its inherent strength, and if that is not sufficient to enable it to continue competitively, then it must go the way of all weaklings and yield to its competitors."

The western provinces are rich in resources and are rapidly becoming industrialized, the Commissioner pointed out. Resource based industries, together with the industries they generate, furnish alternatives occupations, so that the troubles of at least labour and community from a single industry "are readily absorbed in the vigour of others."

Recommendations

The main recommendation of the report is that the Dominion Government shall pay two classes of subsidy on coal, called in the

report "basic" and "social subsidies" the subsidy to be paid as follows:

(a) On all bituminous coal produced yearly in Nova Scotia by eligible operators, there shall be payable a basic subsidy of 50 cents a ton; in addition, a social subsidy of \$2 a ton will be payable on all sales for consumption in the Atlantic Provinces and in that section of Quebec south of the St. Lawrence River from Gaspé Peninsula to Levis, called Eastern Quebec; on sales made in Quebec within the area to which, under the present subventions, shipments from Nova Scotia receive a reduction of 35 per cent in the rail freight rate, a social subsidy of \$4 a ton; and to all other points in Quebec and Ontario a social subsidy of \$5 a ton.

(b) On all bituminous coal produced in New Brunswick by eligible operators there shall be payable a basic subsidy of 40 cents a ton on coal mined underground and of 30 cents a ton on coal mined by the stripping method; in addition, a social subsidy of 60 cents a ton for all coal mined underground and of 40 cents a ton for all coal strip mined sold for consumption within the Atlantic Provinces and Eastern Quebec; for sales of both underground and strip mined coal to points in New Brunswick, \$1.35 a ton; and to points in the 55 per cent and 70 per cent areas, \$2.70 a ton.

(c) On all bituminous and sub-bituminous coal and lignite produced by eligible operators in Saskatchewan, Alberta and British Columbia: for all mined underground, a basic subsidy of 40 cents a ton; and for all strip mined, a basic subsidy of 30 cents a ton. For the reasons stated, no social subsidy shall be payable on coal or lignite mined in these provinces.

At present the maximum subvention paid on Nova Scotia coal sold in Ontario and Quebec is \$8.75 a ton, compared with a maximum of \$5.50 a ton under the recommendations of the report. Western mine operators now receive up to \$4 a ton subvention on coal shipped to central Canada, while the most they can receive under the Rand recommendations is 40 cents a ton.

Payment of the recommended subsidy should not be made on coal from mines not in operation throughout the fiscal year 1958-59 and mines that have not continued operations up to the date of the report nor to operations that did not produce more than 50,000 tons during the 1959-60 fiscal year.

The total subsidy that can be earned by the Dominion Coal Company and its associated companies is not to exceed the amount paid in subventions to the company during the fiscal year 1959-60. The total subsidy that can be earned by any other operator in Nova Scotia and New Brunswick shall be the amount which the permissible production for subsidy purposes would earn were all the production sold within the Atlantic Provinces and Eastern Quebec.

No social subsidy shall be paid on coal exported from Canada.

The report recommends the re-organization of the Dominion Coal Board by reducing its membership to five persons, none of whom shall be an officer or employee of, or be associated in any way with any sector of the coal industry.

A further recommendation is that a sum of not less than \$1,500,000 a year be spent over a period of 15 to 20 years in developing tourist attractions by reconstructing the ruins of the fortress of Louisbourg, building a highway between Louisbourg and Point Tupper, and developing the Cape Breton Highlands National Park.

Other recommendations are that, with the co-operation of the provincial governments, a trade school and a vocational school be established in the Sydney district; and that immediately a group of five persons, two representing the Dominion Coal Company, two representing the employees, and an engineer representing the Dominion Government, shall make a study of coal mining in Britain, France, Belgium and West Germany, with a view to improving efficiency in the company's mines.

Object of Social Subsidy

The main objective of the social subsidy, the report says, "is to assist coal production to a better competitive position in its own market." It points out that the subventions paid during the last 15 years "have been available to the eastern operators only to markets in sections of Quebec and Ontario and payments up to a maximum of \$9 a ton have been possible."

Dean Rand could not agree that this method had been successful or that it should be followed in the future.

"What is threatened today, and what in part has already been lost, is the coal market within the Atlantic Provinces and the Eastern St. Lawrence Valley area. That region may be called the natural market for the coal or Nova Scotia and New Brunswick, and may legitimately be said to reach as far west as Montreal. It is that market which, primarily, should belong to eastern coal and, in the course of the next few years with the growth of business activity, be extended in quantity."

Labour Relations

Regarding labour relations in the Cape Breton coal mines, Dean Rand says, "They have a history of over 50 years which is unfortunate in the legacy passed on to the present generation." Past strife, especially the struggle for union recognition and factional warfare within the unions, has left bitterness that, after several generations,

"seems still to be lurking in too many minds."

He points out that "It has not, apparently, been realized that from a purely industrial point of view the parent company, DOSCO, would be better off without the coal operations; and that the senior management, judging them by their actions, at least within the past few years, have not striven to preserve the life of the operations in their present magnitude is, in my opinion, contrary to the facts."

The report says that during each of the years 1958 and 1959 DOSCO has suffered a deficit of more than a million dollars, besides undertaking a large loan, part of which remains to be repaid, for the purpose of increasing mechanization. It adds that no dividends have been paid on the company's common stock for 40 years.

"In the United States, where the highest wages in the mining world are paid and the employees are the beneficiaries of the policies of Mr. Lewis and his successor, mines such as those of Cape Breton would have been abandoned years ago and the majority of the workers would have been left to the course of their fellow unionists in West Virginia," Dean Rand remarks.

The miners have one complaint that he considers justified. It is that the operating costs of individual collieries are never made public. The answer usually given is that such information would be valuable to competitors, but the Commissioner finds this answer unsatisfying, since the information, he says, is already available to competitors from other sources.

With reference to wages, Dean Rand says, "With the company's operations continuing only through government help, it must be realized and acted upon that the employees and their communities are the real beneficiaries of the enabling assistance given to operations which, in an economic-industrial sense, are not at this time essential to Canada. So far as these conclusions go, there will be available to the company for capital or other improvements and operating charges two thirds of whatever net profit may result. The higher this is made the greater the probability that part of it will be available to labour.

"But it should be realized by everyone, workers and public, that the limit of government assistance has been reached, and by demands that cannot be met, the magnitude of present operations might have to be radically reduced. On this I will venture one more remark: drastic action by the union will have the worst possible effect . . ."

Regarding mine closures, which should be carried out with the least possible displacement of workers, Dean Rand says that he

presumes the union will be consulted on any steps that are taken in this matter as well as on other matters covered in the report.

The Woman Worker and the Labour Movement

Women workers may be shamefully exploited, says woman vice-president of CCCL in report to convention. Labour movement could secure more equitable working conditions for the woman worker, "but she is scarcely ever a member of it."

Women are in the labour market to stay; and the woman worker may be shamefully exploited, said Miss Jeanne Duval, a vice-president of the Canadian and Catholic Confederation of Labour, in a report presented to the CCCL's 39th annual convention at the end of September.

Women workers are exploited, she said, because of employers' desire to profit by the cheapest labour in the market, because the labour movement has given only sporadic attention to the problems of the woman worker, and because the woman herself submits to injustices without making her grievances known.

The trade union movement could secure for women workers, as it has for men, more equitable conditions of work; "but she is scarcely ever a member of it." As for those women who join a union, "very few interest themselves in the life of the movement."

In her report, Miss Duval suggested several solutions to the problem of the woman worker. In addition to exhorting women workers to discard their "individualistic attitude" and become active members of the trade union movement, she outlined several steps that unions should take. These included the setting up, by unions with women members of consultative committees to inform the union executive of the woman's point of view, the setting up of a committee to study legislation governing women's work in Quebec province, and the organizing of study periods exclusively for women.

Miss Duval's report dealt almost exclusively with conditions in the province of Quebec, where the CCCL has most of its membership. The industrialization of the province has brought women out of the home and into the labour market, she pointed out at the beginning of her report.

"Grim necessity" obliges women to work. The working man cannot afford to keep his daughter at home; to maintain his home requires the earnings of every member of the family, boy or girl. Daughters leave home to take a job, and married women return to work. "In this industrial century, women, like men, are obliged to earn their living."

In support of her statement that the woman worker may be exploited, Miss Duval quoted average earnings figures compiled by the Dominion Bureau of Statistics. Enquiries made in CCCL unions had produced almost the same figures.

"Can there be any justification for paying women about half the wages paid to men?" she asked.

Adolescent Girls

The most serious situation, however, is the work situation of adolescent girls. "It is a rebuke to the human conscience that girls at this crucial period of growth are expected to work the same hours and produce the same output as adults who are at the height of their powers."

Miss Duval said a CCCL survey indicated that 54 per cent of the girls interviewed had begun to work before they were 16 years old; as a result, 60.6 per cent of them had not had more than eight years schooling.

She urged the CCCL to undertake immediately a systematic campaign of protest to governmental authorities in order to secure amendments to the law governing industrial and commercial establishments and to that governing compulsory school attendance so that it would be impossible for young people to enter the labour market before the age of 16. The first act sets a minimum age of 14 years for employment; the second fixes the school leaving age at 14 years.

While awaiting enactment of the amending legislation, the CCCL should demand rigid enforcement of the existing laws that prohibit the employment of girls of less

than 14 years of age in match, biscuit, rubber, cutlery, shoe, sheet metal stamping, wood dressing and wire making factories; canneries and laundries. It should also demand enforcement of the legislation that prohibits the employment of girls under 18 years of age in certain other industries.

"The obtaining of work permits seems not to be very difficult in our province," she continued. In 1957-58 there were 5,621 work permits issued to girls of 14 and 15 years of age in the province of Quebec. Double this number are probably employed without work permits.

"It is the less important industries situated in small localities that employ the largest number of these girls without work permits," Miss Duval said. "The girl who knows she lacks a work permit does not protest conditions to the extent that she has a right to do, fearing the loss of her job. Unwittingly she becomes a hindrance to the improvement of working conditions. She ruins her health for a pittance: \$21.58 for 54 hours of work."

The CCCL's only woman vice-president said the principal reason for the small number of women trade unionists was that the majority of women workers spend only a few years in gainful work. Almost 50 per cent of the 20 to 24 year age group are employed, only 26.3 per cent of the over-25 age group.

For the same reason—the few years that she is employed—few of the women workers who join the ranks of organized labour interest themselves in the life of the movement. "The enquiry that we made among our women trade union members showed that 45 per cent of the women interviewed had not attended a union meeting in the course of the year."

Another cause of women's indifference to trade unions was that "the trade union movement and its method of organization are the products of men's minds rather than of women's; they are adapted to the outlook and needs of men. Women are very conscious of this, and their way of complaining about this state of affairs is to remain silent and abstain from participation."

Solution Urgently Needed

The need to check the exploitation of women workers is urgent, Miss Duval said, because "to allow the continuance of an average wage differential of \$31.80 a week is to tempt the employer beyond his strength. Moreover, it contributes to unemployment by increasing the surplus of labour: there are companies that prefer to lay off young men and employ girls to do the same work at lower wages."

The need is urgent also because "to continue to allow adolescent girls to ruin their health by doing work that is beyond their physical capacity is to penalize the generation of tomorrow"; and because "if we continue to permit our young people to leave school at the age of 14, how can we hope to have them attain well-paid work?"

For the trade union movement, too, the need is urgent. "In permitting the exploitation of women to continue, the labour movement, which sets as its aim the protection of the economically weak, is falling short of its responsibility toward women workers. In failing to adapt to feminine mentality and so facilitate the active participation of women, the labour movement is cutting itself off from a sphere of influence of great importance to its expansion; it is robbing itself of a considerable number of members..."

Suggested Solutions

Miss Duval began her list of suggestions for solution of the problem of the woman worker by urging women to become active members of their unions. The CCCL should undertake a campaign of education to give all women an understanding of "the vital importance of the trade union movement in this industrialized world that exploits them so thoroughly."

The CCCL ought also to reorganize its trade union groups to allow women to develop to the full extent of their capacity by taking the following steps:

—"Every trade union that includes a nucleus of women among its members ought to set up a consultative committee composed of four or five workers who represent woman's point of view in the executive of the union. This committee ought to be provided for in the constitution of the trade union. This committee would be expressly consulted regarding the terms of the collective agreement. The negotiating committee of a union that includes women members ought always to include at least one woman. A policy of negotiation ought to be established for every type of employment which includes women among its ranks. This policy would have as its primary aims: reduction of the differential between the wages of men and women in the same industry; systematic evaluation of jobs; the application of equality in wages everywhere that studies have revealed an identity of jobs.

—"A committee made up of technical consultants and women workers should be formed to study the legislation governing women's work in the province and report on the changes in the laws that our

movement ought to request of government authorities, in order that women workers may be justly protected . . .

—“The educational services of the CCCL, in collaboration with the various other educational committees, ought to give special

attention to the organizing of periods of study exclusively for women . . .”

The problem of women's work is the problem of the entire working class, Miss Duval concluded. “We ought to make it the object of our continuing concern.”

31st Annual Meeting of the Canadian Chamber of Commerce

Comments on unemployment problem dominated addresses of all speakers at one of meeting's sessions and held prominent place in luncheon address. Warn against deficit financing and continued deficit in balance of international payments

Unemployment, its causes and nature—and suggestions for its cure—dominated the addresses of all three speakers at one of the plenary sessions at the 31st annual meeting of the Canadian Chamber of Commerce, held at Calgary October 3, 4 and 5. The subject also occupied a large part of one of the luncheon addresses.

The session that heard all three speakers discuss unemployment was on “Employment and the National Economy.” Theme of the annual meeting was “Canada's Future in the Changing World.”

Speakers at the session that is reported here were: Mitchell W. Sharp, Vice-President, Brazilian Traction, Light and Power Ltd., Toronto; K. H. Rapsey, Vice-President and General Manager, Allen-Bradley Canada Ltd., Galt, Ont.; and Hon. J. V. Clyne, Chairman of the Board, MacMillan, Bloedel and Powell River Ltd., Vancouver.

The luncheon speaker was James Coyne, Governor of the Bank of Canada, who spoke on “Living Within our Means by Expanding Our Means to Live Better.”

Mr. Sharp, who pointed out that present unemployment was a more complex problem than at any time in the postwar period, said that “let's spend a lot of money” was not the answer. He urged better training programs for the unemployed.

Mr. Rapsey, declaring that the primary industries could not provide more jobs,

said we must look to the manufacturing industry to provide the greater number of jobs that a greater population requires, and that Canadian manufacturers require a major share of the domestic market. He warned that our deficit in foreign trade was damaging the economy.

Mr. Clyne attacked the annual wage increase, which he said was absorbing the savings from increased efficiency and, by lessening the incentive to invest was another cause of unemployment. He said also that it was dangerous to raise tariffs.

Mr. Coyne said Canada must stop buying more abroad than it exported and urged the replacement of imported goods with goods made in Canada. He declared that deficit financing was no cure for unemployment.

The annual dinner speaker was Harvey S. Firestone, Jr., Chairman, The Firestone Tire & Rubber Company, who, in an address on “Foreign Trade and Aid,” described the United States experience in international aid so that Canada, now planning an increase in its foreign aid program, might derive benefit from that experience.

Other sessions at the annual meeting dealt with “Business Responsibility for Good Government” and “Business and the Chamber.” These sessions are not reported here.

Employment and the National Economy

Mitchell W. Sharp

The chief problem in Canada is one of achieving balance; our economy is not in balance now, and existing unemployment is one evidence of this fact, said Mitchell W. Sharp, first speaker at the plenary session on “Employment and the National Economy.”

There is little wrong with total employment, he pointed out. It has been rising almost steadily from year to year and is higher than ever before. But unemployment is higher in absolute numbers and as a proportion of the labour force than at any time since the 1930's, and has tended for some time to grow rather than diminish.

"This means that the present level of unemployment is not the result of people's being thrown out of work in any aggregate sense, since more people were at work in August than in any previous August on record, but is the result simply of employment opportunities increasing less rapidly than the labour force," Mr. Sharp said.

"It could well be that business activity will remain reasonably high, that the GNP and employment will go on rising, and yet that unemployment will continue at levels that are unacceptably high . . .

"Indeed, the unemployment figures could rise to even more embarrassing levels over the next few years. The likelihood is that within the next few years the net addition to the labour force is going to be abnormally high because the large crop of postwar babies will be reaching employable age during the 1960's."

This situation calls for something different from the "let's spend a lot of money and get the economy moving" approach that might be justified if the economy were stagnant, he continued. The economy is not stagnant.

We should be thoroughly sceptical about the proposition that all we have to do is keep capital expenditures going up and the unemployment figures will go down and down, he warned. It is probably impossible to maintain an ever-increasing rate of capital expenditure, "even with massive public works." Our aim should be as high a rate of investment as can be sustained without distorting the economy and without massive imports of capital.

But if from time to time we need and invite foreign capital, "let us not gripe when it is made available"; but let us not get to the point where we cannot get along without it.

"We should try to get rid of the idea that a resumption of the boom is necessary or desirable to mop up the kind of unemployment we have today." Unemployment is a different and more complex problem than at any time in the postwar period, and conventional approaches do not seem to be adequate, he said.

Plea for Fresh Thinking

Here Mr. Sharp made a plea for fresh thinking, by businessmen and others. A move toward either freer trade or increased protection, for example, would either be neutral in its short-run effects on total employment or, by its upsetting effect on domestic producers or on export markets

would be likely to result in some temporary reduction in total job opportunities. "The tariff argument is largely irrelevant to the existing problem of unemployment, although higher or lower tariffs may be of value to the particular industries that they benefit."

What is relevant is the ability of Canadian producers to compete both at home and abroad. Less emphasis on capital investment, he pointed out, would help keep costs down in Canadian industry as a whole.

Before turning to suggestions for action of a more positive character, Mr. Sharp reminded the session that there was nothing Canadians could do to insulate themselves from events abroad. "All we can do . . . is avoid actions that might have an adverse effect on the economies of our customers, such as a significant increase in restrictions on other countries' exports to us, and encourage the development of new markets by playing our full part in international aid and investment programs."

The present approach to the unemployment problem is to try to offset business cycle fluctuations by means of fiscal and monetary policies. But unemployment may be more than a cyclical problem; "there may also be structural unemployment arising from distortions produced by inflation, from technological developments such as automation, from changes in external competition and so forth that requires more radical treatment."

Greater effort should be made to get at the facts and make them publicly available, he advised, and the more important facts to discover are: first, who are the unemployed, and, second, why are they unemployed?

If the facts do confirm that unemployment is more than a cyclical problem arising not from over-all deficiency of effective demand but from something more deep-seated, the sooner the nation begins to work on the problem the better. Only the central government can give the necessary leadership, Mr. Sharp believed, but business should urge government to give that leadership and should offer its full co-operation.

The Answer

Perhaps part of the answer lies in better training programs to fit the unemployed for the jobs that are available despite high unemployment. "As technology reduces the demand for unskilled labour, and increases the demand for skilled labour," he said, "training becomes more and more important, apart altogether from the contribution that training programs would make to the outlook of those who find themselves without jobs."

Perhaps the answer requires a direct attack on depressed areas and regional pockets of unemployment.

The problems of secondary industries require special study.

The present system of unemployment insurance seems to require revision: the aim should be a system that provides an incentive to seek work and adequate protection if work cannot be found.

"The failure of the last upturn in economic activity to reduce unemployment to usual levels makes one less confident that the pattern of the past 15 years will be repeated," he said in conclusion. It would not be prudent to assume that another great wave of expansion is in the making, and the course he advocated was "to begin now to consider what should be done if unemployment persists. This is not a time for panic, but for planning."

K. H. Rapsey

"Ten years from now Canada is going to need two million new jobs," said K. H. Rapsey, second speaker in the session on "Employment and the National Economy." In an address entitled "The Contribution of the Secondary Manufacturing Industry," he declared that Canada must have a growing manufacturing industry to provide those jobs, and he offered some suggestions on ways to foster the growth of that industry.

He explained that over the next five years, although immigration is expected to be lower, the number of Canadians aged between 14 and 24 years will increase rapidly and by 1965 this age group will comprise just about a quarter of the country's working population. "This heavy increase in the number of young, unskilled workers will present an increasingly serious unemployment problem unless positive steps are taken to correct it."

Canada's primary resource industries cannot provide the new jobs. "Let us not deceive ourselves into thinking that they can ever support our present population, much less a growing population," he said. "They will be hard pressed to provide even the number of jobs that they do today.

"To absorb a growing population, we must have a growing manufacturing industry." But our domestic industry is plagued with inflated taxes and wage costs and with sharpened foreign competition; and, he pointed out, these costs go still higher whenever a foreign supplier captures an appreciable percentage of our relatively small

domestic market. "Yet there does not appear to be public or governmental recognition of the damage being done to our whole economy."

Mr. Rapsey had earlier told the delegates that when the manufacturing industry suffers, the reaction on employment and national income is "visible and painful." About 45 per cent of the employment in the productive and service industries results from secondary manufacturing accounts.

"When manufacturing industry falters, there is a drop in the demand for primary products and a falling-off in the need for the service industries."

Causes of Damage

Damage is being done to the Canadian economy, he went on, by the deficit in our foreign trade and an even worse deficit in our balance of international payments, and by the artificial premium on the Canadian dollar, which encourages imports and erects a hurdle that exports must leap.

Canada is living on borrowed money. Our national income is already overspent by some \$1,500 million.

But economic forces will dictate certain changes: international expenditures must be restricted to the level of income; wage rates and population figures will find their levels as determined by demand; the industrial activities within Canada will be decided by competition, new products, and all the basic laws of economics.

Although Canada could in theory make a free choice of trade policies from among the many possible alternatives, "actually, the actions and reactions of other countries restrict the choices available."

Here Mr. Rapsey commented on the desirability of complete free trade. "Canada has been preaching multilateral freer trade for some time, but no one is listening or following. We have gone a long way in the direction of unilateral free trade, which is somewhat akin to wandering unarmed in a dark jungle."

As for the suggestion that Canada engage in bilateral free trade, in which arrangement the natural trading partner would be the United States, he warned that, "Because of the disparate populations of the two countries, such a move could only result in eventual political integration."

To the suggestion that Canada join the European Common Market, he replied that such a decision would necessitate a complete slash of our wage and salary levels if we hoped to preserve any manufacturing employment.

"In the world today we must consciously choose those economic activities that are most likely to contribute to Canadian employment and economic welfare," Mr. Rapsey advised. "Then we must deliberately foster and protect those activities."

The Place to Attack

Pointing out that when any budget is unbalanced the obvious place to attack is the biggest item, he called attention to the fact that in several recent years machinery imports have totalled nearly \$1,000 million. Manufacture of some of this equipment in Canada would help balance our trade, provide employment for Canadians and ease the tax burden on the rest of us.

"If we resolve to balance our international payments by making goods here instead of importing them, we will provide jobs for about 300,000 Canadians."

The machinery is imported, he explained, because of three classes of rates in Canada's tariff laws: "preferred end-use" items, "class or kind not made in Canada" and "British Preference."

"Preferred end-use tariff items are a device for eliminating duties which would otherwise be paid by certain preferred users . . .

"Class-or-kind tariff items are a device for charging little or no duty on equipment that is not immediately available from Canadian sources . . . The 'type-or-size' tariff items provide a positive guarantee *against* Canadian production.

"British Preference tariff rates were originally intended to favour Commonwealth supplies over Canadian suppliers."

Dominion Bureau of Statistics tabulations show scores of imports that appear to collide directly with existing efficient Canadian producers, in addition to the major import groups: automobiles, aircraft, radios, electrical apparatus, and petroleum and products.

Mr. Rapsey said publicly owned utilities seem least able to understand "the mathematics of the situation." As custodians of public funds, he declared, "they should not ask for, nor accept, bids from off-shore suppliers unless our trade is balanced and our employment full.

"The utility may boast of saving a small amount on a purchase, but the taxpayer finds his load is increased to pay unemployment benefits."

In summary, Mr. Rapsey said that Canada needs more industry of all kinds but "it is to manufacturing that we must look to

provide more jobs for a growing population . . . At our present population level, Canadian producers require the major part of the domestic market to ensure reasonable production quantities."

Hon. J. V. Clyne

The unemployment situation is dangerous—and some of the methods being suggested to remedy it are equally dangerous, said Hon. J. V. Clyne, final speaker at the panel session on "Employment and the National Economy."

The present unemployment—the problem of having too few jobs available for a rapidly expanding labour force—has two main causes, he said. These were: the rapid increase in the number of persons seeking employment by reason of the explosion of population, and the progress in industrial technology that is steadily reducing the number of workers required by industry.

Population projections show that every year during most of the sixties there will be about 100,000 more young people reaching job-hunting age; on the other hand improvements are taking place in machinery and methods that result in diminishing use of manpower. As an example, Mr. Clyne related that in Detroit it is estimated that machines have taken over the jobs of one out of every five employees in the automobile industry since 1953, and in the United States packinghouse industry 30,000 jobs have disappeared since 1956.

No one, however, would suggest that any limitations be placed on the use of machines. The Canadian Chamber of Commerce policy statement recognizes that "failure to harness its [automation's] advantages to improve productivity would prove fatal to the competitive positions of many Canadian industries."

Improvement in industrial methods has always been a cause of unemployment and dislocation, he continued, "but in the past this has been temporary because of countervailing advantages." The serious dislocation caused by the Industrial Revolution in the 19th Century solved itself because gains in productivity lead to lower prices, which stimulated demand, which created further employment.

But the same factors that produced prosperity in the past are not now operating in Canada. "The savings gained by increased productive efficiency are not being passed on to the consumer but are being absorbed by continuous wage increases," Mr. Clyne said.

To the argument that industry can well afford to pay increased wages out of profits, Mr. Clyne replied that the shareholder is at the present time receiving a very low return on his capital investment. "If wages continue to increase there will be very little incentive in Canada to invest more capital in new plants, which in itself is another cause of unemployment.

"What is happening is that the company invests money in mechanical improvements in order to effect savings in manpower so as to reduce manufacturing costs; the savings are absorbed by annual increases to the curtailed labour force; there is no benefit to the company's competitive position, and there is increased unemployment."

Annual Wage Increases

It is unrealistic to talk about problems of trade and unemployment without giving recognition to the existence of the annual round of wage increases, Mr. Clyde asserted. It is only a question of time before all profits are eaten up in annual wage increases, and if capital cannot receive a fair return on its investment it is going to cease investing in this country. The costs of annual increases cannot be passed on to the consumer in world markets and cannot be passed on in the domestic market without creating inflation and unemployment.

The theory that high wages cause higher consumption is invalid in Canada because Canada is a great exporting nation, virtually dependent on exports for its prosperity; we cannot possibly consume our own production in Canada, he declared. And if the price of our goods becomes inflated by high wages, our customers abroad won't buy them.

"We have sacrificed our long-term interests in favour of expediency in uneconomic settlement of wage disputes and in apparently accepting the theory of the annual wage increase," Mr. Clyne said. The belief that every problem in industrial relations must be solved by another round of wage increases, a further shortening of hours of work and another set of fringe benefits is an archaic one. He wondered how many in the ranks of organized labour realized that the annual wage increase is a cause of unemployment.

Some labour leaders fail to recognize, or refuse to recognize that it is their own actions in "extorting" wage settlements that

have been unjustified economically that have brought about the present condition of unemployment, he said.

Somehow Canada must manage to trade with the rapidly increasing mass of low wage earning people of the world, who are forming their own new blocs to trade together and who possess skills and machinery that match, in some cases outmatch, ours in North America. He could not say how this could be done but believed one thing: "We must stop worsening our position." The chief responsibility for this lies with our labour leaders.

Governments can do much, by refraining from bringing pressure upon industry to make wage settlements that are economically unsound. Paternalistic legislation is not the answer.

Dangerous to Raise Tariffs

To raise tariffs as a remedy for unemployment was almost as dangerous as the illness it was designed to cure, Mr. Clyne said. "It is difficult to understand how such an argument can be advanced in a country such as Canada, which is so vitally dependent upon export trade and which is so vulnerable to retaliatory measures if tariffs are raised . . .

"I do not believe that more than one fifth of the Canadian work force is engaged in that section of manufacturing that could conceivably derive short-term benefits from protection."

The truth is that the benefits of free access to other markets greatly outnumber the short-term advantages of protecting a domestic market, he declared.

A move toward freedom of trade, he acknowledged, will require continuous re-adjustment of our social, political and economic attitudes. He thought it unnecessary to speculate on the form that adjustment may take, but declared that "the one thing we must not do . . . is to suppress either technological advance or the move toward freedom of trade." Neither form of suppression can or will alleviate unemployment.

"Unemployment can be cured now to a great extent if we call a halt to the senseless upward spiral of wage increases and if we do everything possible to increase our access to foreign markets; but if we do neither of these things, it will become chronic," he concluded.

Luncheon and Dinner Speakers

James Coyne

In an address to a luncheon session of the annual meeting, James Coyne, Governor of the Bank of Canada, said:

1. We cannot go on indefinitely buying goods and services from abroad in amounts in excess of our exports.

2. Overcoming the deficit in our balance of payments could increase employment by 250,000 and reduce unemployment to as low a level as we have known.

3. Work for a growing labour force can be provided and the number of unemployed reduced by substituting Canadian products and services for those that are being imported.

4. Unemployment cannot be cured by deficit financing.

5. Canada will not enjoy the advantages of automation as long as most of the discovery and development, and the related increase in employment in the trades producing automatic machinery, takes place outside of Canada; in this connection, we need to improve our educational facilities.

In his address, which was titled "Living Within Our Means by Expanding Our Means to Live Better," he commented also on the extent of foreign domination of Canadian industry.

The sooner we can provide for ourselves an amount of goods and services made in Canada by Canadians, in replacement of the supply from outside, the stronger and more secure will be our economic future and national integrity, Mr. Coyne said. The alternative to providing goods and services from Canadian sources is a restriction of the supply of goods and services available for consumption and for expansion of capital facilities in Canada.

We cannot continue to buy more from abroad, on credit, than we export, because this requires large further increases in our foreign debt. Present large scale unemployment reinforces the urgency of dealing with the balance of payments problem, he declared.

We can live within our means and live better if we increase our means; this can be done by putting to use presently available but unemployed resources. If the productive facilities now unemployed—physical plant and equipment as well as human labour—could be brought into production, the nation's spending would no longer be seriously in excess of production, as it has been for several years, as shown by the deficit in our international payments.

"The excess of our international payments over our international receipts represents about 4 per cent of our Gross National Product," he said. "Our annual average of unemployment amounts to approximately 6 per cent of our labour force.

"Overcoming the deficit in our balance of payments could increase employment by 250,000 (4 per cent of our labour force) and reduce unemployment to as low a level as we have known in modern times".

Replacement of Imports

But in order for the provision of jobs for those now unemployed to result in an increase of exports or decrease in imports sufficient to balance our international accounts, we must "make that our national goal and bend all our efforts to that end." And for increased employment to have that result, "the main endeavour must be in the direction of replacement of imports by increased production in Canada to meet our own requirements."

Only through increasing employment in the production of goods and services for Canadian use and consumption can progress be made in providing work for the growing labour force and in reducing the number of unemployed, Mr. Coyne said. He pointed out that there was no practical possibility of quickly increasing employment in our export industries, agriculture and the other resource industries.

Deficit Financing

"In times of relatively high unemployment there are apt to be demands from some quarters for rapid monetary expansion, easy credit, more debt and printing press money, and deliberate large scale deficit financing . . .

"In my view, our present unemployment cannot be cured by the blunderbuss methods of over-all large scale monetary expansion and deficit finance. The approach to the problem of unemployment needs measures which are specifically pin-pointed or directed toward creating employment in Canada, and stimulating production in Canada, rather than merely handing out money indiscriminately for possible spending on further imports, or encouraging by unsound credit practices more and more people to go more and more deeply into debt," Mr. Coyne declared.

In addition to the personal tragedy, unemployment is "a very real cost to the entire national economy," and no one

should escape his share of that cost. Those who are employed must share the burden of maintaining the incomes of the unemployed and likewise the costs of stimulating increased employment, he said.

Avenues of Attack

"There are three main avenues of attack on the problem of unemployment," Mr. Coyne continued. "Each can be financed on a straight forward pay-as-you-go basis, or each can be the excuse for inflationary methods of finance, which obscure the real costs and real burdens and at the same time ensure that such costs and burdens shall impose the greatest sacrifice on those least able to bear them."

Mr. Coyne's three suggested avenues of attack were: encouragement of increased production in the private sector of the economy, increased employment on public projects of all kinds, and, while the first two are being followed, sharing of the costs of unemployment by some form of income maintenance payments to those unemployed.

Again he said it was dangerous to look to inflationary finance to deal with unemployment. "Whatever degree of assistance the people of Canada decide to provide to the unemployed—even up to the point of guaranteeing them incomes equal to that which they had when they were employed, if that should be the decision of the community—can be provided without resort to large scale government deficits or monetary inflation."

Most people would prefer to see the rise in employment take place in private industry, "but if and to the extent that it is found necessary or desirable to provide employment directly through government projects, suitable financial methods can be found to meet the cost and share the burden without resort to large scale deficit financing or monetary inflation."

Importation of Capital

At this point Mr. Coyne commented on the large scale importation of capital in recent years. For six or seven years, until this year, we had been trying to carry out a capital investment program larger than our own capacity to provide new capital out of our own savings.

"We should, for our own sake, live within our means and increase our means by our own efforts," he advised. Large scale importation of capital may be useful to a backward or underdeveloped nation, "but a country which has reached Canada's

stage of development can make better progress, and retain more control over its own destiny, by relying on its own savings to provide the necessary capital."

If we cannot or do not choose to increase our own savings, we should not look to the savings of others to do for us what we will not do for ourselves. "Let the surplus savings of the world be used to help the needy countries of Africa, Asia and other parts of the world."

We cannot go on increasing our foreign debt, he declared. Although we must continue to import in reasonable volume, "we cannot continue to import vastly more goods and services than we export." We cannot import in unlimited volume goods and services that appear to be cheaper than the cost of producing them in Canada.

He reminded the meeting that throughout our history we have done things that from a strictly economic point of view would seem to be more expensive than taking the opposite course of action. As an example, he cited the action being taken to deal with the problem of seasonal unemployment. In many industries, employment in winter costs more than employment in summer, "yet most people agree that it is desirable to maintain employment in winter and to shoulder certain costs in that connection."

Automation

A further "compelling" reason why it is essential for Canada to produce the highest possible percentage of goods and services within the country rather than rely on imports is that the pace of technological discovery and development is constantly accelerating, and the utilization of technological progress—automation—is increasing rapidly. But so far most of the discovery and development has been taking place outside our borders.

"Automation reduces costs and helps to raise the standard of living, and the decrease in one field is offset and more than offset in other fields and particularly in the field of producing automatic machinery." But Canada will not enjoy this offsetting advantage unless we take steps to that end.

"The danger is that the progress of industry and advanced technological techniques outside Canada will result in growing unemployment in Canada, while the related increase in employment in the highly skilled, better paid trades producing machinery and capital goods takes place outside Canada . . .

"If our population and our employment are to continue to grow, we must concentrate on producing in this country a great part of all the capital goods, the productive machinery, the higher processed chemicals and other new materials that we are going to use."

We need to increase our educational facilities immensely, we need more universities and technical institutions and training establishments of all kinds, and many times as many students and workers in training as at present, Mr. Coyne said. "We must provide the basic educational background for all our people, and the laboratories and engineering facilities for scientific and technological research and training here in Canada."

In addition we must provide industrial jobs for those who are able to acquire the necessary training and put it to use.

Foreign Domination

Answering his question why we have got into the serious difficulties that now confront us, Mr. Coyne said one reason was that we have thought we could go on developing profitably by doing more of the same things we had done in the past rather than working for new avenues of development.

"I have no doubt our judgment has been clouded and our initiative stunted by the fact that so much of the more advanced sections of Canadian industry is controlled and dominated by foreign enterprises.

"No country in the world with anything like our relative state of development has ever had such a degree of foreign domination, or even half or one quarter the degree of foreign domination."

Ours is in many ways a branch plant economy, with the result that research has been slow to develop in Canada; research facilities have been provided elsewhere.

"Rarely is there genuine Canadian participation in the introduction of new ideas or the development of new products and projects. Important management decisions are for the greater part of our industry taken outside Canada by foreigners, and taken for reasons that have little or nothing to do with the outlook or aspirations of Canadians. In most of such companies, Canadians are not encouraged to have new ideas, cannot put their ideas to the test, and cannot assume responsibility for proving and carrying out their ideas."

As evidence Mr. Coyne cited the Canadian automobile industry, which "has never built a Canadian automobile designed to



—Milne Studios, Toronto.

James Coyne

meet special Canadian conditions or incorporating Canadian ideas, whether good or bad."

Concluding, Mr. Coyne said: "With more educational facilities, with more development engineering and product development in Canada, but above all with a feeling that there was real opportunity for the exercise of these talents without running into roadblocks or frustrating action from abroad, I for one am confident that Canadian industry could hold its own with that in any part of the world."

Harvey S. Firestone, Jr.

Canada is now such a giant in the economic world that she will exercise even greater economic statesmanship in international affairs; it is crystal clear that she must devote more time, attention and money in assisting the newly developing countries of the world, said Harvey S. Firestone, Jr., the annual dinner speaker.

Such increased assistance need not necessarily come from the Canadian government, he asked. Many Canadian companies could find it very advantageous and extremely profitable to invest considerable sums of money overseas.

Speaking on "Foreign Aid and Trade," Mr. Firestone began with a review of the history of United States foreign aid. Because Canada was preparing to increase its

assistance program, he hoped that such an appraisal might allay in Canada public criticism such as that now being heard in the United States.

The people in the United States, he said, were willing to assume the responsibility for providing international aid in the years immediately after the Second World War but now thought that other nations should assume a greater share.

The United States foreign aid program passed through these stages.

—Help to wartime allies in converting from a military basis to a peace-time economy, in restoring their productive economies.

—The Marshall Plan, adopted in 1948, designed to create the kind of economic environments that would be conducive to the maintenance and promotion of political independence among the free countries of Western Europe.

—When the Soviet Union maintained and improved its military machine while Western European countries were straightening out their economies and demobilizing their military forces, military assistance became a vitally important part of the program.

—As European recovery required less aid, emphasis was placed on giving help to the less developed areas of the free world. Unlike in Europe, the situation in the less-developed countries was one of creating the basic factors essential to economic improvement. President Truman's "Point Four" program, adopted in 1949, was based on the idea of helping these people to help themselves.

The United States Government's efforts to overcome the deficiency of public capital in many less developed countries have recently encountered increasing opposition to the "give-away" type of aid, and the Government has been trying to create and put into effect plans that will stimulate the flow of private capital into the less developed countries.

"There is a growing sentiment against the size of our foreign aid program," Mr. Firestone reported. "There is increasing insistence that the tax burden on the people of the United States be reduced. Obviously, such a reduction cannot occur unless government spending is curtailed. And one of the largest and most vulnerable single items of government expense is the foreign aid program."

The people of the United States are aware of Canada's participation, he said. It was recently disclosed that about one half per cent of Canada's Gross National Product was being spent for international co-operation. "Furthermore, in his recent speech before the United Nations General Assembly, Prime Minister Diefenbaker announced that Canada is planning to increase its contributions to less developed countries."

To conclude Mr. Firestone said: "Under the Canadian and American systems of free enterprise, governmental allocations of funds for foreign aid are really stop-gap measures. Ultimately, private investment should find the way to provide the developing nations of the world with ample help and, at the same time, receive benefits that will justify such assistance."

Annual Conventions of Nova Scotia and Manitoba Federations of Labour

Nova Scotia unions call for several amendments to Trade Union Act and greater efficiency in conduct of conciliation. Manitoba group protests recent raising of hospital insurance premiums, judicial inquiry into Brandon Packers strike

Nova Scotia Federation of Labour

Resolutions on a wide variety of subjects were adopted at the Fifth Annual Convention of the Nova Scotia Federation of Labour (CLC), held at New Glasgow at the end of September. More than 150 delegates attended, representing 49 union locals and three labour councils.

Federation President Ed Johnston and Secretary-Treasurer Tom Shiers were re-elected.

A nine-point resolution, sponsored by the New Glasgow and District Labour Council and passed without debate, called for the elective union shop, a fair labour practices authority, public responsibility for the enforcement of the Trade Union Act, minimum seniority rights for all workers whether organized or not, an eight-hour day and a 40-hour work week for male and female workers in all employment, elim-

ination of strike breaking interference in legal strikes, provisions for the taking of a legal strike vote at any time after conciliation services have been requested, broadening of employee definition within the Trade Union Act, and "such other measures as may be necessary to provide Nova Scotia with the most progressive trade union legislation in Canada."

Several resolutions urged amendments to the province's Trade Union Act. The Federation asked that certification of a trade union be mandatory where the union, in a certification election, gained a vote of 50 per cent plus one.

Another resolution called for an amendment that would make work stoppages legal where working conditions were unsafe. Under this suggested provision, the provincial Government would be obligated to conduct an immediate inquiry into the unsafe working conditions, and the findings would be binding on the employer.

The convention requested more efficiency in the conduct of conciliation. Too much time elapsed awaiting the decisions of conciliation boards, the Federation charged, and one result was that it became difficult to obtain retroactivity in wage settlements.

Because of the "acute shortage" of trained conciliators, the Federation suggested that both the federal and provincial Governments give grants to universities for the training of conciliation officers. The convention also urged the Federation to sponsor an educational program to enable trade unionists to serve on conciliation boards.

Another resolution on this subject asked the Federation executive to study methods of reducing the costs of arbitration proceedings.

The Act does not guarantee proper labour representation on the Labour Relations Board, the delegates declared when asking that the two labour representatives on the Board be selected by the Federation.

Among requests addressed to the federal Government were resolutions that called for:

—Increases in unemployment insurance benefits, payment of benefits for all holidays except Sundays, extension of coverage to

all industries, removal of the waiting period, and unlimited duration of benefits.

—Raising of old age pensions to \$75 and lowering of the qualifying age without means test to 60 years.

—Payment of subsidies to the Canadian merchant marine to enable it to compete with foreign shipping, the payment to be contingent on Canadian companies' building, repairing and maintaining their ships in Canadian yards.

—Establishment of a commission to investigate the price of drugs.

The Provincial Government was asked to:
—Enact a minimum wage act for males, with a minimum rate of \$1.35.

—Amend the Workmen's Compensation Act to provide coverage for lung cancer related to diesel fumes, heart disease resulting from the nature of a worker's occupation, and deafness arising from working in extreme noise.

—Increase mothers' allowances to \$100 a month.

—Enact legislation to make it illegal for a person to hold more than one job at a time.

—Compel municipalities to pay persons for time spent on jury duty.

The convention voted against an exchange of delegations with Soviet trade unions.

A resolution that was approved urged the Canadian Labour Congress to give consideration to the establishment of a weekly or monthly newspaper to serve as a medium for the presentation of labour's viewpoint.

Guest speakers at the convention included Premier Stanfield of Nova Scotia; Hazen Argue, leader of the CCF Party; George Home, CLC Director of Political Education; Vincent Normore, a Vice-President of the Newfoundland Federation of Labour; and Mayor Harry Mosher of New Glasgow.

Ed Johnston, Sydney, was re-elected President and Tom Shiers, Windsor, re-elected Secretary-Treasurer.

Vice-Presidents re-elected were: Sinclair Allen, Halifax; C. A. Webber, Liverpool; Charles Parker, Aylesford; and John Lymb, Dominion. New vice-presidents are Kaiser Milligan, Truro, and Don Murphy, New Glasgow.

Manitoba Federation of Labour

Support for the proposed new political party, unemployment, and the recent raising of hospital plan premiums by the provincial Government were leading subjects of debate at the sixth annual convention of the Manitoba Federation of Labour (CLC), held in Winnipeg on October 14 to 16.

The judicial inquiry into the Brandon Packers strike was condemned in a resolution that led to heated discussion.

In a speech at the opening session of the convention, Hon. John Carroll, Manitoba Minister of Labour, said those who try to

divide labour and management into two camps are "false friends."

The New Party

A resolution instructing the Federation's executive to encourage all local unions to support the new political party was passed by an overwhelming majority. But a small group strongly opposed the motion.

The minority group, consisting of only 12 of the 200 delegates, included one of the Federation's vice-presidents, G. Lawrence Taylor of the Pulp, Sulphite and Paper Mill Workers. Mr. Taylor declared that his union would not affiliate with any party.

"Don't spend any of our money on political action, because if you do we'll have to pull out," Irvine Jackson, representing a local of the International Brotherhood of Electrical Workers, warned the Federation.

It was left to the executive to decide whether a per capita tax should be levied on local unions for political action until the new party is financially self-reliant.

A resolution asking that labour prevent domination of the new party by the CCF was defeated.

The move to support the new party was led by three prominent labour officials: Joseph (Jimmy) James, Federation President; Grant McLeod, Winnipeg and District Labour Council President; and Sam Goodman, a federation vice-president.

William Dodge, Executive Vice-President of the CLC, and George Home, CLC Director of Political Education, spoke in favour of support for the new party.

Unemployment

The Federation passed a resolution that reminded Prime Minister Diefenbaker of his re-election promise concerning unemployment, and called on him to carry it out. It also urged the provincial Government to take immediate action on the matter.

Another resolution said that "all signs point to a mass growth of unemployment in the immediate future."

The convention supported a campaign to organize the unemployed into a movement that would be closely allied with the trade unions.

William Dodge said that the Government in Ottawa should spend large sums on public works to create employment. "This is no time for balanced budgets, it's a time for deficit spending," he said. He proposed a special fall session of Parliament to deal with unemployment.

The Federation also passed a resolution asking the provincial Government to take action in a number of directions, including: research into the causes of unemployment; plans for more public works and services, including housing and development of industries and resources; establishment of a training program; and enactment of a legal 40-hour work week. The resolution called on the provincial Government to protest the Federal Government's "inactivity" on the unemployment problem.

The convention voted to ask the federal Government to provide for payment of seasonal unemployment benefits out of consolidated revenue instead of out of the Unemployment Insurance Fund.

Provincial Hospital Plan

The provincial Government was roundly criticized by the convention for "its undemocratic procedure" in raising premiums under the hospital plan by almost 50 per cent. The resolution passed by the delegates asserted that "no sound reason" had been given by any member of the Government "for this unwarranted increase".

The Federation declared that the federal and provincial governments should bear the entire cost of the hospital scheme, and that premiums should be done away with. For the present, it demanded that premiums should be reduced to what was immediately required to meet the needs of the plan.

Another resolution asked the Government to replace the directors administering the Hospital Services Insurance Act by persons who are not interested in "the profit motive." It asserted that the directors "have now proven that they are irresponsible and completely unaware of social responsibilities involved in... administering such a project."

Brandon Packers Strike Inquiry

The delegates supported with wild applause a statement in which the Federation criticized the proceedings of the judicial inquiry into the Brandon Packers strike.

The statement declared that the way the inquiry had been conducted had worsened employer-employee relations, had set worker against worker and citizen against citizen, that "the institution of trade unionism has been held up to ridicule," and that the proceedings "have shaken the faith of Manitoba in responsible government."

Without mentioning him by name, the statement referred to the fact that the Federation's President had been subpoenaed to appear before the inquiry. It said that the Manitoba Federation of Labour is not

a bargaining agency, and that it was a "strange and possibly an unprecedented act for the commission to subpoena before it an officer of this organization." The Federation, it said, had asked for an industrial inquiry under the Labour Relations Act instead of a judicial inquiry.

The statement was approved unanimously.

Manitoba Minister of Labour

At the opening of the convention the 200 delegates were addressed by John Carroll, Manitoba Minister of Labour. Those who try to divide labour and management into two camps are "false friends," Mr. Carroll said. He declared that "the stigma of pro-labour or anti-labour" should be eliminated.

"All will agree that an employer who engages in unfair labour practices should be condemned," he said, "but it is unfair to imply that this is a common practice, because... the facts show that this is rare indeed."

At the same time, the isolated irresponsible actions of trade unionists should not be allowed to brand the whole movement, Mr. Carroll said.

Speaking of unemployment, he said that the best efforts of government, business and labour were needed to combat it. Some unemployment could be attributed to inability to meet competition in both home and foreign markets. Some could be put down to lack of technical and professional skill.

Details of the province's winter works program, one of the largest in its history, would be announced later, the Minister said.

Strike Breaking

Legislation prohibiting employers from forcing their employees to cross picket lines, or handle merchandise from struck plants, was demanded by the convention. It also passed a resolution approving a mass demand for federal "bill of rights" setting out the right of all Canadians to join labour organizations of their choice.

The Federation, in another resolution, voted for a petition to be made to the Manitoba legislature to prohibit employers from soliciting the services of strikebreakers from other provinces.

Other Resolutions

Other resolutions passed by the convention:

—Regretted the failure of the provincial Government to "play its proper part" in slum clearing and housing development.

—Asked the province not to appoint civil servants to boards set up to deal with labour relations.

—Asked for the immediate re-convening of the Minimum Wage Board to hear representations in favour of a minimum wage of \$1.25 an hour.

—Requested repeal of regulations providing for sub-minimum wages for learners and other classes of workers.

—Requested that payment for statutory holidays be made compulsory by law in all kinds of employment.

—Asked the provincial Government to press the federal Government for financial contributions to reduce the cost of education for local taxpayers.

—Asked the CLC to press for more equality in private pension plans.

—Voted for promotion of world disarmament and for an end to production and testing of nuclear weapons.

—Asked that employees receiving compensation while off work on account of injuries be allowed to qualify for unemployment insurance benefits.

—Supported a petition by the Senior Citizens Clubs of Greater Winnipeg for the elimination of/or a reduction in hospital insurance premiums for old age pensioners and old people with fixed incomes.

—Requested a national portable pension plan on a basis similar to unemployment insurance, with contributions from employers and employees.

Election of Officers

Federation President Joseph (Jimmy) James was re-elected and all the other members of the executive council returned unopposed.

They were: First Vice-President, Donovan Swailes, Winnipeg; and five area vice-presidents, Sam Goodman, Winnipeg; Henry Schellenberg, Flin Flon; James Nicholls, Brandon; G. Lawrence Taylor, Pine Falls; and Mike Sedik, Selkirk.

Immigrants to Canada during the first nine months of 1960 totalled 83,431, compared with 85,355 in the same period of 1959, the Immigration Department reports.

Of the 83,431 immigrants so far this year, 11,590 listed "manufacturing" as their intended occupation. Other large occupational groups were: professional, 5,937; clerical, 4,888; service, 6,634; and labourers, 6,291.

Rehabilitation Review

Canadian elected President of International Society for Rehabilitation of the Disabled. Sudbury district trade unions agree to furnish occupational shop in projected 40-room service centre of Canadian National Institute for the Blind

A Canadian has been elected President of the International Society for the Rehabilitation of the Disabled. At the recent 8th World Congress of the Society, which was attended by some 3,000 delegates from 48 countries, Hall H. Popham was elected President in succession to Sir Kenneth F. Coles of Australia.

Mr. Popham, head of an Ottawa office equipment firm, has been active in work for the disabled for many years, and in recent years has served as Vice-President of the International Society. He is a past president of both the Ontario Society for Crippled Children and the Canadian Council for Crippled Children and Adults.

* * *

Some 25 officials representing 18 trade unions at a recent meeting in Sudbury unanimously agreed to furnish a projected service centre of the Canadian National Institute for the Blind with an occupational shop, and to supply it with the equipment needed at the outset. In the 40-room centre, the occupational shop will be used to train blind persons for useful employment, and small subcontract jobs will be undertaken. The centre will serve 140 blind persons in the district, most of whom have been blinded in industrial accidents.

The unions represented at the meeting included those of nickel and steel workers, carpenters, milk salesmen, transport and construction workers, and public service and hospital employees.

* * *

The establishment of a number of new institutions or services for the benefit of disabled and handicapped persons across Canada has been announced recently. They include the following:

—The Thunder Bay Crippled Children's Centre to provide for treatment of cerebral palsy victims and crippled children in north-western Ontario. The centre was established through the work of the Kiwanis Club of Port Arthur and Fort William.

—A brace and appliance service for disabled residents, announced jointly by the Saskatchewan Government and the Saskatchewan Council for Crippled Children and Adults. Two centres, each under medical supervision and staffed by qualified technicians, have been equipped to supply braces

and appliances at approximately the cost of the materials.

—A Psychiatric Research Institute for Children in London, Ont., established by the Mental Health Division of the Ontario Department of Health. The Institute, first of its kind in Ontario, is under the direction of Dr. E. Zarfes, and is intended primarily for research in connection with mental retardation.

—A new workshop in Regina to provide sheltered employment for the severely handicapped. The first main project of the workshop is a bookbinding service. At present, five persons are employed in repairing and binding books on contract from the public library. A woodworking section is also being set up to manufacture transformer crates on contract from an electrical firm. Expansion into other fields is hoped for.

—A geriatric rehabilitation team, established at the Regina Geriatric Centre in May as an experiment. The team is composed of a rehabilitation nurse, a part-time physiotherapist, a part-time occupational therapist, and two nurse attendants.

—A Research Unit in Rheumatic and Other Connective Tissue Diseases at the University of British Columbia, announced by the Canadian Arthritis and Rheumatism Society.

An agreement has been reached between the Governments of Nova Scotia and New Brunswick for the joint construction of an interprovincial school for the deaf at Amherst. The agreement calls for the construction of a school to house a maximum of 225 pupils.

* * *

The National Employment Service office in Edmonton recently announced that it had found employment for a total of 946 handicapped persons during the year ended June 30. The employment service works in conjunction with the provincial rehabilitation authorities for the handicapped.

* * *

F. S. Hatcher, who had been employed in the Civilian Rehabilitation Branch of the Department of Labour in Ottawa for the past two years, has returned to British Columbia to join the Department of Social Welfare, where his work will continue to be connected with rehabilitation.

Attitudes and Older Workers

In speech to Canadian Council of Foremen's Clubs, Minister of Labour appeals for help in developing attitudes among those responsible for hiring that will ensure equal consideration of all qualified job applicants regardless of age

"Industry needs the services of older workers. The qualities so common in older workers—mature judgment, experience, patience, wisdom, stability, and tolerance—are essential to industry and to the community," said Hon. Michael Starr, Minister of Labour, in an address to the Canadian Council of Foremen's Clubs.

He explained that by "older workers" he meant anyone who had difficulty in finding or keeping employment "simply because someone thinks he has passed too many birthdays." This broad definition, he said, applies mainly to persons past 40 years of age.

At the outset, the Minister acknowledged that foremen had a vast influence on the attitudes of both workers and management. "Because of your position of influence," he said, "you can help develop attitudes among those responsible for hiring that will ensure equal consideration of all qualified applicants for employment."

The belief that persons who have turned 40 are past their prime has become so widespread and prevalent in recent years that many in this age group have come to believe it themselves, he said. But there is some evidence that this attitude is changing: "many enlightened employers are beginning to recognize the potential of the older segment of our labour force."

Mr. Starr said he often wondered whether employers who put unrealistic age limits on their jobs had really thought the matter out, if they realized how badly they were restricting their choice of applicants, and that they might miss the ideal person for the job—by just one year.

Everyone wants to make the most effective use of the manpower available, "but are we making the best use of our manpower when we leave mature people with experience, knowledge and skill among the ranks of the unemployed simply because they have passed their fortieth or fiftieth birthdays?"

The facts about older workers, the Minister said, were: absenteeism and accident rates are lower among those past 40 years of age, learning ability does not decrease with age, older workers tend to remain on a job once they are employed, and the older worker is as productive as the younger worker.

A study by the Department of Labour of work performance by age groups, covering more than 1,000 employees in two large department stores (L.G., Oct. 1959, p. 1022), indicated that flexibility and adaptability existed among all age groups, and the older workers scored as high, or higher, than their younger fellow-workers in rate of learning and productivity.

It is fortunate for our economy and our society that the majority of persons in the middle-aged and older age groups are gainfully employed, he continued. "If all those aged 40 and over in industry, the professions, government and public life were simultaneously withdrawn from the labour force, our national economy would come to a standstill."

Some responsibility for obtaining and holding employment lies of course, with the older worker himself, the Minister conceded. "He must realize that technological progress means constant change; change can render skills and knowledge obsolescent. Every worker must bear some responsibility for adapting himself to changing conditions, must try to keep his skills and knowledge up to date so that he has the qualifications needed by employers."

Perhaps industry could help him meet these changes, he suggested, by providing opportunities for training and, sometimes, improvement of education. "Facilities for vocational and technical training must be available to those who can benefit from them. It is to industry's ultimate benefit to provide training on the job to enable workers to upgrade themselves and keep their skills up to date."

Here the Minister mentioned the new arrangements under the Federal-Provincial Vocational Training Agreements whereby the federal Government will now pay 75 per cent of the costs of training for unemployed persons, for which training there are no age limits.

The older worker problem is a serious one that can never be minimized by the efforts of Government alone, he concluded. "An ultimate solution can be brought about only by the co-operation of governments, management, organized labour and the public generally."

Work Experience of Farm Homemakers

More than three quarters of 352 Ontario farm women had held jobs outside the home after leaving school and before marriage, survey finds. CLC has formed ladies auxiliaries organizing committee, CCCL studies women workers' problems

What do Ontario farm women do from the time they leave school to the time they marry? This was one of the questions answered by the Special Study of Ontario Farm Homes and Homemakers recently carried out by the Ontario Department of Agriculture with the co-operation of the Rural Sociology Unit of the federal Department of Agriculture.

More than three quarters of the 352 farm homemakers residing in every county and district of Ontario who were interviewed had held one or more different types of jobs outside the home. The following table shows the occupational distribution.

Type of Work	Number	% of 352 women
Domestic service	90	26
Professional and managerial	61	17
Clerical and sales	61	17
Sales and kindred	45	13
Personal service	40	11
Unskilled	27	8
Managerial and official	14	4
Semi-professional	7	2
Semi-skilled	6	2
Military	5	1

Women and the Labour Movement

The first newsletter of the newly formed Ladies' Auxiliaries Provisional Committee of the Canadian Labour Congress has been issued.

Action has been taken on all five resolutions relating to ladies' auxiliaries approved at the CLC Convention last April, the newsletter reports. These were: establishment of a provisional Ladies' Auxiliaries Organizing Committee (L.G., June, p. 576), the publication of a news bulletin, a survey and report on existing auxiliaries in Canada, support of the union label campaign of the CLC, and the preparation of a program guide for ladies' auxiliaries.

The newsletter also announces that a women's committee of the Ontario Federation of Labour is to be established at a provincial conference to be held in conjunction with the OFL annual convention.

The CCCL and Women Workers

The problems of women workers were given special attention at the recent convention of the Canadian and Catholic Confederation of Labour. A report presented by Jeanne Duval, a vice-president and head of women's activities for the CCCL, resulted in important decisions (see page 1120). Immediately after the convention Miss Duval left for Brussels to attend a meeting organized by the International Federation of Christian Trade Unions to discuss the problems of women workers.

Married Women at Work

The employment of married women was the subject of a recent study conducted by the Australian Department of Labour and National Service in 22 manufacturing companies employing from 11 per cent to 68 per cent married women. The report on the study states:

"Generally speaking, no marriage bar was applied, but 15 of the 22 companies barred married women whose provision for the care of their children appeared inadequate. The companies excluded married women with three or more children, and one, all mothers with infants.

"No special provision regarding hours of employment was made to meet the needs of married women, though during the war concessions had been made to attract more women workers. No firms granted leave specifically for married women. The latter, however, applied more often than single women for leave without pay on domestic grounds; 18 of the 22 companies made provision for such leave.

"No differences in the rates of absenteeism were reported. Seven companies rated married women as more diligent workers; the rest could see no difference between single and married women. Friction between married and single women was noted in only three cases."

The number of married women in employment in Great Britain in May 1959 was (excluding widows) four million, or 52 per cent of all women workers, according to Ministry of Labour estimates. In Canada, in the same month, married women made up 45 per cent of the female labour force.

50 Years Ago This Month

Hired to work on railway construction, Winnipeg men refuse to work on reaching the site; 14 found guilty of breaking contracts, sentenced to 14 days in jail. Ottawa police granted one day's rest in seven. Teachers seek salary increases

For more than the first decade of the LABOUR GAZETTE's life, the magazine employed local correspondents and published in each issue reports submitted by them. The reports in the November 1910 number throw some light on conditions in the Canadian labour world 50 years ago this month.

From Edmonton came the following: "One hundred men who shipped from Winnipeg about October 1 to work for Foley, Welch and Stewart, contractors on the Grand Trunk Pacific grade west of Wolf Creek, refused to go to work after they arrived in Edson, and the majority walked back to this city [about 125 miles].

"Ten of these men were arrested at Entwistle by the Royal Northwest Mounted Police, and brought to this city at the instigation of the contractors, who claimed the men had broken their contract. The men were tried before Inspector Worseley who dismissed the case; the costs to be paid by the prosecutor. Out of 139 men who shipped from Winnipeg October 5, a large number deserted before Edson was reached, 14 were arrested for breaking their contract, they were found guilty by Inspector Sweetapple, and sentenced to 14 days in the Royal Northwest Mounted Police barracks at Fort Saskatchewan."

The same correspondent went on to say, "The Trades and Labour Council is endeavouring to have conditions improved in the railway construction camps west of the city. Among the improvements asked is that restrictions be placed on employment agencies binding them to give more explicit information as to existing conditions to those seeking employment."

The Ottawa correspondent reported: "The Ottawa Police Commissioners decided to grant every man on the police force one day's rest in seven, and the staff of 75 men will be increased by 12 new constables to make this possible. Up to the present time there has been no definite compensation to the men for Sunday work.

"The minimum salary of first class male teachers in the Ottawa public schools was raised from \$950 to \$1,100 in order to secure better teachers for some vacancies that have to be filled," the same correspondent reported. "The lady teachers, whose

maximum salaries run from \$450 to \$850, have applied for increases."

From Hamilton came the following: "Among the new industries locating in Hamilton is the Acme Motor, Carriage and Machinery Company. This is a merger of the Baynes Carriage Company, of this city, the American Road Machinery Company, of Goderich, and a group of automobile makers of Detroit, Mich. Automobiles will be built in this city, and the Goderich works will turn out carriages. About 150 men will be employed here."

The same correspondent said that, "Teachers in the Collegiate Institute have asked the Board of Education for increases in salary, but the Board so far has declined to accede to any change. The maximum salary paid to Collegiate teachers in Toronto is \$400 more than is paid in Hamilton, and in face of this it is almost impossible to hold local teachers when they get an offer to go to that city. The maximum salary in this city is \$1,600, and the minimum \$1,200."

An item from St. Thomas read: "St. Thomas ratepayers will be asked in the near future to vote on a by-law permitting the city to lend \$30,000 to the Monarch Knitting Company for a period of five years... Employment will be given to at least 200 hands at the opening of the factory, and the company demands a guarantee that that number will be procurable when business is commenced, this number to be increased as business develops. The highest wages will be paid. Women workers will be in special demand, and steady employment will be given."

The Winnipeg correspondent wrote: "At the beginning of the month a strike of the employees of the Winnipeg Electric Street Railway Company was threatened, and would have occurred if orders from the international office of the street car men's organization had not arrived forbidding the strike.

"The cause of the trouble was the dismissal of certain men for breaking rules. The men charge discrimination on the part of the management, and impute to the company a desire to remove from their employment certain officials of the men's union.

INTERNATIONAL LABOUR ORGANIZATION

Ad Hoc Meeting on Civil Aviation

Four resolutions relating to conditions of employment in civil aviation were adopted unanimously at the Ad Hoc Civil Aviation Meeting convened by the International Labour Organization in Geneva September 26 to October 7. Four other resolutions were adopted without the support of employer delegates.

Canada was one of the 18 nations represented at the meeting.

Two of the resolutions adopted unanimously concern studies or work to be undertaken by the ILO. One concerns personnel posted abroad; the other, occupational health risks.

The third of the resolutions that won unanimous approval deals with joint consultation at the company level, the national level, or both, according to the practice in each country, upon such subjects as may be agreed between the parties concerned.

The fourth invites the ILO Governing Body to request the Director-General to ask the International Civil Aviation Organization to continue to take into account the working environment of flight personnel in connection with any ICAO study of related technical and operational problems.

The resolutions that were adopted with the support of government and worker delegates but without that of employer delegates dealt with the future work of the ILO in the field of aviation, studies that the ILO should undertake concerning conditions of employment in air navigation services, the effects of technological change, and financial security of civil aviation personnel.

The first part of the final resolution, dealing with civil liability of air crew, was adopted unanimously. The second part, dealing with termination of employment of air hostesses, did not have the support of

the employer delegates. The whole resolution was then adopted without employer support.

The meeting also adopted a series of conclusions on hours of duty and rest periods of crew members. The conclusions contain suggestions on flight and duty time limitations and minimum rest periods, for joint consultation and for definitions of flight time, hours of duty and rest periods.

Head of the Canadian delegation was M. M. Fleming, Controller, Civil Air Operations and Regulations Division, Department of Transport. The other government delegate was D. S. Tysoe, Industrial Relations Officer, Department of Labour, Vancouver.

Worker delegates were: Capt. J. H. Foy, President, Canadian Air Line Pilots Association, and Robert R. Smeal, Secretary of the Canadian Air Line Flight Attendants Association. Adviser to the worker delegates was Capt. W. J. Rodgers of the CALPA.

Employer delegates were: G. E. Bolton, Director of Personnel, Trans-Canada Air Lines, and J. K. Dakin, Director of Industrial Relations, Canadian Pacific Air Lines Vancouver.

Chairman of the meeting was Harold F. Rossetti, Deputy Secretary of the United Kingdom Ministry of Labour, a government member of the ILO Governing Body.

The following countries were represented by tripartite delegations: Australia, Belgium, Brazil, Canada, Colombia, France, Federal Republic of Germany, India, Italy, Japan, Mexico, Netherlands, Switzerland, the United Kingdom, and the United States. Denmark, Norway and Sweden were represented by a joint delegation.

ILO Membership Reaches 89

Between October 14 and November 1, four nations joined the International Labour Organization, bringing membership to 89. The Gabon Republic became the 86th member, Nigeria the 87th, the Central African Republic the 88th, and Malagasy (formerly Madagascar) the 89th.

TEAMWORK in INDUSTRY

More than 10,000 people visited the Cornwall, Ont. division of Howard Smith Paper Mills during the company's two-week, day-and-night Open House this summer. Among the sightseers were employees and their families, hundreds of school-children and their teachers, plus about 45 business, industrial, professional and service club organizations.

For the evening plant tours, about 25 volunteers were assigned to stations along the tour route. Recruited from staff employees and the memberships of Local 212, United Paper Makers and Paper Workers (AFL-CIO/CIO) and Local 338, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-CIO/CLC), these guides guarded the safety of visitors, answered countless questions and pointed the way.

Management was pleased over the response. Said General Manager W. P. Nesbitt: "It is gratifying to learn that so many of our employees and their families and so many Cornwall and district citizens are interested in the many developments which have occurred at our mill."

Larry Snyder, President of Local 212, described the affair as "a success from four points of view: company, union, employees and community." Asked if he could explain what motivated people to show up in such numbers, he replied: "It was their chance to see how a big mill operates and to learn something about the good relations existing here between employees and management. The wives and children are interested mainly in seeing where Dad works and exactly what he does all day for his paycheck."

Terry Duff, President of Local 338, added his estimate of the individual employee's reaction. He thought that "anyone taking pride in his work would be glad to have his family and friends drop in."

* * *

To compete successfully against larger firms the small company must develop top efficiency, and to achieve top efficiency, labour and management must be willing to work together toward that objective in an organized fashion.

When brick and tile manufacturer Lloyd R. Shaw made this observation in Halifax recently to representatives of the federal Labour-Management Co-operation Service,

he was speaking from extensive practical experience with joint consultation. "Any company or plant interested in improving efficiency and bettering its industrial relations is missing a golden opportunity if it does not have a labour-management committee," he stated. "This is our conviction after 11 years' experience."

L. E. Shaw Ltd. encompasses eight plants located at Halifax, Dartmouth, Lantz, New Glasgow and Sydney in Nova Scotia, and at St. John, Fredericton and Chipman in New Brunswick. The firm will celebrate its 100th year in the brick and tile business in 1961. It employs a total of 350 people, 114 of whom work at the Lantz plant.

Joint consultation will soon be extended to the Fredericton and Sydney plants, according to spokesmen for the company and the National Union of Brickyard Workers. This will bring to five the number of Shaw plants practising joint consultation. The others are at Lantz and New Glasgow, N.S., and at Chipman, N.B.

According to Keith Rawding, plant superintendent at Lantz, committee influence has spurred teamwork and co-operation among top management, union officers and supervisors, and lightened his own responsibilities. Mr. Rawding hasn't missed a single meeting in the 11 years the Lantz committee has been operating. "Our company's labour relations have been excellent during this time," he reported, "and much of the credit is owing to our LMPC."

Clinton H. Isenor, President of Local 2, National Union of Brickyard Workers (CLC), claims that employees and plant at Lantz derive benefits from the labour-management committee in their midst, particularly in the field of safety. Plant safety tours which the committee conducts weekly have contributed to the employees' steadily improving accident record.

According to Harry Livingstone, Manager of Personnel Administration, plants that have too small a staff to justify setting up a separate committee for safety should let their regular labour-management committee handle this subject.

Mr. Livingstone reported that accident frequency has been lowered from 84 to 14 in the last four years, and the company-union objective for 1960 is 10.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during September. During the month the Board received seven applications for certification.

Applications for Certification Received

1. National Harbours Board Police Brotherhood, Montreal, on behalf of a unit of harbour and bridge security officers employed by the National Harbours Board at Montreal (Investigating Officer: C. E. Poirier).

2. The National Syndicate of Maritime Workers of Lake St. John, on behalf of a unit of employees of Price Brothers & Company Limited, engaged in the transportation of pulpwood by boat on Lake St. John, Que. (Investigating Officer: C. E. Poirier).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the *M.V. Arctic Rover* by Arctic Shipping Ltd., Vancouver (Investigating Officer: G. H. Purvis).

4. International Longshoremen's and Warehousemen's Union, Local 503, on behalf of a unit of deepsea longshoremen employed by the Tahsis Company, Ltd., at the Port of Tahsis, B.C. (Investigating Officer: G. H. Purvis).

5. General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Leslie Armstrong Mail Service, Owen Sound, Ont. (Investigating Officer: A. B. Whitfield).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Tippet-Richardson (Ottawa) Limited, Ottawa (Investigating Officer: G. A. Lane).

7. International Longshoremen's and Warehousemen's Union Local 512, Canadian Area, on behalf of a unit of longshoremen employed by Vancouver Wharves Limited at North Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Dennison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5185 (office and technical employees) (Conciliation Officer: F. J. Ainsborough).

2. Canadian Pacific Air Lines, Limited, Vancouver Airport (Flight Kitchen Section at Sea Island), and General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chau-

feurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

3. Trans-Canada Air Lines, Montreal, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: Rémi Duquette).

4. Upper Lakes Shipping Limited (Grain Elevator Division), Goderich, Ont., and Local 23736, Canadian Labour Congress (Conciliation Officer: T. B. McRae).

5. McCabe Grain Company Limited, Edmonton, Alta., and Local 514 of the International Brotherhood of Teamsters,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

6. Three Rivers Radio Inc. (Station CHLN) and Region No. 6, National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

7. Eastern Canada Stevedoring Co. Ltd., Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 264, Halifax, N.S. (Conciliation Officer: Rémi Duquette).

8. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and International Union of Operating Engineers, Local 796 (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Vancouver Hotel Company, Limited; and International Union of Operating Engineers, International Association of Machinists, and International Brotherhood of

Electrical Workers (Conciliation Officer: G. R. Currie) (L.G., Oct., p. 1029).

2. National Harbours Board, Prescott, Ont., and Civil Service Association of Canada (Casual Employees of the National Harbours Board Elevator Group) (Conciliation Officer: T. B. McRae) (L.G., Oct., p. 1030).

3. The Nova Scotian Hotel, Halifax (Canadian National Hotels, Limited) and Hotel and Restaurant Employees' and Bartenders' International Union, Local 662 (Conciliation Officers: D. T. Cochrane and H. R. Pettigrove) (L.G., Sept., p. 923).

4. Trans-Canada Air Lines, Montreal, and Flight Engineers' International Association (Conciliation Officer: Rémi Duquette) (L.G., June, p. 604).

5. Consolidated Denison Mines Limited, Spragge, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough) (L.G., April, p. 369).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and work declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Can-Met Explorations Limited, Spragge, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough) (L.G., April, p. 370).

Conciliation Boards Appointed

1. Canadian Pacific Railway Company (S.S. *Princess Helene*) and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 923).

2. Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (L.G., Aug., p. 815).

3. Canadian National Railways (Niagara, St. Catharine and Toronto Railway—Motormen, Conductors and Bus Operators), and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 846 (L.G., July, p. 709).

4. Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1029).

5. Hull City Transport Ltd., and Hull City Transport Employees Union (L.G., Oct., p. 1029).

6. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Sept., p. 923).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in September to deal with a dispute between the Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (*see above*) was fully constituted in September with the appointment of W. H. Dickie, Toronto, as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members, J. W. Healy and G. Eamon Park, both of Toronto, who were previously appointed on the nomination of the Corporation and union respectively.

Conciliation Board Reports Received

1. McAllister Towing Ltd. (Sincennes-McNaughton Division) Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 815). The text of the report is reproduced below.

2. National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 815). The text of the report is reproduced below.

Settlement Reached after Board Procedure

Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (L.G., Aug., p. 815).

Report of Board in Dispute between McAllister Towing Ltd. (Sincennes-McNaughton Division) and Seafarers' International Union of North America

During September, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with the dispute between the Seafarers' International Union of North America, Canadian District, and McAllister Towing Ltd. (Sincennes—McNaughton Division), Montreal.

The Board was under the chairmanship of Carl Goldenberg, QC, of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Jean-Paul Cardinal, QC, and Bernard L. Boulanger, both of Montreal, nominees of the employer and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Mr. Cardinal. The minority report was submitted by Mr. Boulanger.

The majority and minority reports are reproduced here.

The hearings of the Board took place in Montreal on July 6, 1960, and August 30, 1960. Each party presented its case and was afforded an opportunity for rebuttal.

Having heard and examined the submissions of the parties, and having duly deliberated thereon, the Board finds and recommends as is hereinafter set out.

1. *Introductory*

The Sincennes-McNaughton Line Ltd., operating tugs, was associated with Beaconsfield Steamships Ltd. and Mohawk Navigation Co. Ltd., operating freighters on the St. Lawrence River and the Great Lakes, until June 1959, when McAllister Towing Ltd., purchased the assets of Sincennes-McNaughton Line Ltd. The employees on both operations, that is, tugs and lake

carriers, have since about 1955 been represented by the Union and governed by substantially the same collective agreement. Having regard to this fact, the Board, in the recommendations which follow, has taken cognizance of the recommendations which it recently made as a Board appointed in the matter of a dispute between the Union and the Lake Carriers Association.

2. Wages

(A) The Union demands a wage increase of 10 per cent across the board.

Considering the relationship of the company's operations to other operations on the St. Lawrence River and the Great Lakes, and, more particularly, the recent recommendations in respect of the Union's demands for Great Lakes sailors, the board recommends that the parties enter into an agreement covering the period from the opening of navigation (including fit-out) in 1960 to the close of navigation (including lay-up) in 1962 with the following changes in wages:

- (a) an increase of 4 per cent in basic pay for each classification of employment retroactive to the opening of navigation in 1960.
- (b) an increase of 4 per cent in basic pay for each classification of employment on the opening of navigation in 1961.
- (c) an increase of 4 per cent in basic pay for each classification of employment on the opening of navigation in 1962.

(B) The Union demands that wages be paid in cash every two weeks instead of by monthly cheques.

The Board does not recommend that the existing method of payment be changed.

(C) The Union demands that Clause 19 (e) of the last contract, which provides that when a vessel sails without full complement the wages of the absent members shall be divided among the men who must perform their work, should be changed so that such wages would be paid to members in the particular department affected.

The Board does not recommend any change.

3. Hours of work

(a) The Union demands a reduction of the work week from 48 hours to 40 hours, with time-and-one-half for work performed on Saturday and double time for work performed on Sunday.

While the reasons for the inapplicability of a 40-hour week to the nature of the operation on the Great Lakes does not

apply with the same force to the operations of the company, the Board, having regard to the wage increase herein recommended and to the recent recommendation with respect to the hours of work of Great Lakes sailors, does not recommend the proposed reduction of the work week.

(b) The Union demands that deckhands work an 8-hour day without any spread instead of 8 hours in a spread of 16 hours.

The Board does not recommend any change in the provisions of the last contract governing the hours of work of deckhands.

(c) With respect to Clause 19 (g) of the last agreement, which provides that all ratings perform "only their routine operational duties" between 8:00 a.m. Saturday and 8:00 a.m. Monday, and between 6:00 p.m. and 8:00 a.m. weekdays, the Union demands that "operational duties", be replaced by "navigational duties", and that "sougeeing and polishing" be added to the duties excluded during those hours.

The Board does not recommend any change in the existing provision.

4. Maintenance of membership and employment

The Union demands that Clause 3 (f) of the last agreement, defining the exclusive rights of the master or chief engineer, be modified and that it be also agreed that no crew member shall pay off or be paid off in a port where there is no union hall.

The Board does not recommend any change in Clause 3 (f).

The company points out that Clause 3 (f) gives to the master the exclusive right "to hire, promote, demote, transfer, lay off, suspend or discharge employees." It submits that, according to the Union, "transfer" means the transfer of personnel from one department to another on the same ship but not transfer from one vessel to another.

The company proposes that, in view of the limited crew on each of its tugboats, each boat should be considered as a separate department and the entire fleet considered as a unit so as to enable the company to transfer the crew from a tug which is laid up to an available tug in commission. It submits that under the Union's shipping rules, the men lose employment when their tug is tied up because they have to be replaced by a completely new crew on the replacing tug.

The Board finds that the company's proposal has merit and should receive the serious consideration of the Union.

5. *Grievance procedure*

The Union demands a change in Clause 4 (a) of the last agreement which would delete the requirement that the ship's delegate on each ship shall be a Canadian citizen with one full navigation season's service in the industry and that he shall be elected by the majority of the employees aboard.

The Board recommends that the present wording of the clause be retained, with the deletion of the words "and a Canadian citizen."

6. *Vacation pay*

The Union demands a change in Clause 8 of the last agreement providing for vacation pay, the principal effect of which would be the establishment of a Vacation Pay Fund into which the company would make the vacation payments.

The Board does not recommend the change demanded by the Union. It recommends that Clauses 8 (a) and 8 (b) of the last agreement be retained unchanged, but that Clause 8 (c) be replaced by the following:

Any employee paid off before the end of the navigation season shall receive his vacation pay at the time of pay-off.

7. *General and emergency duties*

The union demands a rewording of Clause 9 (e) of the last agreement dealing with oilers and firemen.

Since agreement has been reached on the rewording of the same clause in the Union's contract with the Lake Carriers Association, the Board recommends that Clause 9 (e) be reworded accordingly.

8. *Statutory holidays*

The Union requests that Clause 10 of the last agreement be amended to provide for payment at double the straight pay for work performed on holidays.

The Board recommends payment at time-and-one-half the basic daily rate for work other than routine operational duties performed on statutory holidays.

9. *Cleanliness of quarters*

The Union demands that Clause 11 of the last agreement be changed to remove the requirement that the employees shall co-operate in keeping their quarters clean.

The Board does not recommend any change.

10. *Other conveniences*

The Union demands that Clause 12 of the last agreement be amended by specifying certain additional items which shall be sup-

plied to the employees. The Board recommends that Clause 12 be changed to read as follows:

The following items shall be supplied employees:

1. A suitable number of clean blankets for each employee.
2. Sheets, pillowcases and counterpanes, which shall be changed once weekly.
3. Roller and bath towels changed weekly.
4. One cake of toilet soap and one cake of laundry soap shall be provided for each rating weekly.
5. An adequate supply of crockery or plastic dishes.
6. It is agreed that inner spring mattresses shall be provided as present mattresses are replaced.
7. In the interests of maintaining clean and tidy quarters the crew quarters shall be painted when reasonably required.
8. Soiled linen shall be returned before a new issue is made.

It is the policy of the Company to maintain the comfort of the crew by providing as good equipment as possible under given circumstances, but it must be understood that this policy is dependent on the full cooperation of the Union and the crew members.

11. *Meals, coffee time and lunches*

The Union requests changes affecting the hours of meal service and coffee breaks.

The Board does not recommend any change in the wording of Clauses 13 (a) and 13 (b) of the last agreement.

12. *Transportation*

The Union demands certain changes in Clause 14 of the last agreement dealing with transportation costs payable by the company. The company rejects the proposal as being inapplicable to tugboat operations.

The Board does not recommend any change in Clause 14 of the last agreement.

13. *Room and meal allowance*

The Union demands that Clause 15 of the last agreement be amended to provide for a meal allowance of \$1.50 per meal, and a room allowance of \$5 per room when the employer does not provide room and board.

The Board recommends an increase in the meal allowance to \$1.25 per meal and in the room allowance to \$4.50 per room.

14. *Safety*

The Union demands that Clause 16 of the last agreement dealing with safety regulations be amended to enforce the greater safety of the crew.

The Board recommends that the clause be reworded to read as follows:

Safety

It is agreed that any safety regulations that the Company may now have in force for the safety of the vessel and crew and any further safety regulations which the Company shall

put into effect and bring to the attention of the crew shall be strictly adhered to by all crew members. Violation of any such regulation shall warrant dismissal.

- (a) Crew members shall not be required to work aloft on masts or king posts or derricks while cargo is being worked.
- (b) There shall be no chipping on tankers contrary to safety regulations unless the tanker is gas free.
- (c) Plastic safety helmets shall be supplied the unlicensed employees on ore carriers. Employees to be responsible for care and return of these.

15. *Tank cleaning*

The Union demands a change in Clause 17 of the last agreement dealing with tank cleaning.

The Board recommends that the clause be amended by changing the word "tanks" to "waterbottoms."

16. *Overtime and overtime payments*

The Union demands a compensatory payment for a fireman on watch who has to go into the bunker to trim coal. The company states that the demand is inapplicable to its operations.

The Board does not recommend any change.

17. *Longshore work by the crew*

The Union demands that Clause 21 of the last agreement be amended to read as follows:

If an employee is required to perform any work usually done by the longshoremen, such as loading or unloading cargo or the handling of cargo and dunnage he shall perform such work and shall be paid in addition to his regular wage the applicable rate at that point payable to longshoremen. In no case shall the rate paid for this work be less than the regular overtime rate set forth in this Agreement.

The company objects to the inclusion of the word "dunnage."

The Board recommends that Clause 21 be amended as requested by the Union.

18. *Stewards' department*

The Union demands that Clause 22 of the last agreement be changed, but the company rejects the demand as inapplicable.

The Board does not recommend any change.

19. *Interruption of work*

The Union demands that Clause 23 of the last agreement be amended by adding the following thereto:

Employees shall not be forced to put themselves in jeopardy of violence or physical danger by being required to work behind or pass through legal picket lines.

In refraining from making a recommendation for a change in Clause 23, the Board is confident that the company would not penalize employees for refusing to cross picket lines when there is a clear and imminent danger of physical injury.

20. *Shipwreck*

The Union demands the addition of the following clause to the agreement:

Shipwreck

Crew members of the unlicensed personnel who suffer loss of personal effects and clothes through Marine Disaster or shipwreck shall be compensated by the payment of \$500.00.

The Company proposes the following clause:

Loss of personal belongings

The Company agrees to assume responsibility for the loss of personal belongings and clothing of unlicensed personnel due to shipwreck or other marine casualty up to the sum of Three Hundred Dollars (\$300.00) payable only in respect to proven loss.

The Board recommends the adoption of a clause to read as follows:

The Company agrees to assume responsibility for the loss of personal belongings and clothing of unlicensed personnel due to shipwreck or other marine casualty up to the sum of Three Hundred Dollars (\$300.00), payable on reasonable proof of loss.

21. *Proposals by the company*

The Company submitted certain new proposals at the final hearing of the Board. Since these had not been submitted to the Union during negotiations, nor to the conciliation officer before the appointment of this Board, the Board finds that it is precluded from giving consideration to the proposals.

22. *Duration of agreement*

The Board recommends that the parties enter into an agreement covering the period from the opening of navigation (including fit-out) in 1960 to the close of navigation (including lay-up) in 1962.

Signed at Montreal, Quebec, this 14th day of September, 1960.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) J. P. CARDINAL,
Member.

MINORITY REPORT

On all issues with particular emphasis on wages, hours, safety provisions, and vacation plan, the Board has held considerable discussion. On the four issues named, the chairman and company nominee have indicated that they intend to offer some relief on these vexing questions. I regret, however, the necessity for recording, respectfully but firmly, that I dissent on

the basic problems which my colleagues obviously intend either to dispose of by compromise or to leave untouched by a simple rejection. Although there are portions of the majority report to which I might be prepared to subscribe, I find an insufficiency in them to which I must give voice. The problems of the employees cannot be ignored if they are to be cured.

In differing with my colleagues, I would like to express my appreciation for their unflinching patience, courtesy and kindness. I would also like to note the conscientious manner in which they considered the lengthy submissions and evidence submitted to the Board by both parties.

In making my observations and recommendations, I am, for purposes of simplicity, disposing of the proposals of the Union in the same consecutive manner in which they were first presented to the employers.

The following is my award

Section 3—Maintenance of members and employment

The Union has requested an addition to an existing clause limiting the right of an employee to quit the ship to a port only where a union hall is located so that replacements can be secured. The Union has also requested that the master be placed under the same limitations with regard to firings, lay-offs, etc. It is my finding that this practice is already followed by Canadian flag deepsea ships, and in fact, these limitations on both the master and the crew are provided for under the Canada Shipping Act. For this reason I recommend that this request be granted.

Section 4—Grievance procedure

In accordance with the provisions of the Fair Labour Practices Act the Union has deleted the requirement limiting the election of ship's delegates to Canadian citizens only. It has also removed the qualifying time period which a crew man was required to serve in the industry before becoming eligible to place his name forward to be elected as a ship's delegate. On the first point, the Fair Labour Practices Act speaks for itself and any limitation of rights for employment through nationality is illegal and therefore this Board does not have the power to make the existing language in this respect legal. The law itself forces the Union request. On the matter of the time limitation, no adequate reason for this onerous burden on the employees has been advanced by the employer and therefore I recommend acceptance of the Union proposal.

Section 8—Vacation pay

The Union has requested a vacation pay plan. There is no extra cost involved to the company. The company has objected on the grounds that such a plan would not be in accordance with the provisions of the Annual Vacations with Pay Act. In studying the Annual Vacations With Pay Act, I can find no bar to a vacation plan as described in the Union proposal. It appears to me that it would be extremely simple to frame a plan fully in accordance with both the letter and the spirit of the Annual Vacations with Pay Act. Therefore I recommend acceptance of the Union proposal.

Section 9—General and emergency duties

The Union has requested overtime for oilers and firemen taking aboard stores after their eight hours work has been completed. This has been agreed upon by a company counter-proposal, therefore, I recommend the Union proposal be granted.

Section 10—Statutory holidays

The Union has requested payment at double time for the statutory holidays contained in the agreement. In the previous agreement the same provision provided that a statutory holiday would be treated the same as a Sunday. The employees presently receive time and one-half for work performed on a Sunday, but they did not receive any remuneration for work performed on a statutory holiday. This condition presents an inequity. The company opposed this proposal on the grounds that it was a cost factor. It appears to me that the company would deny these employees a right enjoyed by millions of Canadians. The company is extending the cost argument to a far greater degree than is warranted. I have no hesitation in recommending the complete acceptance of this Union proposal.

Section 11—Cleanliness of quarters

The Union has requested that the company assume responsibility for the cleanliness of quarters assigned to employees. On the face of it this appears to be a common sense suggestion. There is some doubt in my mind as to whether or not the company is already charged with this responsibility under certain provisions of the Canada Shipping Act. Nevertheless, I recommend that this Union request be granted.

Section 12—Living conditions

The Union has enumerated a number of requirements for living conditions aboard the vessels. They have also asked for a penalty rate of \$2 per man per day when linen is not changed on time. In advancing

their case before the Board, the Union stated that they felt the penalty payment would save the employees from the abuses of the past when sometimes linen was not changed for up to three weeks. The company's position with regard to the actual articles requested was that these articles had already been provided by the Company on their own motion and no useful purpose could be served in writing contractual language to describe an existing condition. The company term the Union request for the linen penalty payment as unwarranted and a possible cost item. I find it hard to reconcile the company's position. In the first place, they enter a solemn contract to provide certain living conditions to their employees. It is assumed that the contract being made in good faith, the company will take every necessary step to see that their solemn contractual commitments will be met to the letter. On the other hand, the company objects to a penalty payment, which, if they were living up to the contract would never have to be paid. There appears to be an anomaly in the company's position on the whole question. The company's objection to the penalty provision almost gives me the uncomfortable feeling that the company will meet these contractual commitments only if it is convenient to them. I cannot help but feel dismayed and discouraged by the company's attitude. Under the circumstances, I have no alternative but to recommend that this Union proposal be granted in full.

Section 13—Meals, coffee time and lunches

The Union has requested changes to sub-section (a) and sub-section (b) of the existing wording in the previous agreement; with regard to sub-section (a) I am inclined to agree with the company, therefore, I would recommend that the wording in the previous agreement prevail with regard to sub-section (a) of Section 13. With regard to sub-section (b) the Union has requested coffee times during the day. The company's position is that coffee is always available and the men can have it when it is convenient. By this I take it to mean that the men may have coffee when it is convenient to the employer. The type of work these men do is industrial in nature and I believe the present, rather loose method of giving the men coffee is most unsatisfactory. Common practice would indicate that the Union's proposals are all justified and I would recommend that sub-section (b) of Section 13 of the Union's proposals be incorporated in the next agreement in their entirety.

Section 14—Transportation

The Union has made additions to sub-section (a) and sub-section (b) of the existing wording contract. With regard to sub-section (a) they have provided that transportation money be paid in cash and that when they be sent from one point to another to join a vessel they be paid their transportation for this journey and similarly reimbursed where a return trip is indicated at the end of a shipping season. The company's position on this request is rather confused. The company admits that a man may be hired at the company office in the city of Toronto to join a vessel at Goderich, Ont. From the company's arguments it is indicated that situations covered by this example arise quite frequently. However, the company objects to making this payment on the grounds that a man being transported is replacing a man and therefore, since it is a Union member getting off the ship, thereby creating the vacancy the Union is to a degree responsible. The company failed to support their argument with figures on how many of this type of vacancies were brought about by dismissals and lay-offs as opposed to the default of Union members quitting the ships. The Canada Shipping Act seems to make it quite clear that the master has a discretion of allowing a crew member to pay off a ship other than at a terminal port. It seems to me that where there is interest displayed by the Union request this interest is not matched to any degree by the company's argument against the request. I feel that in any event whenever an employer requires an employee to travel during the course of his employment the employer should pay the transportation expenses. Therefore, I recommend that this Union request be granted.

With regard to sub-section (b) the Union requests that employees be paid for their transportation expenses after they have completed 30 days service. Evidence during the hearings indicated that the licensed officers were presently paid under this system and in fact have been for some time. The company's position was that the company's practice of withholding a man's transportation expenses for the entire season tended to keep a man aboard the ship for the complete season's service. This is hard to believe. It would seem to me to be an unwarranted imposition by the company on their employees. The company put themselves in the position where they admit that they owe money to their employees and then attempt to justify an extremely long withholding period far exceeding the requirement set down for payment of debts under the laws of the land. This does not

make sense. Accordingly I recommend the Union proposal contained in sub-section (b) of Section 14 be granted.

Section 15—Room and meal allowance

The Union has requested that the meal allowance be increased to \$1.50 per meal and the room allowance be increased to \$5 per room per night. The company has indicated that they will be prepared to go some way toward granting relief on the meal money. However, they oppose any increase in room allowance. On making a check of the number of hotels for the tariffs charged therein at Quebec, Three Rivers, Montreal, Sorel and Valleyfield, I find that the Union proposal reflects the minimum prevailing rates. On the face of this evidence I can only recommend the Union proposal.

Section 16—Safe working conditions

The Union has requested a number of safe working conditions and in evidence submitted details of fatalities suffered on the job, fatalities which the Union felt could have been avoided had these safety provisions been in effect. While the company was prepared to grant some of these safety conditions it appears to me that the company only granted safety conditions where they had the minimum effect. For example, the company was prepared to accede to the request where it covered tankers. According to the reference books provided, there are not very many tankers on the Great Lakes and it follows that the company would be committed to a very small degree, if at all, by the granting of this request. I have taken the opportunity to visit the docks and observe the safety conditions aboard Canadian lake ships. My opinion in this situation in this regard is that intolerable conditions prevail, and it appears to me that the Union could have gone a lot further in their requests. In my observations I noted that lake ships were not provided with proper rigged gangways, crew members being required to climb aboard ship by means of ladders placed on the dock and against the side of the ship. Female as well as male crew members were required to gain access or take their exit from the ship in this precarious manner. Not even a safety net was provided between the ship and the dock under the ladder. I also noted that crew members were not paired off to go over the side of the ship on stages when the hull was being painted. I was advised by a British sailor that on British ships crew members were never permitted to go on stage over the side of the ship alone and unattended, specifically because of the safety factor. I must admit

that I am appalled at the company's attitude on this question. While it is true that there will always be industrial accidents according to the company's argument it is also true that in some industries and notably the chemical industry industrial accidents have been reduced to a minimum by extremely rigid safety provisions. I recommend most sincerely that the Union proposals of safety provisions be granted and implemented in full.

Section 17—Tank cleaning

The Union has attempted to clarify by the use of specifications the previous contract language on penalty tank work. The company has taken the opportunity of attempting to limit the penalty tank work to the water bottom tanks. It is my recommendation that the Union request be granted.

Section 18—Schedule of monthly wages

The Union has requested a 10 per cent across the board increase. The company has offered 10 per cent over three years on the basis of 3 per cent, 3 per cent and 4 per cent. It is my recommendation that a 10 per cent across the board increase be granted retroactive to the date of the opening of navigation 1960.

Section 19—Hours of work

The Union has requested amongst other things a 40-hour work week with a provision for time and one-half on Saturdays and double time for Sundays. I recommend that this Union request be granted.

On the other conditions under hours of work the Union has requested under sub-section (a) that crew members on watches be classed as day workers and be required to perform their duties between 8:00 a.m. and 8:00 p.m. daily. I recommend this request be granted.

I also recommend that the Union request sub-sections (e) and (g) be granted and with regard to the whole of Section 19.

Section 20—Overtime and overtime payments

The Union has requested that where firemen are called to trim coal on watch they should be paid time and one-half. It appears to me that the Union has lent too much importance to this proposal in view of the fact that conversion from coal to oil fuel on the Lakes is almost complete and coal-passers and coal burning ships are rapidly disappearing from the scene. I therefore recommend that this Union overtime request be rejected.

Section 21—Longshore work by the crew

The Union has made addition to the existing language by including dunnage as longshoremen's work. On checking with the longshoremen's Union I find dunnage is considered to be longshoremen's work and therefore I recommend acceptance of this Union proposal.

Section 22—Stewards' department

The Union has asked that where stewards are required to assist to handle stores from the dock to the ship after their eight hours have been completed they should be paid for this work at the regular overtime rate. The language in this Union proposal seems to be exactly similar to the language contained in Section 9 of the Union's proposals with regard to oilers and firemen handling stores from the dock to the ship. The company accepted Section 9 of the Union's proposals, and in fact in their own proposal made some of the provisions for this eventuality. With regard to the Stewards' department, however, the company was firmly opposed to the Union suggestion and I could not discover the reason for this most determined opposition. I was left with the feeling, after hearing the arguments of both sides, that the stewards were subject to considerable abuse with regard to the handling of stores and that the company wished to continue this abuse. I noted that the Union's challenge to the company to bring the figures of overtime payments to the stewards for this type of work over the life of the last contract was not answered and no figures were produced. To me this situation reveals an ominous and rather unsatisfactory disposition on this point. I believe that consistency in the contract language is essential. The company has already agreed the engine department be given this provision and I find it no less than fair to recommend that the similar provision for the stewards as contained in this proposal be granted in full.

Section 23—Interruption of work

The employees through the Union have requested that they not be forced to place themselves in jeopardy by being required to work behind legal picket lines. This is an important proposal. In evidence the Union submitted details of men being in-

jured and in fact being put in jail when they sought to protect themselves against a 500 man Communist picket line last year on the Northland Navigation docks in Vancouver. Apparently no protection was given the men and neither medical aid nor legal counsel was extended to those who were hurt and those who were put in jail as a result of their efforts to go to work. This is an intolerable situation. In this case men suffered physical injury or criminal incarceration as a result of their efforts to go to work. On the other hand, had they refused they would have placed themselves in financial jeopardy or under jail sentences by actions taken in law against them by their employer. I must hold that where this lack of protection is so obvious, contractual language must be designed to meet the situation. Therefore I recommend that this Union request be granted.

Section 24—Shipwreck

The Union has requested that where employees suffered loss of personal effects through marine disaster they be compensated by the payment of \$500. The company gives cognizance to this problem to a degree. The company suggests \$300 upon proof of loss. I find the company's offer anomalous. It is my opinion that if proof of loss can be had there should be no limit to the amount payable. It is my recommendation that the company's request be rejected and the Union request be accepted.

Term of the agreement

I recommend that the agreement cover a term of one calendar year from the date of the expiration of the previous contract.

Company proposals

The company submitted certain new proposals at the final hearing of the Board. Since these had not been submitted to the Union during negotiations, nor to the conciliation officer before the appointment of this Board, I find that it is precluded from giving consideration to the proposals.

The above I would humbly submit covers all the points in dispute between the parties and I would therefore respectfully submit this as my report with regard to the above cited dispute.

(Sgd.) BERNARD BOULANGER,
Member.

Report of Board in Dispute between

National Harbours Board (Fleet Department, Montreal Harbour)
and

Seafarers' International Union of North America, Canadian District

The hearings of the Board took place in Montreal on June 27, 1960. Each party presented its case and was afforded an opportunity for rebuttal.

Having heard and examined the submissions of the parties, and having duly deliberated thereon, the Board finds and recommends as is hereinafter set out.

1. Wages

The Union requests an increase of 25 per cent in monthly wages and overtime rates. In support of this request, it compares the monthly rates paid by the employer with the monthly rates of pay of Great Lakes sailors and contends that the result shows a wide gap.

Having considered the two sets of monthly rates, the Board finds that they are not comparable in that the rates for the Great Lakes sailors are based on a working month of 240 hours, whereas those for the employees of the National Harbours Board are based on a working month of 174 hours. When these rates are reduced to an hourly basis, which, in the circumstances, is the only comparable basis, the Board finds that, in fact, the employees of the National Harbours Board now enjoy an advantage in most classifications. However, the Board also takes cognizance of the fact that an increase in wages on the Great Lakes was recently recommended by another board of conciliation.

During September, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with the dispute between the Seafarers' International Union of North America, Canadian District, and National Harbours Board (Fleet Department, Montreal Harbour).

The Board was under the Chairmanship of H. Carl Goldenberg, QC, of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Capt. K. L. Crump, and Bernard L. Boulanger, both of Montreal, nominees of the employer and union, respectively.

The majority report which, under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the chairman and Capt. Crump. The minority report was submitted by Mr. Boulanger.

The majority and minority reports are reproduced here.

Accordingly, having considered the submissions of the parties, and having examined the existing wage schedules of the employees and comparable wages, the Board recommends that the parties enter into a two-year contract commencing January 1, 1960, with a general increase in current basic wage rates and in current overtime rates of 7 per cent, of which 4 per cent shall be retroactive to January 1, 1960, and the remaining 3 per cent shall become effective on January 1, 1961.

The Union also requests that payment of wages should be made on the basis of a 30-day month instead of a calendar month and, furthermore, that wages be paid every second Friday. The Board does not recommend that these changes be made and points out that with respect to the request for payment every second Friday, serious accounting difficulties would be encountered.

2. Statutory holidays

The Union requests an additional paid statutory holiday and the employer has agreed to recognize Victoria Day as such. The Board recommends that this agreement be incorporated in the new contract between the parties.

3. Annual Vacation

The Union requests that the annual vacation of its employees be based on effective working time instead of on a calendar month.

The Board finds that under the expired contract, the employees are entitled to an annual vacation of 21 calendar days, that is, 15 working days, for 12 months worked. The Board recommends that, without increasing or decreasing the annual vacation entitlement, the vacation clause should be redrafted so that the annual vacation will be calculated on the basis of working days instead of calendar days in the month.

The Board draws the attention of the parties to the provision of the expired agreement under which an employee forfeits all rights to vacation credit if his service is terminated for any reason whatsoever before completing six months service, or if he is discharged for cause at any time, and recommends that this clause be deleted as being in contravention of the Annual Vacations Act.

4. Hours of service

The Union requests that the provision of the expired contract which requires employees to work eight hours in a spread of sixteen hours be changed to reduce the spread to twelve hours. The Board finds that the employer has, as a general rule, organized the work in such a way that the day workers in fact work for eight consecutive hours, excluding meal periods. Accordingly, the Board does not recommend that the provision of the contract which allows for a spread of sixteen hours be changed.

The Union also requests that when crew members are required to stand by for security purposes after the completion of their eight-hour duty for the day, they shall be paid at the regular overtime rate.

The Board finds that the situation envisaged by the Union in this case is an extremely rare occurrence because the security function is attended to by night watchmen. Only in the rare case of an emergency affecting the safety of the ship are the employees involved. The Board recommends that, for the new contract, the parties should draft a mutually satisfactory clause which would provide for remuneration for employees held on board for security purposes after completion of eight hours of work, except in the case of an emergency affecting the safety of the ship of which the master shall be the sole judge.

5. General duties

The Union requests that the contract should provide that crew members perform the normal duties of their respective classifications and that work other than such normal duties be paid for at the regular overtime rate, except in the case of an emergency affecting the safety of the ship.

The Board finds no grounds on which to recommend such a provision.

Signed at Montreal, this 8th day of September, 1960.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) K. L. CRUMP,
Member.

MINORITY REPORT

The Conciliation Board constituted to deal with the above cited dispute has discussed all of the items recorded and has held hearings and received evidence and presentations from both the employees and the employers. It is with regret that I must record for your attention my dissent on the problems having been unable to reconcile my appreciation of this situation with the views of the chairman. I had thought

that possibly a joint report could have been written by myself and the chairman. However, and with all respect, I find myself unable to reconcile the facts as I see them, with the chairman's conviction that the Harbours Board employees are comparative in earning to the commercial unionized sailors employed on the Great Lakes.

The main factor in these proceedings was with regard to the earnings of the Harbour Board employees in relation to commercial employees performing the same work in the industrial area. In this determination I would humbly point out that both the writer and the chairman were placed in excellent circumstances to make a comparison on this argument. Both this nominee and the chairman also served on the boards of conciliation affecting the Lake Carriers Association, which employ thousands of commercial seamen, and the McAllister Towing Ltd., representing tugboat employees in the port of Montreal, which is the closest comparable and commercial neighbour to the Harbours Board operation.

Evidence introduced by the companies in the Lake Carriers conciliation board hearings revealed that the average commercial Lakes seaman earns \$4,500 for a complete season's employment. Evidence introduced by Capt. Oppen of the National Harbours Board at the previous proceedings in this case revealed that the average Harbour Board employee earned \$3,500 for a complete season's employment. Evidence introduced by James D. McAllister at the McAllister Towing Ltd. conciliation board hearings revealed that the tugboat employees of McAllister Towing Ltd. earned an average of \$5,000 for a complete season's employment. All of the foregoing evidence was substantiated from payrolls and was uncontroverted.

In addition, McAllister Towing, the nearest commercial neighbour of the Harbour Board operation, complained about the pay rates tolerated by the union membership on the Harbour Board's equipment in Montreal Harbour, which was termed by Mr. McAllister in these words set forth as a quotation in the following paragraph:

In reviewing the S.I.U. contracts of other companies engaged in tugboat operations in this area this company has recently established that a gross inequity exists amongst the terms and conditions of these contracts. Specifically, McAllister Towing Ltd. is presently paying higher wages than these other companies which are not only similarly occupied, but are also competitors of McAllister Towing Ltd. It is the opinion of this company that McAllister Towing Ltd. is being discriminated against because of its high level of wages under the existing contract. We have compiled a table of comparative wages in the form of Exhibit B.

(Exhibit B presented by McAllister reveals that a McAllister deckhand obtains \$313.33 per month and a Marine Industries and Toronto Towing Company deckhand obtains \$296.50 per month, while a National Harbours Board deckhand obtains only \$245 per month.)

Under Exhibit "G" presented by Mr. McAllister it was revealed that the average earnings for a deckhand during 1959 including weekend and other overtime was \$529.33 per month.

The honourable chairman of this Board held that the Harbours Board employee enjoyed roughly the same hourly rate in comparison with the commercial deckhand due to the fact that the Harbours Board employee worked a 40-hour week while the commercial deckhand "worked" a 48-hour week. In my opinion, this point of view is an over-simplification approaching error. While technically the commercial deckhand "works" a 48-hour week, the fact is that the work that he may perform on Saturdays is extremely limited, being confined to work necessary to the movement of the ship only, and absolutely excluding any and all kinds of maintenance work. When the commercial sailor does perform maintenance work on Saturdays he is paid in addition to his daily wage overtime at the rate of \$2.21 and \$1.76 per hour, depending on his classification. In practical operations the commercial sailor has Saturdays off unless it is an arrival day or a sailing day for the vessel in port.

It was suggested to me by my colleagues that the same formula awarded by the chairman in the Lake Carriers conciliation board award would apply equally as well here. With all sincerity I must state, Mr. Minister, my most profound conviction that this formula which I feel, as I have explained above to be based on error, would not serve as a true and realistic basis for an equitable settlement to this dispute.

This is a Crown company owing a duty and certainly a dignity in its relations with its employees to the public of Canada to which it owes its creation. For that reason the seriousness of writing this dissenting

report has impressed itself upon me insofar as there would appear to be a burden on me to isolate the cancer of this dispute so that success may arise from these conciliation hearings at a future date on the basis on which this dispute is finally settled.

While finding myself in disagreement with my colleagues, I would like to express my appreciation to them for their patience, courtesy and kindness throughout these arduous proceedings.

The following is my award:

Article 2—General conditions of work

It is my award that the work spread be reduced to 12 hours as requested by the employees and it is also my award that security and standby watches after the completion of 8 hours be paid for at the regular overtime rate. I would also recommend that crew members be permitted to rotate watches twice monthly.

General duties

I would recommend that crew members perform only the duties traditionally associated with their classifications.

Annual vacation and holidays

I would recommend the employees' request on the computation of vacation for holidays be granted.

Article 4—Salaries

In view of the evidence introduced I find myself with no alternative but to, in all conscience, urge and recommend that the request of the employees for a 25 per cent increase on their wages and overtime rates be granted in full on the basis of a two-year agreement.

The above I humbly submit covers all the points in dispute between the parties and I would therefore respectfully submit this as my report with regard to the above cited dispute.

(Sgd.) BERNARD BOULANGER,
Member.

Signed at Quebec this 3rd day of September, 1960.

CORRECTION

The Canada Labour Relations Board's reasons for judgment in the application for certification affecting the Canadian National Railways and the International Longshoremen's and Warehousemen's Union and the Canadian Brotherhood of Railway, Transport and General Workers, published on pages 916 and 917 (September issue), shows W. S. Mason and Elroy Robson as members of the Board. This is incorrect. Mr. Mason was representing the CNR; Mr. Robson, the CBRT and GW.

LABOUR LAW

Labour Relations Legislation in 1960

Three provinces—Ontario, Alberta, Newfoundland—substantially revise labour relations legislation at 1960 sessions; Quebec made important amendments at 1959 fall session. New Newfoundland legislation requires unions to register

At the 1960 sessions of the provincial legislatures, Ontario, Alberta and Newfoundland substantially revised their labour relations legislation. Newfoundland enacted new legislation for the regulation of trade unions.

Important amendments to the Quebec Labour Relations Act were passed at the 1959 fall session, and an amendment to the Civil Code permits unincorporated unions, under certain conditions, to institute court actions.

An amendment in New Brunswick dealt only with the composition and operation of the Labour Relations Board. A procedure for revoking certification was established in Prince Edward Island. Amendments to the Judicature Acts in Ontario and Alberta dealt with the use of injunctions in labour disputes.

The amendments to the Ontario Labour Relations Act followed upon an extensive inquiry into the Act between 1957 and 1959. A Select Committee on Labour Relations of the Ontario Legislature examined the operation and administration of the Act and heard submissions from numerous organizations and individuals. Its recommendations, tabled in the Ontario Legislature on February 2, 1959, have been previously reported (L.G. 1959, p. 366).

The amendments brought forward by the Government included some principles new in the Ontario legislation as well as a number of changes aimed at more effective implementation. Among those containing new features are a procedure for dealing with jurisdictional disputes between unions regarding work assignments, the use of a mediator selected by the parties to assist in the settlement of contract disputes arising out of contract negotiations, a definition of the duties and powers of an arbitrator dealing with disputes arising out of a collective agreement, a new provision for the

enforcement of arbitration awards, some limitation upon union security agreements, and several provisions placing certain duties upon unions in respect to internal conduct.

Authority was provided to make regulations requiring the filing with the Department of Insurance of audited financial statements of the affairs of pension or welfare funds. The amending Act came into force on October 22.

The Alberta amendments also followed conferences with employer and union groups in the province, and were introduced after a draft had been circulated for comments. Among the changes is a provision for invoking emergency provisions if a strike in certain essential services threatens danger to life or property, prohibiting work stoppages and authorizing the Minister to prescribe appropriate procedures for settlement. Picketing in support of an illegal strike was made illegal, and the Board is directed not to certify a union if membership in the union directly resulted from picketing.

A number of amendments to the Newfoundland Act made changes arising out of experience in administration since the Act was adopted in 1950 and are similar to those adopted in other provinces. One which is new in legislation in Canada is a provision that seeks to make a union security provision requiring union membership as a condition of employment effective only if membership in the union is available to the employee concerned. The Newfoundland Trade Union Act, which requires unions operating in the province to be registered with the Department of Labour and imposes a number of duties upon trade unions with respect to their internal affairs, is unique in Canada.

The more important of the changes effected by these ten enactments are reviewed below under subject matter headings.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Certification of Bargaining Agents

ONTARIO

A change was made in Ontario with respect to craft units. The Ontario Select Committee recommended that the Labour Relations Board should have discretionary power to consider industrial unit history as well as craft history when application for certification is made by members of a craft unit. This recommendation was in line with representations made to the Committee by both the Ontario Division of the Canadian Manufacturers' Association and the Ontario Federation of Labour that the Board should be authorized to refuse to certify a bargaining agent for a craft group where there has been an established practice of plant-wide bargaining.

Before the amendment, the Act stated that any group of employees who were found by the Board to meet certain craft tests "shall be deemed by the Board to be a unit appropriate for collective bargaining." The following words have now been added: "but the Board shall not be required to apply this subsection where the group of employees is included in a bargaining unit represented by another bargaining agent at the time the application is made." The effect is that where the employees in a craft group are a part of a plant unit, the Board is given discretion to determine whether the craft principle is to override other considerations in the determination of the appropriate bargaining unit.

A new section provides for a pre-hearing representation vote. Under existing procedures, a vote is not ordered until the hearings have been held and the appropriate unit has been defined, so that the time taken to process the application is increased by the time taken to conduct the vote. Under the new provision, if the applicant trade union requests a pre-hearing vote, the Board may determine "a voting constituency" and, if it appears to the Board on an examination of the records of the trade union and the employer that not less than 45 per cent of the voting constituency were members of the trade union at the time the application was made, the Board may direct that a representation vote be taken among the employees in the voting constituency. The Board may direct the ballot box to be sealed and the ballots not counted until the parties have been given full opportunity to present their evidence and submissions to the Board.

When the Board has defined the appropriate unit, if it is satisfied that not less than 45 per cent of the employees in the bargaining unit were members of the trade

union at the time the application was made, the pre-hearing vote has the same effect as a representation vote. That is, if more than 50 per cent of the employees in the appropriate unit voted in favour of the union, the union will be certified. The effect of the new procedure may be to reduce the time required to reach a decision on an application for certification.

As before, the Act provides that the Board shall not certify a union if an employer has been instrumental in forming or supporting it. It is now further stated that a union is not to be certified "if it discriminates against any person because of his race, creed, colour, nationality or place of origin"; and a collective agreement which discriminates against any person on these grounds is not to be deemed a collective agreement for the purposes of the Act. As before, an agreement between an employer-dominated union and an employer is not recognized under the Act. The wording of the provisions dealing with discrimination has been brought in line with the wording of the Fair Employment Practices Act.

ALBERTA

The Alberta amendment also made changes in regard to certification procedures. It is the only one of the provincial Acts that attempts to expedite processing of applications for certification by setting time limits within which the Board is required to complete its inquiries. Before the amendment, the time limits were 21 days after receipt of the application, and an additional period of seven days if necessary. The amendment extended this additional period from seven to 21 days, which brings the total period allowed to 42 days exclusive of Saturdays, Sundays and other holidays.

Presumably to deal with a situation where picketing has, in the opinion of the Board, interfered with the employees' free choice of a bargaining agent, there is a new provision stating that a trade union shall not be certified, if, in the opinion of the Board, "application for membership or membership in the trade union directly resulted from picketing of the place of business of the employer at which the employees affected are employed, or elsewhere." Further, where an employer has recognized a trade union as bargaining agent and has entered into an agreement, if recognition resulted from picketing, the collective agreement will not be deemed to be an agreement under the Act.

"Suspension" of certificates, a term introduced into the Alberta Act in 1954, has in effect been removed. The amending Act replaces the expression "suspension" by

"revocation" and makes the open periods for an application for revocation of a certificate the same as the open periods for an application for certification of a bargaining agent.

As before, a certificate is to be revoked if the Board, after determining the merits of the application, is satisfied that the majority of the employees no longer wish to be represented by the bargaining agent. A new provision authorizes the Board to revoke certification if it is satisfied that the bargaining agent "has ceased to be a proper bargaining agent."

A collective agreement in effect at the time of the revocation of a certificate becomes void and of no effect. However, a trade union whose certificate has been revoked may apply for certification at any time for the same unit of employees or a part of it, and if it is again certified, the voided collective agreement again comes into effect if the termination date has not been reached.

With respect to representation votes, the Board may now delete from the list of employees entitled to vote any who have been laid off or whose employment has terminated. Formerly the Board had no discretion in the matter: the Act provided that a person who was an employee immediately before the date of the application "shall be deemed to be an employee." Persons who were employees immediately before a conciliator was appointed or before a legal strike or lockout must still be deemed to be employees until the dispute is settled.

Where the parties to a collective agreement agree to continue its operation for any period less than one year or for an unspecified period while they are bargaining, the continued operation of the agreement does not constitute a bar to an application for certification. Neither does an agreement constitute a bar where notice to commence bargaining has been given and the collective agreement provides for the continuation of the agreement beyond the first termination date.

NEWFOUNDLAND

Provisions inserted in the Newfoundland Act in 1959 setting out the conditions under which a certificate of a bargaining agent may be revoked were revised by the 1960 amendment. As revised, the Act authorizes the Board to revoke the certificate where, after investigation, it has determined that a bargaining agent no longer represents a majority of employees in the unit, or, in the case of a union that holds bargaining rights by virtue of being a party to a collective agreement with the employer (a situa-

tion which was not covered in the 1959 amendment), to issue a declaration terminating such bargaining rights. The Board may act upon its own motion, and make such investigation as it sees fit, but a hearing must be held if requested by any party concerned.

The 1959 provisions requiring the Board to decertify a union on the grounds that any of its officers had been convicted of offences in connection with labour disputes, or where a judgment had been entered against the union for tortious acts, were repealed.

PRINCE EDWARD ISLAND

An amendment to the Prince Edward Island Trade Union Act provided a procedure for revoking a certification order issued under the Act. As amended, the Act gives the Minister of Labour authority to revoke certification of a bargaining agent after it has been in effect for at least ten months where, in his opinion, the trade union no longer represents a majority of employees or has ceased to be a unit appropriate for collective bargaining. In accordance with a 1959 amendment, the Labour Relations Board may be authorized to carry out any function of the Minister under the Act.

By the same amendment the Act was declared not to apply to an employer carrying on business of a seasonal nature which does not require general employment for a period in excess of six months in a year.

Collective Bargaining

Composition of Bargaining Committee

The Newfoundland Act, until the 1960 amendment, did not lay down any requirements in regard to the composition of bargaining committees. It now specifies that during collective bargaining a trade union is to be represented by a bargaining committee consisting of employees of the employer who are in the trade union. The committee may also include one or more officers or other representatives of the trade union.

If the union is bargaining with an employers' organization or group of employers, the bargaining committee must consist of employees of one or more members of that organization or group. If the bargaining unit consists of not more than 15 employees, at least one employee from the unit is to be on the committee, and if it consists of more than 15 employees, two employees. This provision is similar to the section added to the Ontario Act in 1954.

The Newfoundland Act goes on to provide that during bargaining an employer is to be personally present or to be represented by a person authorized by him to bargain collectively with his employees. When an employers' organization which comprises three or more employers is engaged in collective bargaining, the organization is to be represented by at least three of the employers, or their authorized representatives, whose employees are concerned in the bargaining, and those employers or their representatives shall have authority to bargain collectively on behalf of the organization.

Notice to Bargain

A change in Alberta, in respect to notice to bargain for the revision or renewal of an agreement, now specifies that the notice must be given not less than 30 days and not more than 60 days before the date of expiry of the agreement, instead of any time in the last two months, as formerly.

A similar change was made in Newfoundland, but the Newfoundland Act provides that the parties to a collective agreement may include in the terms of the agreement a specified time limit for the giving of notice, which may differ from the period specified in the state.

Altering Conditions of Employment

NEWFOUNDLAND

A new provision in the Newfoundland Act prohibits an employer, in the period during which an application for certification is being dealt with, from altering rates of wages or any other term or condition of employment for the employees in the unit concerned, without consent by or on behalf of the employees. A similar provision already in the Act applies to the period of negotiation of a collective agreement, including the conciliation period. It formerly stipulated that in this period the employer was not permitted, without consent, to decrease the rate of wages. The word "decrease" has now been changed to "alter".

ALBERTA

The comparable provision in the Alberta Act was also amended. Previously, the "freeze" period extended from the date of an application for certification until the date the application was disposed of. Now it extends from the date of the application until the date it is refused or until 30 days after the date of certification, unless a collective agreement is entered into in the meantime.

During this period "the relationship of employer and employee continues uninterrupted by any matter or thing arising out of the application, and none of the parties shall alter any of the conditions of employment except that the employer, with the consent of the bargaining agent, may give effect to a proposed change in wages or hours." The same stipulation applies, where a dispute exists, until 14 days after the date of the vote on the award.

Transfer of Ownership

A new provision was added to the Newfoundland Act to deal with the situation where the ownership of a business has been transferred. A bargaining agent that has been certified in respect of the employees before the transfer continues to be the bargaining agent within the meaning of the Act, and a collective agreement concluded between the bargaining agent and the former owner is binding on the person to whom ownership of the business has been transferred. Somewhat similar provisions are found in the Acts of British Columbia, Alberta, Manitoba and Saskatchewan.

Collective Agreements

Limitation on Union Security Provisions

ONTARIO

The Ontario Act provides that the parties to a collective agreement may include in an agreement provisions "for requiring as a condition of employment membership in the trade union that is a party to or is bound by the agreement or granting a preference of employment to members of such trade union or requiring the payment of dues or contributions to such trade union."

The Select Committee stated in its report that evidence was produced that in some instances union organizers are forcing employers to sign a union shop contract when as a matter of fact none of the employees in the bargaining unit is a member of the union. The Committee recommended "that no collective bargaining agreement shall include a provision for a closed shop or union shop unless the trade union first shall have been certified by the Labour Relations Board as the bargaining agent of the bargaining unit affected, or unless the union otherwise establishes that at the time the agreement was entered into it did in fact have as members in good standing the majority of the employees in the bargaining unit required for automatic certification."

In accordance with this recommendation, the Act was amended by adding the stipulation that an employer and an uncertified trade union may not enter into a first agreement containing a clause requiring union membership as a condition of employment unless the union has established at the time it entered into the agreement that not less than 55 per cent of the employees in the bargaining unit were members of the trade union.

This limitation does not apply to a certified bargaining agent, which has had to establish as a condition of its certification either that 55 per cent or more of the employees in the unit are union members or that at least 45 per cent of the employees in the unit are union members and an additional 6 per cent are in favour of it as a bargaining agent; nor does it apply to an uncertified union once it has had an agreement for a year or more. The limitation does not apply either where an employer joins an employers' organization and agrees to be bound by an existing agreement requiring union membership as a condition of employment, nor does it apply to employers and employees engaged on construction projects "at the site thereof."

Before the amendment, the Act provided that where a collective agreement makes membership in a trade union a condition of employment, an employer was prohibited from discharging an employee who had been expelled or suspended solely because he was a member of another trade union. The amendment widens this provision, to take in also a situation where membership in the trade union has been denied or withheld from an employee because he is a member of another trade union, and it now covers also a situation where an employee has lost membership or has been denied membership because he has engaged in activity against the trade union.

When the Bill was being considered by the Committee on Labour, an amendment was proposed and was subsequently passed stating that this provision protecting the employment of a person to whom union membership is not available "does not apply to an employee who has engaged in unlawful activity against the trade union... or any officer, official or agent thereof or whose activity against such trade union or on behalf of another trade union has been instigated or procured by his employer or any person acting on his employer's behalf or whose employer or any person acting on his employer's behalf has participated in such activity or contributed financial or other support to the employee in respect of such activity."

A change was made also in the Newfoundland Act with respect to the conditions under which a clause in an agreement requiring union membership as a condition of employment may be implemented by an employer. Added to the stipulation that a provision in an agreement is not valid if it requires an employer to discharge an employee because he is a member of or engages in activities on behalf of another trade union, is a new provision to the effect that an employer may employ a person, notwithstanding the terms of the agreement, who is otherwise qualified for employment and who has applied for membership in the union but has been refused membership by the union.

It is then stated that a provision in a union constitution or by-laws which is designed or operates to exclude such a person from membership in the union is invalid. It is further stated that this new provision does not excuse an employee from complying with the constitution, rules and by-laws of a union of which he becomes a member. During passage a further clause was added stating that "nothing contained in this Act shall be deemed to invalidate any provision in respect of seniority of employees contained in a collective agreement."

Check-Off

In Alberta, the check-off provision was amended to require an employer to check off an initiation fee "not to exceed an amount equivalent to one month's union dues" if the employee signs an authorization.

Dispute Settlement

Disputes Arising out of an Agreement

The amendments in Ontario, Alberta and Newfoundland all made changes in the provisions of the Acts requiring collective agreements to contain procedures for the settlement without stoppage of work of disputes arising out of the agreement.

ONTARIO

The Ontario amendment followed recommendations of the Select Committee, to the effect that measures should be taken to expedite arbitration proceedings, to give the arbitrator powers of inquiry, and to ensure implementation of the award.

A provision was added stating that where a party to the arbitration complains to the Minister that the arbitrator has failed to render a decision "in a reasonable time,"

the Minister may, after consulting the parties and the arbitrator, issue an order "to ensure that a decision will be rendered . . . without further undue delay."

Arbitrators were given extended powers, similar to those enjoyed by conciliation boards, except that arbitrators have no power to compel witnesses to produce "documents and things."

To ensure compliance with an award, where there is a failure to comply with any of the terms of an award within 14 days, any "party, employer, trade union or employee" affected by the decision may file in the office of the Registrar of the Supreme Court a copy of the operative part of the decision and thereupon the decision is enforceable as a judgment or order of that court.

Another recommendation of the Committee was that awards should be filed with the Department of Labour and that they should be indexed and made available for inspection. The amendment authorizes regulations to be made requiring the filing with the Department of Labour of arbitration awards.

ALBERTA AND NEWFOUNDLAND

Both the Alberta and Newfoundland Acts, prior to this year's amendments, provided that where the parties to an agreement failed to include in it an arbitration clause as required by the Act, the Board was authorized, on the application of either party, to prescribe a clause which was to be deemed to be a term of the agreement and binding on the parties. The effect of the amendment in each province is that a clause is now spelled out in the Act. When the Board finds that there is no arbitration procedure, or no adequate procedure, this clause is to be deemed to be a part of the agreement.

In Alberta, the requirement as now stated is that every collective agreement shall contain a provision for settlement of disputes arising out of the agreement without stoppage of work or refusal to perform work. The main points in the prescribed clause are that if a difference arises, the parties are to meet and endeavour to resolve it. If they fail to do so, they are to establish a three-member grievance board. If the two members appointed by the parties fail to select a chairman the Minister of Labour is to appoint one.

The jurisdiction of the grievance board is defined so as to make it clear that the board may not change, modify or alter any of the terms of the agreement. All differences submitted must present an arbitrable

issue under the agreement and not involve the determination of a subject matter not covered by or arising during the term of the agreement.

The grievance board is required to render its decision not later than 14 days after the appointment of the chairman, but the time may be extended with the consent of both parties. The parties to the dispute are to share the costs equally.

The prescribed clause in the Newfoundland Act also requires the setting up of a three-man arbitration board. Where one of the parties fails to name an arbitrator, or if the two arbitrators named by the parties fail to agree upon a chairman, then the Minister, on the request of either party, makes the appointments. The arbitration board may deal with any dispute arising out of the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable.

Contract Negotiation Disputes

ONTARIO

In its report, the Ontario Select Committee observed that a large percentage of the suggestions received by the Committee concerned the conciliation process and that criticism was directed at the Department, its conciliation services and the personnel of boards for the delay between the filing of the application for conciliation services and receipt of the Board report.

Among the suggestions from the union briefs for remedying the situation were the following: the conciliation board stage should be eliminated; the board stage should be optional, at the request of either party; unions should be free to strike 90 days after the expiration of the contract.

The Committee studied the causes of the delay at each stage of the conciliation process, and came to the conclusion that the delays were frequently due to difficulties beyond the control of the conciliation officer or board chairman. It concluded also that the whole process is designed to assist the parties to reach a voluntary settlement, and if such assistance does take five or six months, such effort is worth while if it proves the means by which strikes are avoided. The record showed, in their opinion, that conciliation officers and boards had achieved a commendable record.

The report did not suggest any fundamental change in the conciliation process, but suggested a number of ways in which the Department of Labour might promote the training and recruitment of skilled conciliators.

The Ontario amendment seeks to deal with the problem of delays by enabling the Minister to intervene to prevent delays in setting up a conciliation board and by revising the provisions of the Act dealing with time limits at the board stage. If in the opinion of the Minister a member of a conciliation board has failed to enter on his duties so as to enable it to report to the Minister within a reasonable time after its appointment, the Minister may appoint a member in his place after consulting the party whose point of view was represented. Similarly, if a chairman is unable to enter on his duties, he has a duty to advise the Minister of his inability and the Minister may appoint another person in his place.

The chairman of a conciliation board is required to communicate to the Minister the date of the first sitting of the board immediately upon its conclusion. The board is required to report its findings and recommendations to the Minister within 30 days of that date. However, the chairman of the board may apply to the Minister for one extension of 30 days, and the initial 30-day period may be extended by agreement of the parties for a period not exceeding 90 days. Any extension beyond 90 days will require the consent of the Minister.

Where a conciliation board fails to reach a majority decision, or where the board is unable to report within the time allowed, the notification of the chairman stating such circumstances constitutes the report of the conciliation board.

Another amendment proposes to give to the parties to a dispute the means of settling their differences through a mediator of their own choosing. Where the parties are entitled to conciliation services under the Act, they may request the Minister to appoint a mediator selected by them. Such a mediator is to "confer with the parties and endeavour to effect a collective agreement." He has the same powers of investigation and inquiry as a conciliation board, and the same period (now 30 days after the first sitting, with possible extensions) to report his findings and recommendations. The report of a mediator has the same effect as the report of a conciliation board. His remuneration and expenses are to be borne equally by the parties.

NEWFOUNDLAND

Another new provision in Newfoundland requires that on receipt of a conciliation board report the parties must notify the Minister of their positions with respect to the report. Within 15 days of receipt of

the report, each party must notify him which, if any, of the recommendations have been accepted or rejected.

Disputes Affecting Essential Services

ALBERTA

A new provision in the Alberta Act deals with disputes in certain essential services. When, in the opinion of the Lieutenant-Governor in Council, a state of emergency exists in the province in such circumstances that life or property would be in serious jeopardy by reason of a breakdown or impending breakdown in the supply of water, heat, electricity or gas to the public, or a stoppage or impending stoppage of hospital services in any area, if the state of emergency arises from a labour dispute, the Lieutenant-Governor in Council may by proclamation declare that on a fixed date normal procedures in the dispute are to be replaced by emergency procedures. After that date any strike or lockout or other action in the labour dispute otherwise authorized or permitted under the Act in a labour dispute becomes illegal and an offence under the Act.

The Minister of Labour is "forthwith" to establish a procedure to assist the parties to the dispute to reach a settlement and is empowered "to do all such things as may be necessary to settle the dispute," and in the meantime the *status quo* is to be maintained, except that the employer, with the consent of the bargaining agent, may give effect to a proposed change in wages and hours.

Jurisdictional Disputes

New provisions dealing with jurisdictional disputes related to work assignment were introduced into both the Alberta and Ontario Acts.

ALBERTA

The Alberta Act, as amended, makes it an unfair labour practice on the part of an employee to refuse to perform work for his employer, and on the part of an officer or representative of a trade union or employees' organization to encourage or consent to such refusal, for the reason that other work is assigned to members or non-members of a trade union or other organization. No special machinery for settling work assignment disputes is provided for in the amendment.

The Ontario amendment states that the Lieutenant-Governor in Council may appoint one or more jurisdictional disputes commissions composed of one or more persons. Regulations may be issued regarding the functioning of these commissions, their practice and procedure.

The Labour Relations Board, after receiving a complaint that an employer is assigning particular work to employees in a particular trade union rather than to employees in another union, or that a trade union is requiring an employer to do so, may refer the complaint to a jurisdictional disputes commission.

The commission, after consulting any person or organization that in its opinion may be affected by the complaint, may issue such interim order with respect to the assignment of the work as it, in its discretion, deems proper in the circumstances. The employer, trade union and their officials or agents have to comply with the interim order.

When requested by any person or organization affected by the interim order, the commission shall reconsider the complaint, provided that the party making the request has complied with the interim order.

Reconsidering the complaint, the commission has to give to any person or organization affected by the interim order full opportunity to present evidence and to make submissions. When the commission finds that, in its opinion, the trade union or its agents or officials are without justification requiring the employer to assign work, or that the employer is unjustifiably assigning work, it will direct the action to be taken by the employer or the union, or by their respective agents or officials as the case may be, with respect to the assignment of work, and the organizations or the persons concerned have to comply with the direction. In conducting its inquiries, the commission has all the powers granted by the Act to a conciliation board, namely, summoning witnesses, administering oaths, accepting evidence at its discretion, entering premises, inspecting work and interrogating people.

Unless appealed to the Labour Relations Board, the direction of the commission is final, but the commission may at any time, if it considers it advisable to do so, reconsider and vary or revoke the direction.

Any party affected by the commission's interim order or direction may, within seven days after release of the decision, apply to the Labour Relations Board for review of the order or direction.

If the finding of the Board is that the interim order or the direction prohibits a lawful strike or lockout, or restrains the parties from observing the provisions of a collective agreement relating to the assignment of work, or prohibits a trade union or an employer from collective bargaining in respect of employees in a bargaining unit on whose behalf a trade union is entitled to bargain, it may quash the interim order or the direction. Or the Board may, if it deems proper, alter the bargaining unit as defined in a certificate or in a collective agreement to enable the interim order or the direction to be carried into effect in conformity with other provisions of the Act. In the latter case, the certificate or collective agreement is deemed to have been altered in accordance with the Board's determination.

In the case of non-compliance with an interim order within two days or of a direction within fourteen days after their release or after the date provided in the interim order or direction, the Labour Relations Board will, at the request of an affected party, file the commission's decision in the office of the Registrar of the Supreme Court and then an interim order or direction becomes enforceable as a judgment or order of that court.

Proceedings to enforce an interim order or a direction may be instituted in the Supreme Court by or against a trade union or an unincorporated employers' organization in their own name, as the case may be.

Orders or directions of a commission are not subject to review in any court. Neither may proceedings before the commission be questioned, reviewed, prohibited or restrained by way of injunction, declaratory judgment, *certiorari*, *mandamus*, prohibition or *quo warranto*.

Where trade unions and employers have made arrangements to resolve disputes arising from the assignment of work, a jurisdictional disputes commission may postpone disposition of a complaint until the parties have dealt with the matter under their arrangements for settlement.

Changes in Enforcement Procedures

QUEBEC

An amendment to the Quebec Labour Relations Act, passed at the fall session and effective January 5, 1960, strengthens the Act's prohibition of discrimination for union activity by providing that an aggrieved employee may bring his case to the Labour Relations Board and that the Board may order the employer to reinstate him with

pay for lost time. A complaint may be made by the employee to the Board within 15 days of his dismissal, suspension or transfer.

If it is shown to the satisfaction of the Board that the employee was exercising a right accorded him under the Act, or engaging in union activity permitted by the Act, the onus is on the employer to establish that the disciplinary action was for another fair and sufficient reason.

In the case of a dismissed employee who is not willing to return, the employer may be required to pay an indemnity equal to wages from the date of dismissal to the eighth day after service of the order requiring reinstatement. An action for recovery of such wages may be brought either by the Board or the employee in the six months following the date of the Board's decision.

The fines for failing to comply with an order of the Board were also increased, so that a firm failing to comply with a reinstatement order would be subject to fines as high as \$1,000 a day.

Another change in enforcement procedure and policy is indicated in a provision which states that "any penal prosecution under this Act may be taken by the Board, or by any interested party with the written authorization of the Board or the consent of the Attorney-General." This seems to contemplate the initiation of prosecutions by the Board in some situations.

ONTARIO

Changes were also made in the Ontario Act with respect to the way complaints of individuals are to be dealt with. As the Act stands, the Minister is authorized to inquire into a complaint that any person has been refused employment, discharged, discriminated against, threatened, coerced, intimidated or otherwise dealt with contrary to the Act, first by appointing a conciliation officer to effect a settlement, and if he cannot do so, by appointing an inquiry commissioner and issuing an order based on his recommendation. The amending Act repeals this authority, and instead empowers the Board to deal with such complaints.

The Board may authorize a field officer to inquire into a complaint and endeavour to effect a settlement. If he is unable to do so, the Board itself undertakes an inquiry and determines the action to be taken by the employer and trade union or either of them. Such determination of the Board may, in the Board's discretion, "notwith-

standing the provisions of a collective agreement, include reinstatement in employment with or without compensation by the employer and the trade union or either of them for loss of earnings and other employment benefits."

A new method of enforcement has also been adopted, in that, if the determination of the Board is not complied with in 14 days, any employer, trade union or employee may notify the Board of such failure, and the Board will file a copy of the determination in the office of the Registrar of the Supreme Court and the determination becomes enforceable as a judgment or order of that court.

ALBERTA

A new section has been added to the Alberta Act providing for the reference of certain differences to the Board of Industrial Relations. Where a difference exists between parties concerning the application or operation of the provisions of Part V of the Act, either of the parties may refer the difference to the Board. The Board may cause an investigation to be made as to the facts and in the course of the investigation call the parties concerned before it. The Board is to make full inquiry and endeavour to bring about agreement between the parties. If such agreement cannot be reached, the Board may make recommendations as to the course to be taken by the parties, and if this fails, the Board has power to take further action to secure compliance, subject to the provision that the consent of the Minister must be obtained for any prosecution under Part V.

Labour Relations Boards

Amendments in Quebec, New Brunswick and Newfoundland made changes in the composition or method of operation of the respective Labour Relations Boards.

QUEBEC

The amendment in Quebec provided for a larger board and specifically stated the principle of equal representation of management and labour groups. The new Board consists of a chairman, a vice-chairman and six other members, three representing employers and three representing employees, to be recommended by the most representative labour and employers' associations and appointed by the Lieutenant-Governor in Council. The Board may sit in two divisions, at Montreal and Quebec or elsewhere.

NEW BRUNSWICK

In New Brunswick the Act was amended to authorize the Lieutenant-Governor in Council to appoint an alternate chairman, who will act as chairman when the chairman is unable to perform his functions or "at such times or in such matters as the chairman may direct". As in Quebec, the amendment will enable the Board to sit in two divisions, each with the powers and duties of the full Board.

NEWFOUNDLAND

The amendments in Newfoundland provide for the appointment of an alternate member representative of employers and an alternate member representative of employees to serve on the board in the absence of the regular member or where that person has an undue interest in the matter under consideration. A member has "undue interest" if he declares that he has such an interest or if a majority of other members of the Board declare that he has. This is similar to a provision in effect in Manitoba with respect to the Manitoba Labour Board.

The Newfoundland amendment also provides that the term of office of the chairman, vice-chairman and members and alternate members is to be two years, the term of office of one employer representative and one employee representative expiring each year. Although the term of office is two years they hold office during pleasure and are eligible for reappointment.

Unions: Registration, Legal Status, etc.

The Trade Union Act, which came into effect in Newfoundland on October 1, is the first example in Canada of legislation requiring unions to register and to conform with certain rules as a condition of existence as trade unions. It also modifies the legal status of unions, imposes certain obligations upon unions in respect to their internal government, and requires them to report certain matters to an official of the Department of Labour.

Newfoundland has had trade union legislation since before Confederation. The Trade Union Act in effect at the time of Confederation provided for voluntary registration of trade unions and made the United Kingdom Trade Disputes Act, 1906 applicable to such unions. In 1950 this Act was replaced by one that again provided for voluntary registration and incorporated some of the provisions of the 1906 United Kingdom Act protecting registered unions from civil actions. The 1950 Act has now been repealed.

A union is defined in the new Act, and also in the Labour Relations Act as amended this year, as "a local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the province that has as one of its purposes the regulation in the province of relations between employers and employees through collective bargaining but does not include an organization or association of employees that is dominated or influenced by an employer."

Registration of Unions

The Act establishes in the Department of Labour an office to be known as the Registry of Trade Unions, presided over by an officer called the Registrar appointed by the Lieutenant-Governor in Council. In the absence of the Registrar, or where none has been appointed, an official of the Department named by the Minister is authorized to carry out the Registrar's duties.

A union is required to apply to the Registrar for registration within six months after the date of the formation of the union or the coming into force of the Act, whichever is the later date. The Registrar may extend this time limit "for good reason".

Before a union can apply for registration, it is required to appoint "trustees," not fewer than three and not more than seven. The trustees have to be members of the union resident in the province. They continue after registration and hold office until their successors are appointed by the union. The real and personal property belonging to a registered union "shall vest in the trustees... for the use and benefit of the union and its members."

Two union officers must submit the application in a form to be prescribed by regulations, along with a statement showing the number of members in good standing; the trustees and officers of the union giving their names, addresses and functions; a copy of the union's rules and a copy of the latest audited financial statement of the union.

The Registrar, within 30 days after receipt of the application, will register the union and issue a certificate of registration, or he may refuse to register a union if the application was not made accordingly to the Act or if the union has not complied with the provisions of the Act.

Further, a union cannot be registered under a name that is identical with that by which another union has already been

registered, or if the name so nearly resembles the name already registered as to be calculated to deceive.

A trade union that fails to apply for registration within the statutory time limits or does not fully comply with the registration procedure within six months (or such longer time as allowed by the Registrar) after the date of application is guilty of an offence and liable on summary conviction to a fine of \$500. Non-compliance at the end of a further period of six months entails a fine of \$2,500. A union that, because of its failure to comply with the Act, has not been registered within six months after the date of such a second conviction shall be dissolved.

Union Constitutions

The Act specifies that "the rules of a union shall contain all the rules for the government, regulation, conduct and management of the union" and that the rules are binding upon union members.

The rules must set out the name and objects of the union; qualifications for membership and conditions for continuation and loss of membership; the circumstances under which a member may be fined, suspended or expelled and the conditions for reinstatement; the amount of initiation fees and membership dues or the fee on reinstatement; the calling of meetings and requirements for a quorum; provisions for trustees, officers, executive members, committees and auditors, the method of their election or appointment, their term of office and methods of removal; the purposes for which union funds may be used; the manner in which they may be invested and the requirement that an audited statement of receipts and disbursements shall be submitted to each annual meeting and posted during the meeting; breaches of the rules in respect of which fines may be levied and the amount of those fines; provisions for appeals by members against fines, forfeitures, suspensions and expulsions; the benefits to which members are entitled and the conditions for authorizing benefits; provision for dissolution of the union and distribution of funds on dissolution; and provisions for amending the rules.

As stated above, a copy of the rules is to be filed with the Registrar, along with an application for registration. Subsequently, the union is required to file each new rule or change in rules with the Registrar, who is to register it if it does not conflict with any provision of the Act or regulations. If he refuses to register a rule, he is

required to give the union written notice of his refusal stating the reasons. A rule is not binding on a union or its members unless it has been registered.

The secretary or other officer of a union is required to supply each member when he joins with a copy of the rules and within two months after it has been registered a copy of each rule that the union subsequently makes. Any additional copy required shall be supplied by the secretary at cost. A union is required to give a written receipt of money paid by a member showing what the payment represents or other evidence of receipt such as stamps or buttons. Copies of the annual financial statement are to be supplied to union members on request at a charge of not more than 25 cents. The secretary of a union is to have custody of and preserve all correspondence received and copies of correspondence sent, and a permanent record of all decisions made by the union or the executive.

A union may change its name by the consent of two-thirds of its members. The change must be reported to the Registrar, who shall issue a certificate showing the new name and the former name of the union. A change of name does not affect any rights or obligations of the union or any legal proceedings by or against it.

With the approval of two-thirds of its members a union may amalgamate with another union, except with an unregistered union. By an advertisement satisfactory to the Registrar, a union must notify its creditors of its intention to amalgamate with another union, the name of such union, and the date on which the amalgamation becomes effective. The union that results from the amalgamation has the rights and liabilities of each of the amalgamating unions. The conditions for registration apply to the body resulting from the amalgamation.

Reporting Requirements

Besides the reports required in connection with an application for registration, the making of a new union rule, change of name or amalgamation, a union must make annual returns to the Registrar, within one month after the date of each annual meeting, showing the trustees, officers and other executive members and their addresses and an audited financial statement, including the auditor's report. Any change of mailing address has to be reported within a week. A union must also report the name of any organization with which it is associated or affiliated as a result of the granting of a

charter or an agreement, or any organization of which it is a member or in which it is represented.

The information filed with the Registrar is to be divulged only to the Minister or his Deputy, unless regulations are issued permitting him to do otherwise. He is, however, at the beginning of each calendar year to publish in the Newfoundland Gazette and at least one newspaper a report listing the unions to whom certificates have been issued, whose certificates have been cancelled or suspended, which he has refused to register, whose names have been changed, which have amalgamated, and those resulting from amalgamation.

If the Registrar believes that a union is not complying with its rules or with the Act he may carry out such investigation as he deems fit, and for the purposes of such investigation he has the powers of a commissioner under the Public Enquiries Act. If a union has violated its rules or the Act, he may suspend or cancel its certificate. The suspension or cancellation is effective three months from the date of notice to the union.

A union may appeal to the Supreme Court of the province the refusal of the Registrar to register it, refusal to register any rule, or his suspension or cancellation of a certificate.

It seems to be a matter of interpretation whether the Act deals in any general way with the legal status of registered unions. It makes it clear that such a union may hold real and personal property, that such property shall vest in the trustees, and that all actions, suits, prosecutions and complaints, taken by or against a union in respect to such property, shall be taken in the name of the trustees, and that they may sue and be sued, plead and implead. The Act states further that "all other actions by and against a union registered under this Act shall be taken in the name of the union."

It is clear that the Act does not deal in any way with the related question of responsibility of a union for the acts of its members, nor does it change the law in respect to legal or illegal activities of unions in carrying out their main objects. Amendments to the Labour Relations Act, described below, have some bearing on these matters.

Liability of Trade Unions in Civil Actions

Until the 1959 amendment, the Newfoundland Labour Relations Act provided that a prosecution for an offence under the Act could be brought against a trade union in its own name, but it did not other-

wise deal with legal status. This section still stands.

A 1959 amendment (52A) provided that an action could be taken against a trade union in its own name for any tortious act alleged to have been committed on behalf of the union, and that for the purposes of the action a trade union was deemed to be a person, and was responsible for any act of an officer, member, agent or representative. This section was repealed in 1960, and another provision (25A) enacted; it reads as follows:

25A. Where an employee is on a strike which is not contrary to this Act no action lies against that employee or against a bargaining agent acting on behalf of that employee in respect of damages in contract for which the employer has become liable to another person as a result of the strike but nothing contained in this section shall be deemed to exempt an employee or bargaining agent from any liability for a tortious act.

The implications seem to be that in case of an illegal strike an employee or a bargaining agent would be liable for damages incurred by the employer towards a third person as the result of the strike; and that, whether or not a strike is legal, an employee and a bargaining agent are liable in damages for a tortious act. There seems to be an assumption that procedural difficulties in bringing an action against a trade union in its own name have been removed.

Actions by Unincorporated Unions in Quebec

In Quebec, an amendment to the Code of Civil Procedure incorporates in the Civil Code a provision that has been in effect in the province since 1938, making it possible to bring a legal action against a voluntary association (including an unincorporated trade union) as such and in its own name. Also, these provisions made such an association financially liable with all its resources, whether movable or immovable. This remedy was similar to the representative action used against collective membership of a voluntary association in the common law provinces. However, where the remedy of representative action could be used in proceedings *by or against* voluntary associations, the remedy provided in Quebec was limited to proceedings against a voluntary association.

Now a new provision has been added stating that a voluntary association of employees which is an association of employees within the meaning of the Labour Relations Act may plead in courts in its own name for the purposes of any recourse provided by the laws of the province, by depositing in the court with the writ of summons or other

proceedings introductive of suit, a certificate issued by the provincial Labour Relations Board establishing that such a group constitutes a *bona fide* association within the meaning of the Labour Relations Act.

Restraint of Certain Acts in Illegal Strike

ONTARIO

A new provision was added to the Ontario Act which states: "No person shall do any act if he knows or ought to know that, as a probable consequence of the act, another person or persons will engage in an unlawful strike or an unlawful lockout." The provision does not apply to any act done in connection with a lawful strike or lawful lockout.

One effect of the new section would seem to be that where a strike is illegal, picketing of any kind would be illegal if its probable consequence would be to cause employees, both those directly involved in the dispute and any others who were not in a position under the Act to engage in a legal strike, to go on strike contrary to the Act out of respect for the picket line.

Under the Act, a person doing any act which fell within the provision could be prosecuted, if consent were given.

ALBERTA

The amendments passed in Alberta also contained a new provision dealing with certain activities in connection with an illegal strike. It states that where a strike is illegal no trade union or member of the trade union or other person shall "dissuade or endeavour to dissuade anyone" from entering an employer's place of business, operations or employment; dealing in or handling the products of any person, or doing business with any person. The activity which is made illegal by this section is described in the same terms as are used in the British Columbia Trade-unions Act of 1959.

However, the direct consequences of the Alberta provision are to make a trade union or individual engaging in activities prohibited by the section liable to prosecution and summary conviction, with the imposition of a fine, for a breach of the Act, whereas the direct consequences of the British Columbia provision are that the union is made liable for damages.

Injunctions in Labour Disputes

In both Ontario and Alberta, amendments to the respective Judicature Acts brought

changes concerning the issuing of injunctions to restrain action in respect to strikes and lockouts.

ONTARIO

Before being amended, the Ontario Act provided that an *ex parte* interim injunction restraining any person from doing any act in connection with a labour dispute was to be granted for a period not longer than four days. Now any interim injunction is to be granted for four days only and normally following two days' notice to the persons affected. Only where the court is satisfied that a breach of peace, injury to a person or damage to property has occurred or is likely to occur may the notice be dispensed with and the injunction granted *ex parte*.

The two days' notice of the application for an injunction, where the employees to be affected are union members, is deemed to have been given if served upon an officer or agent of the trade union concerned; where the employees to be affected are not union members, such notice should be posted up in a conspicuous place on the employer's business premises; if some of the employees are and some are not union members, the notice should be served upon an officer or agent of the union as well as being posted in a conspicuous place on the employer's business premises.

ALBERTA

The amendment to the Alberta Judicature Act which applies where a strike or lockout exists in a labour dispute to which the Alberta Labour Act applies bans *ex parte* injunctions altogether when applied for before trial and aiming at restraining any person from doing any act in connection with the strike or lockout.

The period of notice of hearing is shorter than in Ontario, being described as sufficient time before the hearing to enable the person served to attend and in no case less than three hours. Along with the notice of motion, there must be served a copy of every affidavit intended to be used in support of the application. It is further provided that such affidavits are to be confined to facts which the deponent is able of his own knowledge to prove. When the injunction is to be directed against members of a trade union, the notice of motion may be served upon any officer of the trade union or any union member or any person engaged in the activity to be restrained.

ONTARIO

In Ontario, in accordance with a recommendation of the Select Committee, a provision was included in the Act to the effect that every trade union, upon the request of a member, is required to furnish him, without charge, with a copy of the audited financial statement of its affairs to the end of the last fiscal year, certified by the responsible officer to be a true copy. A member who has failed to obtain a copy may make a complaint to the Board, and the Board may direct the union to file a copy with the Registrar of the Board and furnish a copy for such members as the Board directs.

ALBERTA

A provision was also added to the Alberta Act requiring a bargaining agent to make available to each of its members a copy of its annual financial statement not later than two months after the end of the union's fiscal year. This follows the provision, which has been incorporated in Alberta legislation since 1938, requiring a trade union to file with the Minister, on his request, a copy of its financial statement. The information filed with the Minister is not available except to the Minister and his officers, and any statistical summaries published must be such that the particulars in respect to any trade union cannot be identified.

Another recommendation of the Ontario Select Committee, that trusteeship over local unions should not be continued for lengthy periods and that reports on trusteeships should be filed with the Labour Relations Board, was incorporated in a new section that states that a provincial, national or international union that establishes a trusteeship over a subordinate body in the province is to report its action to the Board, along with a statement setting out the terms under which supervision or control is to be exercised, and such additional information as the Minister from time to time requires. The trusteeship is not to remain in effect for longer than 12 months without the consent of the Board. Trusteeships in effect on the coming into force of the Act are to be reported within 60 days of that date.

Strike Votes

A new provision was added to the Ontario Act with respect to strike votes. It provides that a strike vote taken by a trade union shall be by secret ballot.

The Nova Scotia Trade Union Act has contained such a provision since it was enacted in 1947. In 1954 a similar provision was enacted in the British Columbia Labour Relations Act. The legislation in other jurisdictions does not deal with the manner of voting.

Legal Decision Affecting Labour

Quebec Court of Queen's Bench rules suspension of union member for disregarding boycott that union not empowered to order is illegal, and orders reinstatement

On May 25, 1960, the Court of Queen's Bench (Appeal Side), in a unanimous decision confirming the judgment of the Superior Court, ruled that, where the union constitution does not empower the union either expressly or by implication to order and enforce a boycott against third parties, the suspension of a union member for disregarding such a boycott is illegal. Also, the Court ruled that where the union, in suspending a member and imposing a fine, acted without or outside its jurisdiction, the union member is not bound by the appeal procedure set out in the union constitution and may, by way of *mandamus* proceedings,

bring at once to the courts the matter of his reinstatement into membership of the union.

On July 17, 1957, the Seafarers' International Union of North America, Canadian District, passed a resolution to the effect "that the York Hotel, having refused to rent rooms to SIU members, that the membership go on record to declare this hotel unfair and to place on charge any SIU members dealing with this hotel."

After this resolution was passed, Stern, a union member in good standing, was sitting one evening in the beverage room of the York Hotel with several fellow members

of the union. He was approached by one Baxter (a member in and "despatcher" for the union), who told him that he was violating the order of the union in being in the York Hotel. A few days later Stern was required to surrender his membership certificate and was informed that he was under charge and that his case would be heard by the Trial Committee on August 19, 1957.

The union brought two charges against Stern. The first charge accused him of having entered the York Hotel in contravention of a boycott order affecting that establishment, thus violating Article 2, Section 7, of the Constitution of the Seafarers' International Union. This section reads:

To preserve unity and to promote the common welfare of the membership, all members of this union shall uphold and defend this constitution and all policies, rulings, orders and decisions duly made.

The second charge arose because Stern refused to obey the notice ordering him to surrender his union membership certificate; this action was in contravention of Article 14, Section 7, of the union constitution:

Any officer of the union shall have power to demand the certificate of membership from any member against whom charges are pending, such certificate to be retained by the union until final disposition of the case.

The trial committee in its decision suspended Stern from all privileges as a member of the union for a period of one year and ordered him to pay a fine of \$200.

Following this decision Stern applied for an order of *mandamus* nullifying the penalties imposed on him and requiring his reinstatement.

The trial judge noted that nowhere in the constitution is there any power specially granted to the union to order and enforce a boycott. It might be argued that there is an implied authority to resort to boycott under certain circumstances against an employer or union members, but there is

nothing to empower or justify the union in ordering and enforcing a boycott against third parties, nor can such a cause of action be justified on the ground that such power is implied because it is needed in, or properly incidental to, the exercise of powers directly granted.

If the resolution purporting to create the alleged offence was illegal and beyond the power conferred upon the union, there was in law no such offence as the one with which Stern was charged, and the trial committee of the union who tried and convicted him acted illegally and without jurisdiction. The trial judge ordered reinstatement and awarded damages of \$1,000 against the union. The union appealed.

Mr. Justice Bissonnette in his reasons for judgment agreed with the reasons set out by the trial judge and was of the opinion that the union had no jurisdiction whatever to bring this charge against Stern. Also, in his opinion, the second charge, which arose from Stern's refusal to hand in his membership certificate, was equally unfounded, as Article 14, Section 7 of the union constitution does not provide for any penalty for such an alleged breach of a regulation.

Finally, Mr. Justice Bissonnette dealt with the union's opposition to the petition for *mandamus* on the ground that Stern, before going to the Court, should have first of all had recourse to an appeal as provided by the union constitution. In rejecting this contention, Mr. Justice Bissonnette stated that the legal doctrine is that one who is injured by a ruling made by a corporation acting without jurisdiction or exceeding its jurisdiction may have recourse at once to a court of law.

The Court dismissed the union's appeal and upheld the judgment of the Superior Court reinstating Stern into union's membership and granting him damages against the union. *Seafarers' International Union of North America, Canadian District, v. Stern* (1960), R.J.B.R. No. 7, p. 901.

N.S. Appoints Judge to Enquire into Labour Legislation

Judge A. H. McKinnon of Antigonish, N.S., is making a study of labour legislation in Nova Scotia and elsewhere. Appointment of a "fact-finding body" was recommended by the Nova Scotia Legislature's law amendments Committee after it had rejected at the last session a private bill sponsored by the Nova Scotia Federation of Labour, to amend the Trade Union Act.

Nova Scotia Premier Stanfield said when making the announcement that Judge McKinnon's terms of reference were to "enquire into existing labour legislation in various jurisdictions in Canada and elsewhere; ascertain the opinions of experts in the field of labour legislation as to the degree to which the said legislation protects the interest of the employer, the employee, unions and the public; assess the extent to which the said legislation promotes industrial peace and to report on these matters to the next session of the Legislature."

Recent Regulations under Provincial Legislation

British Columbia raises minimum wage of patrolmen and employees in pipeline construction industry. Newfoundland issues new regulations for logging camps

In British Columbia, a revised order for patrolmen raised the minimum wage from 42 cents to \$1 an hour, introduced an overtime rate and increased the weekly rest from 24 to 32 hours. Another new minimum wage order with a somewhat wider coverage than formerly set a minimum wage of \$1.30 for employees in the pipeline construction, oil-well drilling and service industries.

In Newfoundland, new regulations for logging camps laid down minimum standards with respect to construction, equipment and maintenance of logging camps.

A new code governing gas piping and appliances was adopted in British Columbia, and changes were made in the regulations governing distribution systems. The first regulations have been issued under the new Energy Act in Ontario.

Other recent regulations deal with certification of refrigerator mechanics in Alberta, and a conditional exemption from the Saskatchewan Hours of Work Act.

Alberta Tradesmen's Qualification Act

A new regulation under the Alberta Tradesmen's Qualification Act (Alta. Reg. 224/60) broadened the definition of refrigerator mechanic to include any person engaged in the installation, service, maintenance, repair and alteration of refrigeration systems, including "brine circuits" but not "chilled water circuits".

As a result of this change, all persons engaged in the trade except registered apprentices will now be required to hold a certificate of proficiency.

The new regulation specifically states, however, that the term "refrigerator machanic" does not cover a person holding a certificate under the Boilers and Pressure Vessel Act who makes repairs or minor alterations to the refrigerating system in a plant where he is the engineer in charge.

Previously, the regulations covered only persons engaged in the repair, fitting and construction of refrigerators having a capacity of less than three tons and with wholly automatic controls.

British Columbia Hours of Work Act; British Columbia Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently issued a new minimum wage order for the pipeline construction,

oil-well drilling and service industries which provides for a minimum wage of \$1.30 an hour. The new order replaces a 1956 order that covered only the pipeline construction industry and provided for a minimum wage of \$1 an hour.

The Board also revised its wartime order for patrolmen, increasing the minimum wage from 42 cents to \$1 an hour.

The new orders were gazetted August 25 to go into force October 3. Another regulation gazetted the same day (B.C. Reg. 176/60) exempted employees in the pipeline construction and oil-well drilling and service industries from the operation of the Hours of Work Act. A previous regulation had exempted only employees in the pipeline construction industry.

Order No. 28 (1960)—Pipeline Construction, Oil-well Drilling and Service Industries

As previously indicated, Order No. 28 (1960) has a broader coverage than the order it replaces, applying to the oil-well drilling and service industries as well as to pipeline construction. This means it covers all operations in or incidental to the construction or maintenance of any pipeline used for transmitting or transporting gas, oil or petroleum, including preparatory and foundation work, as well as the drilling, completion, recompletion, remedial treatment of an oil or gas well and all supplementary operations or services provided therewith.

It does not, however, cover the installation of mains and service-lines in, or from industrial plants or other buildings. The order also exempts persons in these industries whose duties are entirely of a supervisory or managerial character.

The \$1.30-an-hour rate established by the order applies to all employees in these industries except apprentices and part-time or handicapped workers employed under a special authorization from the Board, who must be paid at the rate specified in the permit.

While no limits are placed on hours, time and one-half the regular rate is again payable for all hours worked in excess of eight in the day or 40 in the week where hours do not exceed eight in any one day.

The daily guarantee provision is also unchanged, requiring an employee to be

paid at his regular rate for the entire period spent at his workplace in response to a call from the employer, with a minimum of two hours pay if he reports for work and of four hours if he begins work, subject to the usual qualifications.

Order No. 32 (1960)—Patrolmen

Like the wartime order which it replaces, Order No. 32 (1960) covers any person who, by contract or agreement, undertakes to watch or patrol the premises of more than one person for the purpose of guarding or protecting persons or property against robbery, theft or other hazards.

As well as increasing the minimum wage of patrolmen from 42 cents to \$1 an hour, the new order introduced an overtime provision that requires such employees to be paid time and one-half their regular rate for all hours worked in excess of eight in the day or in excess of eight in the shift in cases where shifts extend past midnight. This premium rate is also payable for time worked beyond 44 in the week where hours worked do not exceed eight in any day or in any shift. In cases where hours are extended in accordance with the exceptions provided for in the Hours of Work Act, however, the overtime rate is not payable until the patrolman has worked the agreed number of hours.

Another new feature is a daily guarantee provision similar to that in Order No. 28 described above.

Under the new order, the weekly rest of patrolmen has been increased from 24 hours to 32 hours, with provision for the Board to approve a different arrangement upon receipt of a joint application from the employer and the employees.

The provision prohibiting employers from making deductions for uniforms or other articles does not appear in the new order. However, a general order regarding cost and upkeep of uniforms, No. 3 (1946), provides that when an employee is required to wear a uniform or special article of wearing apparel it must be furnished and maintained by the employer without cost to the employee.

Following its practice in recent years, the Board has incorporated into the new order a number of general provisions which did not appear in the earlier order for patrolmen. These provide for semi-monthly payment of wages, require orders and work schedules to be posted, and make it mandatory for employers to keep records of wages and daily hours of employees, together with a register of the names, ages, occupations and residential addresses of all employees.

British Columbia Gas Act

British Columbia has issued Reg. 165/60 under the Gas Act, amending the provisions governing the installation of gas piping, appliances and venting. Cited as the Gas Code, it was gazetted August 11, and replaces Reg. 160/58. Regulations governing installation, protection, and maintenance of gas mains, services and meters (Reg. 164/60) were gazetted at the same time.

Gas Code for Piping and Appliances

Part I of the amended gas code corresponds to the seven parts of its predecessor. It contains general safety regulations relating to gas piping and appliances, and provisions in respect of gas piping installation, appliance installation, venting of appliances, and the procedure to be followed to place an appliance in operation. It also has altered provisions in connection with offences. In addition, there are new requirements for the reporting of gas accidents. Every person engaged in gas distribution or installation of house-piping or appliances must, as soon as he hears about it, report to the Gas Inspection Division of the Department of Public Works any fatality caused by gas. He must also report any fire or explosion caused by gas which results in personal injuries requiring medical treatment.

Part II of the regulation is new, supplementing and amending Part I, and sets forth additional requirements for commercial and industrial installations with pressures in the house piping of one-half p.s.i.g. or greater and single applications with over 400,000 B.t.u./hr. input.

Rules Governing Gas Mains, Services and Meters

In so far as the new regulations pertain to design, fabrication, installation, testing, or inspection of distribution mains and service pipes and the installation of gas meters, they apply to installation or replacements made on or after July 1, 1960.

Except where the regulations provide otherwise, standards adopted to govern these activities are as contained in the 1958 edition of the following code of the American Standards Association, and any amendments approved by the Chief Inspector: "The American Standards Code for Pressure Piping, B31, Section 8, Gas Transmission and Distribution Piping System". The Chief Inspector may give written permission for deviations from these regulations.

Every gas company must file with the Chief Inspector its standards of construction governing the installation of distribution mains, service pipes and meters, and any amendments. Also, they are required to inform the Chief Inspector of the size, location and maximum operating pressure of all proposed extensions to distribution mains.

The regulations provide that work on a gas installation must be done proficiently. A welder working on a gas installation must be certified under the Boiler and Pressure Vessel Act and have his certification in his possession for inspection by an inspector.

Other provisions set out safety requirements with respect to meters and regulators, excavations near distribution mains and service pipes, damaged gas installations and avoidance of damage to them. Also, provision is made for the testing of gas installations and for fees.

Newfoundland Logging Camps Act, 1960

The Newfoundland Logging Camps Act, 1960, was proclaimed August 30, 1960, and regulations issued under it were gazetted on the same date. Part 1 of the regulations relates to health and safety requirements and applies to logging camps occupied by 10 or more loggers. Part II deals with the appointment of scalers.

The new regulations require that all logging camps must be under the continuous supervision of the operator, who is responsible for ensuring that specified provisions are carried out to protect the health and safety of their occupants.

Logging camps must be located on dry ground providing adequate natural drainage and may not pollute any water supply. General construction provisions specify that buildings must be wind and weatherproof and set out requirements in connection with windows, doors and bunkhouses and cookhouses, heating of living and sleeping quarters, floor clearance, air space in bunkhouses and sleeping quarters, construction and finish of the interior of buildings, toilets and fire protection.

The regulations require that an operator may not employ kitchen staff suffering from a communicable or contagious disease, and specify the attire that these persons must wear. He must observe certain requirements in respect of storage of food and water supply.

The operator must ensure that accommodation and facilities provided in bunkhouses, cookhouses and kitchens meet specified standards in respect of comfort, cleanliness, sanitation and ventilation. He is also required to provide adequate facilities for washing and laundering, and changing and drying clothes.

Camps must have sufficient artificial light for the comfort, convenience and safety of occupants, and be supplied with first aid kits and stretchers.

The operator must observe certain requirements in connection with the disposal of sewage and garbage, extermination of vermin, location of stables, and abandonment of camps.

Every operator is required to notify the Minister of the location of camps, the road to them, their opening, closure and re-opening, and the name of the foreman or other person in charge. He must also maintain records required by the Minister and have a copy of the Act available for examination by any logger employed by him.

Ontario Energy Act

Regulations issued under the Energy Act (O. Reg. 236/60) dealing with the distribution and consumption of gas and oil fuels replace some of the regulations in effect under the Ontario Fuel Board Act.

As before, the Canadian Gas Association is designated as an organization to test gas appliances to specifications approved by the Minister, and the C.S.A. Installation Code B.149-1959 for gas burning appliances and equipment is again adopted with some modifications. For liquefied petroleum gas piping and appliance installation, the N.F.P.A. standards remain in effect. The C.S.A. Installation Code for Oil Burning Equipment (B.139-1957) has been adopted by the new regulations.

Reports of certain accidents caused by gas or oil have to be made to the inspector by the producer, transmitter, distributor or storage company immediately upon becoming known, and a written report must be sent to the Minister of Energy Resources. The accidents to be reported are those resulting in a fatality, a fire or explosion resulting in property damage estimated at \$250, or resulting in personal injury requiring medical treatment. A previous provision requiring the reporting of accidents to the Ontario Fuel Board did not cover accidents caused by oil.

Saskatchewan Hours of Work Act

Certain employees of swimming pools operated by the City of Moose Jaw were granted a conditional exemption from the 44-hour standard set by the Saskatchewan Hours of Work Act by O.C. 1467/60 gazetted September 16.

The new order, which went into force on August 1, permits swimming pool supervisors, life guards, checkers and cashiers employed in municipal swimming pools in

(Continued on page 1187)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit at end of August slightly lower than at end of July but 33 per cent higher than 1959 figure. Number of claims during month higher than figures for both previous month and August 1959, statistics* show

Claimants† for unemployment insurance benefit on August 31 numbered 280,200, which was 5 per cent less than the 294,000 reported on July 29 but 33 per cent more than the figure of 210,000 on August 31, 1959.

There were 40 per cent more male claimants on August 31 than on the same date last year, and 22 per cent more female claimants.

Initial and renewal claims for benefit received during August numbered 149,600, which was 7 per cent more than the figure of 140,400 in July and 46 per cent more than the August 1959 total of 102,400.

Renewal claims increased 69 per cent from the year-earlier total; initial claims, 31 per cent. The proportion of the claims received during August that were initial claims was 54 per cent; this was considerably less than in August 1959, when 61 per cent of the claims received were initial.

The average weekly estimate of beneficiaries was 210,900 for August, 225,900 for July and 154,700 for August 1959.

Benefit payments totalled \$21,400,000 in August, \$19,700,000 in July, and \$13,100,000 in August 1959.

The average weekly benefit payment was \$22.01 in August, \$21.81 in July and \$20.19 in August 1959. Higher benefit rates went into effect in September 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August showed that insurance books or contribution cards had been issued to 4,617,680 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

At August 31 employers registered numbered 330,851, an increase of 1,440 since July 31.

Enforcement Statistics

During August 5,223 investigations were conducted by enforcement officers across Canada. Of these, 2,230 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 113 were miscellaneous investigations. The remaining 2,880 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 198 cases, 76 against employers and 122 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 2,452.*

Unemployment Insurance Fund

Revenue received in August totalled \$28,320,628.14 compared with \$29,878,737.04 in July and \$20,426,861.74 in August 1959. Benefits paid in August totalled \$21,356,560.34 compared with \$19,702,606.90 in July and \$13,123,155.75 in August last year.

The balance in the Fund on August 31 was \$313,327,657.04; on July 31 it was \$306,363,607.24 and on August 31, 1959, it was \$448,660,846.96.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1767, August 11, 1960

(Translation)

Summary of the Main Facts: The claimant, a married man, 29 years of age, filed a renewal application for benefit on December 9, 1959, and registered for employment as a truck driver. At that time he stated that he had last worked as a labourer for an agricultural implement manufacturer at T..... from September 6 to December 4, 1959, when he lost his employment for the following reason:

Dismissed for not reporting to work last Friday, because I had personal business to attend to. I had notified the foreman that I could not report for work, and it was the first time that this had happened.

The employer stated that he had dismissed the claimant for "repeated absences without permission."

The insurance officer disqualified the claimant from receipt of benefit from December 6, 1959, to January 16, 1960, under section 60 (1) of the Act, being of the opinion that the claimant had lost his employment by reason of his own misconduct.

On December 28, the local office received a letter from the claimant which reads, in part, as follows:

...I missed one day for personal business and I was unable to return in time for my work, but the foreman was notified by my wife. Some time ago I missed two days because of illness. In that case too, the foreman was notified...

The claimant also submitted the following document:

To whom it may concern:

I, Mr. de la, hereby certify that (the claimant) came to Montreal on December 4 to pay interest and to renew (the) note made out to me.

On January 5, 1960, the employer forwarded the following additional information to the local office:

...You will find below a record of the claimant's absences without permission:

October 19, 1959; October 20, 1959; October 26, 1959; October 30, 1959; November 6, 1959.

On January 12, 1960, the claimant appealed to a board of referees on the following grounds:

...It is true that I was absent on the 19th, 20th and 26th of October, because I was ill, and as I travelled with my foreman he was notified of this when he came to call for me to go to work. As for October 30th and November 6th, the plant was operating on short time, four days a week, and no one was working.

On December 4, having personal matters to attend to in Montreal, as confirmed by Mr. de la, I went to his place and expected to be back in time to go to work at the usual hour, 2 p.m., but owing to circumstances beyond my control I was unable to get back in time. When the foreman came to call for me, my wife notified him that I was not back.

As you will be able to verify, each time I stayed away from work I had a valid reason, and my employer was notified of it through the foreman...

On January 14, 1960, the employer furnished the local office with the following information:

...On October 30 and November 6, 1959, the plant was indeed closed down on those two dates; after checking... *there is no indication in the (claimant's) record of notification of his absences on the 19th, 20th and 26th of October, 1959 and on December 4, 1959.* His foreman... with whom he travelled, says that he was informed by (the claimant's wife) when he stopped to pick him up that her husband was not going to work and he said that he had notified the office to that effect each time...

On February 2, 1960, the board of referees heard the appeal in the presence of the claimant. The decision of the board reads, in part, as follows:

...When he made his first statement the claimant declared that he had been absent on December 4, 1959; afterwards he admitted that he had been absent from his work on October 19, 20 and 26 in addition to December 4. It is true that the claimant travelled regularly with his foreman and that in each absence the claimant's wife informed the foreman that her husband was not going to work. Although each time the foreman notified the office accordingly, it is not proven that the claimant gave the reason for his absences. When a claimant is obliged to stay away from work, he should take every precaution to keep his job. In other words, he should, if possible, notify his employer without delay and give the reason for his absence.

In the circumstances, the claimant did not give the reasons, and basing their opinion on decisions of the Umpire, the board of referees by a majority decided to confirm the decision of the insurance officer, on the ground that the claimant had been absent too often without good reasons. The board, by a majority, dismissed the appeal.

The dissenting member expressed the following opinion:

...Under the terms of the Act, in cases of illness it is impossible for a claimant to notify the employer that he is going to be ill. Moreover, the section of the Act which says "repeated absences" should be considered in the light of the duration of employment. In my opinion, the days of absence declared by the employer and the reasons given by the claimant for his absence do not justify in any way dismissal from employment.

On April 7, 1960, the claimant appealed to the Umpire from the decision of the board of referees. His appeal reads, in part, as follows:

...each time (the 19th, 20th and 26th of October) and the 4th of December, 1959) that I did not go to work, my wife informed my foreman accordingly. It is noted in the remarks of the insurance officer that I should have notified my employer. Does that mean that I should have notified the president of the Company?

...The Company stresses the fact that I did not go to work on the 19th, 20th and 26th of October and the 6th of November. (I must say, however, that on the 30th of October and the 6th of November the plant was not in operation). As for the other days, I must say that my wife always notified the foreman that I could not go to work owing to illness; one single day I did not go to work because of extremely urgent business in Montreal; my wife also informed my foreman that day. (My letter of January 12 explains the situation).

...The Company does not deny the fact that the plant was shut down on October 30 and November 6...However, it is noted... that no indication appears in the (claimant's) record of notification of his absence on the other days. I mentioned it in the fourth paragraph of this letter and I repeat that I gave the necessary notification to my foreman and not to the president of the Company...

On May 26, 1960, the claimant sent to the local office a solemn declaration which reads, in part, as follows:

...If I absented myself from my work... on the 19th and 20th of October, it was entirely due to the fact that I had the 'flu and my absence on the 26th of October was due to a severe backache. As for October 30 and November 6, as already mentioned, the factory was closed.

With regard to my absence of December 4, as I have already mentioned, I had to go to Montreal on personal business...

Considerations and Conclusions: The evidence presented by the employer does not establish that he reprimanded the claimant on the occasion of his absences during October. It must therefore be assumed that the said employer had at that time deemed sufficient the notification given through the foreman and considered valid the reasons then furnished by the claimant for his absences.

As for the evidence of the claimant's absence which brought about his dismissal, that of December 4, 1959, he has not furnished any explanation concerning the nature of the "uncontrollable circumstances" which, according to him, detained him in Montreal longer than he had expected. It is therefore impossible for me to assess the precise value of those circumstances as a reason for his delay, and I am not surprised that his employer decided to dismiss him for not furnishing him with a further explanation.

The claimant's wife did, at the very last moment, inform the foreman of the absence, but this mere information did not constitute sufficient notice under the circumstances, because the employer was entitled to know not only that he had not returned, but why, with all necessary corroborating details, he was absent and had not been able to return in time to resume his work. Now there is nothing in the evidence from which I can conclude that the claimant furnished these details to his employer immediately or as soon as possible after his return from Montreal.

For all these reasons, I consider that the claimant lost his employment by reason of his own misconduct within the meaning of section 60 (1) of the Act, and I accordingly decide to dismiss his appeal.

Decision CUB-1768, August 11, 1960

Summary of the Main Facts: The claimant, single, 32 years of age, filed an initial application for benefit on November 20, 1959, and was registered for employment as a stationary engineer, 4th class. He had worked as a truck driver from September 15, 1958 to February 24, 1959, when he became separated from his employment for the following reason:

I was arrested on an outstanding warrant and as a result was sentenced to one year at the Haney Correctional Institute. My date of release is due on 9 Dec. 1959. I am now serving the pre-release period 72 days and I am available for work at any time. The regulations at the Institute are that if I am offered a job during this pre-release period I would be released within 24 hours for the purpose of taking the job. The only restriction being that I must report to the Institute daily and sleep at the camp.

On November 20, 1959, the Warden of the Haney Correctional Institution, Haney, B.C., wrote to the local office as follows:

We wish to advise you that the above named was convicted and sentenced on March 9, 1959.

He has been a trainee of the Haney Correctional Institution from March 16, 1959, to date. His expected date of release is December 9 1959.

On December 3, 1959, the insurance officer wrote to the Regional Claims Office and stated:

This claimant has been serving a sentence at the Haney Correctional Institute and is due to be released on December 9 1959. At this institution there is a rather new departure in penal restrictions in that they have what is termed a pre-release camp. Sometime prior to the termination of an inmate's sentence he is moved to this pre-release camp which is not behind fences and walls etc. and is used on work gangs around the area. Also from this camp we are told an inmate may be given permission to go out in search of work or having obtained work he may go to work daily and return to the pre-release camp each night

until his sentence has expired. We are satisfied that the claimant is available for employment as required under the Unemployment Insurance Act but since he is still residing in or an inmate of an institution supported by public funds is he entitled to unemployment insurance benefit?

Our feeling is that he is not an inmate within the usually accepted sense of that term, as he is allowed considerably more freedom than "inmates" and is only retained in the pre-release camp to avoid the possibility of injecting him back into society without a job and with not much alternative but to revert to his old ways.

P.S. These men may, in some cases, be in pre-release camp, as long as 70 days depending on volume of releases may average around 45 days.

On the facts before him, the insurance officer was of the opinion that although the claimant had been given the privilege of seeking and accepting employment, he was, until December 9, 1959 at least, in custody in a penal institution and, therefore, must be considered an inmate of a prison supported wholly or mainly out of public funds. Accordingly, he disqualified the claimant from receipt of benefit as of November 15, 1959, and for so long as he was an inmate of the Haney Correctional Institution (section 64 of the Act).

The claimant appealed to a board of referees on December 11, 1959, and stated, *inter alia*: "... Men in this Camp are allowed to go out to work and when working are required to pay unemployment insurance and should be entitled to receive benefit while unemployed ..."

The claimant's appeal was written in the local office following his release from the institution. In view of his release, the insurance officer terminated the disqualification on December 8, 1959. The insurance officer in referring the appeal and the file to the board of referees requested the latter to consider only the period November 15, 1959, to December 8, 1959.

The claimant, who was not present at the hearing of his case by the board of referees in New Westminster on January 5, 1960, was represented by the Warden of the Haney Correctional Institution.

The board's decision reads, in part:

... The essential facts are outlined in the submission and in support of the claimant (the Warden) suggested that while Section 64 of the Act was explicit in its intent there seemed to be room for discussion as to what constituted an inmate within the meaning of that Section ...

The particular section of ... regulation (170) which it is suggested might be made applicable in support of the claimant's case is that portion which says:

"A claimant—shall not be disqualified from receipt of benefit by reason only of being an inmate if the institution requires an inmate to pay all or part of his subsistence."

In this case it is stated that the claimant upon securing employment pays a certain amount for his room and board until the expiration of his sentence. We use the expression "expiration of his sentence" because in our opinion this is the determining factor. This person could not be released to society until that term had expired unless by some special disposition of a parole board which has not happened in this case.

In our judgment, therefore, the claimant must be considered to be an inmate within the meaning of Section 64 of the Act and as such it is our considered opinion that he could not be considered entitled to the protection of the Unemployment Insurance Act while he continues to be an inmate.

We note in connection with this whole matter that there are no Umpire decisions which can be cited either one way or another and because of the principle involved, while we must disallow the appeal, will grant permission for an appeal to the Umpire without further request.

With the permission granted by the board of referees, the claimant appealed to the Umpire. On behalf of the claimant, the Warden of the institution, in a somewhat lengthy submission, outlined, as grounds for appeal, the program that operates within the particular camp, which had none of the traditional security measures one normally finds in prisons. He pointed out that the men are permitted to go into the community for the purposes of job interviews, to place advertisements in newspapers and to write to prospective employers, and that if a man obtained employment, it was possible, with the assistance of one of the two parole boards mentioned, for him to work in the community without supervision and return to the camp each evening. He also stated:

... We do not feel that the authors of Section 64 of the Act had in mind a Correctional Institution when writing that particular section. We suggest that they had in mind a more traditional, maximum security-type prison whose primary objective was confinement and punishment rather than rehabilitation. In other words, it is submitted that this Institution is more closely related to a mental hospital than to a penitentiary ...

The claimant also requested an oral hearing of his case before the Umpire, which was held in Ottawa on July 5, 1960. The claimant was represented by R. W. McKimm, of the firm of Mirsky, Soloway, Assaly and Houston, Barristers, Solicitors, etc., Ottawa, and the Unemployment Insurance Commission by F. G. Power, a solicitor of its Legal Branch.

On August 2, 1960, Mr. McKimm submitted for the Umpire's attention and consideration a letter dated July 25, 1960, which the Warden of the Haney Correctional Institution addressed to the Unemployment Insurance Commission, Ottawa, setting out the position of the said Institu-

tion with regard to the regulations and requirements for payment of subsistence charges by men who are in the Pre-Release Camp. That letter reads in part:

...The standard charge for board at our Pre-release Camp for men who are employed in the community is \$50.00 per month. All the men who have worked in the community, while residing at this Camp have paid this charge...

We have never fully decided what we might charge a man who receives unemployment insurance benefits of, say, \$20.00 or \$30.00 per week because it has always been, up until this time, a very academic question. Certainly we could be prepared to define our policy in this regard in any way which was considered to be mutually satisfactory to both ourselves and the Unemployment Insurance Commission.

My own personal opinion is that the unemployment insurance benefit as a source of board money would have to be evaluated in terms of the needs of the man's family. In that way it could serve to take a man's family off social assistance and reinstate the husband or father as a breadwinner. Moreover, the money received by him would be insurance benefit and not a straight grant or dole, which we would all agree can be demoralizing.

(The claimant), of course, was unable to find employment in the community and therefore could not pay cash by way of board. However, he maintained himself in terms of tobacco and other personal needs and he worked in our boiler house and in that way contributed to the overall welfare of the Institution.

It should be remembered that during the period a man works in the Pre-Release Camp he must make unemployment insurance contributions. Another item of interest is that, in relation to subsistence, each man is required to provide for his own tobacco, toothpaste, and other similar items. This would also have to come out of the unemployment insurance benefit.

Quite apart from the rate of board required and the benefit to the man from unemployment insurance money while he is in camp,

There were 3,000,000 claims made for unemployment benefits in Britain during 1959, it is disclosed in the annual report of the Ministry of Pensions and National Insurance.

During November 1959 there were 241,000 persons receiving unemployment benefit, compared with 334,000 in November 1958. The cost for the year ended March 31, 1959 was more than £49,000,000.

The report reviewed the work of the Ministry in the administration of the War Pensions, Family Allowances, National Insurance, Industrial Injuries Insurance and related schemes.

On the average, under the various plans, the Ministry pays about 12,000,000 benefits and allowances each week. At the end of 1959 the cost was running at £1,200 million a year.

there is yet another consideration. I refer to the possibility that if a trainee receives unemployment insurance while he is in the camp, then it will not be necessary for him to experience a 2-week waiting period following his discharge before he can obtain insurance benefits. This ruling at present applies even though the man may have registered for employment and may have actively sought employment as long as 2 months prior to his discharge date. In fact, the present situation, wherein a man is able to work out of the camp and make contributions to the Unemployment Insurance Fund, causes him an additional handicap if he loses his job prior to discharge; and the man who is unable to find work while he is in the camp must wait a further 2 weeks upon discharge. In either event an additional handicap is placed upon these men at the time of their discharge...

Considerations and Conclusions: The evidence before me shows that if the Haney Correctional Institution is not a prison or a penitentiary, it certainly is "an institution supported wholly or partly out of public funds" within the meaning, intent and purpose of that phrase in section 64 of the Act.

As to the contention that the said institution might be regarded as being one similar to a hospital or to a mental institution within the meaning of Regulation 170, I am unable to agree with it, because it appears to me that the words "other similar institution" as used in that Regulation must be interpreted restrictively and therefore, be considered to include only those institutions which admit people (inmates) for the chief purpose of giving them medical treatment only (physical or mental).

For the above reasons, I decide to confirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

At the end of 1959, the Ministry was paying war pensions to about 750,000, family allowances to 3,500,000 families with more than 9,000,000 children.

Under the National Insurance Schemes, the Ministry was paying nearly 5,500,000 retirement pensions, more than 450,000 widows' benefits and guardians' allowances and 160,000 industrial disablement pensions.

The report noted that mainly due to the influenza epidemic in February and March of 1959, claims for sickness benefit during the year were 8,750,000, nearly 900,000 higher than in the previous year.

The over-all cost of social services being paid on December 31, 1959 amounted to £100 million for war pensions, nearly £130 million for family allowances, and £650 million for retirement pensions.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 211 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 221 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$1,568,197.00
Defence Production	99	1,191,246.00
Post Office	3	59,498.00
RCMP	4	9,943.10

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of \$10,502.06 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 283 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any questions which may arise with regard thereto.)

Department of Agriculture

Normandin Que: Le Chauffage Moderne Ltee, supply & installation of laboratory furniture with plumbing & electrical service fittings in Laboratory & Growth Bldg, Experimental Farm. *Ste Clothilde Que:* Roger Bedard Inc, construction of implement shed, Horticulture Organic Soil Substation. *Ottawa Ont:* Dibblee Construction Ltd, construction of roads & paving, Research Branch, Central Experimental Farm. *Indian Head Sask:* A B Campbell & Sons Ltd, supply & erection of implement & storage shed. Forest Nursery Station. *Fort Vermilion Alta:* St-Laurent Construction Ltd, construction of loose housing barn (1960), Experimental Farm.

Central Mortgage and Housing Corporation

Gander Nfld: Sidney Burry & Son, exterior painting of 116 housing units (CMHC 4/55). *Montreal Que:* Antoine Ponton, interior painting of stairways, Benny Farm. *Deep River Ont:* Florida Landscaping Co, site improvement & planting for 41 housing units & Newton Crescent, (AECL 27/59). *Meaford Ont:* Hartholt & Son, *exterior painting of houses, Project 1/48. *Peterboro Ont:* Ward Decorating, *exterior painting of houses, Project 11/49. *Toronto Ont:* Leslie L Solty & Sons Ltd, site improvement for 245 housing units & park areas (FP 5/54), Lawrence Heights. *Kamsack Sask:* Olsen Construction, *carpentry maintenance repairs, Project 1/49. *North Battleford Sask:* Schwab Bros Construction, *carpentry maintenance repairs, Project 1/48. *Regina Sask:* Silverline Decorators, *replacing concrete walks, Projects 2/6, 7/48 & 8/49. *Saskatoon Sask:* Wiebes Painting & Eavestroughing, *exterior painting of houses, Projects 3-5. *Saskatoon & Sunderland Sask:* J Warkentin, *carpentry maintenance repairs, Projects 3-5 & 6/49 & Projects 1 & 2. *Weyburn Sask:* G Hastings, *exterior painting of houses, Project 2/48. *New Westminster B C:* Neil Meyer, exterior painting of 133 apartment units. *Penticton B C:* Continental Painters, exterior painting of 46 housing units, Project 2/47. *Vancouver B C:* L Hesketh, *painting of boiler rooms in apts; Alby's Roofing, *renewal of gutters. *Vernon B C:* M & M Insulation, repairs to roofs of 59 housing units.

Department of Citizenship and Immigration

St Regis Indian Agency Que: Sauve & Sauve Enrg, construction of bridge over Bittern Creek, St Regis Reserve. *Sarnia Indian Agency Ont:* F J Miller Construction Ltd, construction of house, Sarnia Indian Reserve. *Sault Ste Marie Indian Agency Ont:* Brisson's Construction, repairs & renovations, Shingwauk IRS. *Sioux Lookout Indian Agency Ont:* Jas Ratchford, improvements to heating system, McIntosh IRS. *Clandeboyne Indian Agency*

Man: F W Sawatzky Ltd, construction of storm sewer & areaway slab, Fort Alexander IRS. *Portage la Prairie Indian Agency Man:* Benjamin Bros Ltd, construction of water distribution piping system, Birtle IRS. *Battleford Indian Agency Sask:* E S Michels Lumber Co, construction of staff residence, Moosomin Indian day school. *File Hills Qu'Appelle Indian Agency Sask:* Pantel & Sons Plumbing & Heating, installation of laundry equipment, Qu'Appelle IRS, LeBrett. *Lesser Slave Lake Indian Agency Alta:* High Prairie Plumbing & Heating Ltd, construction of basement classroom including heating revisions, Driftpile Indian Reserve. *Saddle Lake Indian Agency Alta:* Genereux Building Supplies Ltd, addition & alterations to Indian day school, Frog Lake, ACC & construction of residence; Genereux Building Supplies Ltd, construction of prefabricated two classroom Indian day school, Saddle Lake Reserve. *Cowichan Indian Agency B C:* Fisher Metal Products, renovation of kitchen facilities, Kuper Island IRS.

Defence Construction (1951) Limited

Summerside P E I: Evans Contracting Co Ltd, ground development (including landscaping), RCAF Station. *Bedford Basin N S:* Metal Building Ltd, erection of two steel prefabricated bldgs, Bedford Magazine. *Shelburne N S:* Robb Engineering Works Ltd, supply & erection of structural steel & steel joists for Composite Bldg, HMCS *Shelburne*. *Valcartier Que:* Baudet & Fils Inc, extension to underground steam distribution & connections for new bldgs. *Barriefield Ont:* Leslie Stratford Cut Stone & Construction Co Ltd, construction of telephone exchange bldg (C-38) & outside services. *Camp Petawawa Ont:* Val D'Or Construction Co Ltd, construction of northern interceptor sewer. *Meaford Ont:* Clairson Construction Co Ltd, rehabilitation of water supply. *Uplands Ont:* Malach Roofing & Flooring Ltd, replacement of roof deck, built-up roofing & metal flashing on cantilever hangar H-12, RCAF Station; Avro Aircraft Ltd, *supply & installation of electronic controls, Group 2, etc. *Winnipeg Man:* J R Stephenson Ltd, replacement of boiler, HMCS *Chippawa*. *Cold Lake Alta:* Poole Construction Co Ltd, extension to central heating plant, RCAF Station. *Namao Alta:* Wirtanen Electric Co Ltd, construction of power unit bldg & installation of electric generating set. *Comox B C:* Edward E Sawchuk, construction of gravel road, clearing & fencing, RCAF Station. *Esquimalt B C:* Yarrows Ltd, repairs to floating caisson, HMC Dockyard.

Building and Maintenance

Dartmouth N S: F W Jackson & Sons Ltd, exterior painting of Warrior Block Bldg No 100, RCN Air Station, *Shearwater*. *Greenwood N S:* Beaver Asphalt Paving Co Ltd, repairs & slurry seal on runway 13-31, RCAF Station. *Moncton N B:* Modern Construction Ltd, repaving of roads, Garrison Barracks. *Farnham Que:* Morin & Plante Cie Ltee, construction of hoods in four kitchens. *Quebec Que:* Albert Pelletier, repointing of fortification walls & Dalhousie Gate, La Citadelle. *Petawawa Ont:* Federal Plumbing & Heating, Division of Colonial Plumbing & Heating Ltd, conversion of 29 furnaces from coal to oil. *Pictou Ont:* Kingston Painting & Decorating Service, exterior painting of 143 PMQs. *Rockcliffe Ont:* Roger E Boivin, exterior painting of 65 bldgs, RCAF Station. *Fort Churchill Man:* Malach Roofing & Flooring Ltd, reroofing of apartments "E"-1 to "E"-11 inclusive. *Winnipeg Man:* Harris Construction Co Ltd, paving of Regimental Area No 2, RCHA Compound, Fort Osborne Barracks; G M Gest Contractors Ltd, replacement of tower cables, Fort Osborne Barracks. *near Anzac Alta:* Shaw Construction Co Ltd, crushing & stockpiling of gravel. *Lethbridge Alta:* Park & Derochie Decorating Co Ltd, painting of various bldgs & hangars.

Department of Defence Production

Dartmouth N S: Thomas Clark, repairs & alterations to "I" & "L" Bldgs & supply & installation of electrical systems in "E" & "I" Bldgs, RNC Air Station *Shearwater*. *Greenwood N S:* M L Foster, exterior painting of PMQs, Group 2, RCAF Station; Hazelwood Bros, interior painting of PMQs, RCAF Station. *Halifax N S:* Dominion Sound Equipment Ltd, replacement of ceiling in swimming pool room, HMCS *Stadacona*. *Camp Gagetown N B:* Roland Delong, repainting exterior of campsite bldgs, No 8 Works Coy, RCE. *Chatham N B:* North Shore Construction Ltd, construction of concrete pads & paving of roads in new POL Compound, RCAF Station. *Montreal Que:* Planned Renovators Ltd, exterior painting of bldgs, No 25 COD; Richelieu Paving Ltd, resurfacing sections of roads at 6769 Notre Dame St E. *Seven Islands Que:* Saguenay Asphalt Ltd, paving of parkway, RCAF Station, Moisie. *Valcartier Que:* La Cie d'Impermeabilisation de Quebec

Ltee, resurfacing loading platforms & ramps of bldgs 6 & 7. *Barriefield Ont*: Foley Construction Ltd, *construction of offices & facilities in Bldg H-29, RCEME School. *Clinton Ont*: Toten Construction Co Ltd, repairing masonry exterior wall & applying surface treatment, Bldg No 70, RCAF Station. *Kingston Ont*: Irving-Harding Ltd, ventilation & air conditioning modifications in Canadian Forces Hospital, Bldg B-62, Barriefield Camp; Spada Tile Ltd, installation of tile flooring in basement of Block No 1. *London Ont*: Riverside Construction Ltd, application of preservative to asphalt floors in warehouses 4 & 5, No 27 COD, Highbury Ave. *Ottawa Ont*: Taggart Construction Ltd, repairs to storm sewers & flag pole anchorage, HMCS *Gloucester*; A Bruce Benson Ltd, exterior painting & repainting, Wallis House. *Port Arthur Ont*: Clow Darling Plumbing & Heating Co Ltd, conversion of heating system from coal to natural gas, Armoury. *Toronto Ont*: M G Reed & Associates Ltd, removal & replacement of 10 HP sirens, installation of mountings, supply & installation of steel ladders, etc. *Trenton Ont*: Lightfoot Construction Ltd, brush clearing, stumping & grubbing, RCAF Station. *Fort Churchill Man*: Brothan Painting Co Ltd, painting & application of fiber plast on interior washroom ceilings & walls; Nation Wide Food Service Ltd, catering. *Gimli Man*: Fort Rouge Decorating & Sandblasting Co, painting runway markings, RCAF Station. *Moose Jaw Sask*: Mid West Aluminum Awning Co, construction & installation of 250 aluminum storm & screen windows, RCAF Station. *Calgary Alta*: Karl Jipp Landscaping, grading, supply & spreading top soil & grass seeding, RCAF Station, Lincoln Park. *Edmonton Alta*: B & E Painting & Decorating Ltd, exterior painting of bldgs. *Comox B C*: Cochrane Fuel & Trucking, break-up of concrete & removal to disposal area, etc, RCAF Station; Harrison & Longland, installation of concrete sidewalks, RCAF Station. *Victoria B C*: Pacific Sheet Metal Works Ltd, reroofing of three bldgs, Royal Roads; Power Suction Service Co Ltd, cleaning of heating units in PMQs, Belmont Park, Royal Roads, Naden & Esquimalt.

National Harbours Board

Halifax N S: T C Gorman (Nova Scotia) Ltd, refacing of Pier 9; Truscon Steel Co of Canada Ltd, replacement of landside doors, Shed No 20, Ocean Terminals. *Montreal Que*: Intercom of Montreal Inc, supply & installation of automatic telephone system & switchboard for elevators Nos 1 & 2, & connecting galleries; Chas Duranceau Ltd, supply & placing of fill for main roadway embankment, Section 2 of Champlain Bridge; Cambrian Construction Ltd, construction of transit shed at Section 49; R E Stewart Construction Corp, construction of transit shed at Section 33; Miron Construction Ltd, paving of road at Sections 33 & 34. *Quebec Que*: Raymond International Co Ltd, construction of wharf, North side, St Charles River Estuary. *Vancouver B C*: Commonwealth Construction Co Ltd, installation of pelletizing equipment, No 3 Elevator; Old Country Industrial Contractors Ltd, painting of No 3 Jetty Gallery.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: Douglas Bros & Jones Ltd, supply & installation of mechanical & electrical equipment at New London Pump House; Univex Electrical Construction & Engineering Ltd, installation of street lighting & electrical power distribution systems at Stanhope Camp Ground & New London Camp Ground; Williams & Murphy Ltd, construction of residence at Park Headquarters & golf pro shop at Green Gables; M F Schurman Co Ltd, construction of laundry & comfort station at Stanhope Campground, three utility bldgs at New London Campground, & double garage at Cavendish. *Baddeck N S*: Maritime Builders Ltd, replacement of roof sections & painting, Alexander Graham Bell Museum; Dunn Construction Co Ltd, *curb & gutter construction, Alexander Graham Bell Museum. *Cape Breton Highlands National Park N S*: Dynamic Construction Ltd, construction of electrical distribution system at Ingonish Camp Grounds. *Port Royal N S*: David C Landers, *construction of combined workshop, garage & storage bldg at Port Royal National Historic Park. *Fort Beausejour National Historic Park N B*: Sackville Builders Ltd, *construction of combined workshop, garage & storage bldg. *Fundy National Park N B*: Dynamic Construction Ltd, supply & installation of mechanical & electrical equipment at pumphouse, Pointe Wolfe Campground. *Great Whale River Que*: Canadian Marconi Co, *maintenance & operation of services. *Vercheres Que*: L Potvin, *supply & installation of flood-lighting, Madeleine de Vercheres Monument. *Prescott Ont*: Allen Stewart & Basil Broad Construction Co Ltd, *construction of car parking area & other improvements, Fort Wellington. *St Lawrence Islands National Park Ont*: R H Miller, drilling of wells in numerous locations. *Riding Mountain National Park Man*: R E Turner, construction of warehouse bldgs & work compound, near Wasagaming. *Banff National*

Park Alta: E R Copley, *plumbing & heating installations in warden's residence at Healey Creek; A J Shrubsall & Co Ltd,* heating installations for ranch house at Ya-Ha-Tinda Ranch. *Waterton Lakes National Park Alta*: R Osterberg, construction of warehouse. *Mount Revelstoke National Park B C*: Revelstoke Builders' Supply Ltd, construction of superintendent's residence & three residences at staff housing area. *Hay River N W T*: Watson (Tofield) Ltd, supply & construction of water treatment plant. *Rankin Inlet N W T*: Sub-Artic Construction Co Ltd, supply & spreading of fill.

Department of Public Works

Grand Bank Nfld: Babb Construction Ltd, construction of shed. *Little Merasheen Nfld*: Benson Builders Ltd, breakwater repairs. *St John's Nfld*: E Miller, alterations & additions, bldg No 2, Site 15, Southside Road. *Bay Fortune P E I*: Edward MacCallum, repairs to South Wharf. *Tracadie Harbour P E I*: Norman N MacLean, breakwater repairs. *Caribou N S*: R A Douglas Ltd, harbour repairs & improvements. *Cheticamp Beach N S*: Campbell & Grant Construction Co Ltd, reconstruction of Marine Railway. *Little Judique N S*: Albert MacDonald, breakwater repairs. *Saultnierville N S*: L E Wellner Jr, harbour improvements. *Summerville & Kennebecasis Island N B*: Modern Construction Ltd, removal of Ferry piers. *Point du Chene N B*: Rayner Construction Ltd, paving section of ballast wharf. *Saint John N B*: Loftstrom Construction Co Ltd, breakwater repairs; Atlas Construction Co Ltd, construction of stores & administration bldg for Department of Transport. *Baie St Paul Que*: Chas Eugene Tremblay, construction of protection wall. *Beauport Que*: Construction Orleans Inc, construction of protection works. *Chicoutimi North Que*: Georges Riverin & Fils, construction of protection wall. *Havre St Pierre Que*: Oswald Richard, wharf repairs (fendering system). *Montreal Que*: B Phillips Co Ltd, exterior painting. Customs Bldg, 400 Youville St; Canadian Mechanical Handling Systems Ltd, installation of bag conveyor chutes, postal terminal. *Pointe au Pic Que*: Patrick Villeneuve, construction of protection wall. *Ste Anne des Monts Que*: Rene J Therrien & Omer Cloutier, repairs to & reconstruction of protection wall. *St Regis Indian Agency Que*: Able Construction Co Ltd, alterations, repairs & construction of three-classroom addition to St Regis school. *Trois Pistoles Que*: Romeo Drapeau, wharf repairs. *Agincourt Ont*: Andmorr Construction Ltd, improvements to driveways & new retaining wall, Post Office. *Belleville Ont*: Lightfoot Construction Ltd, wharf reconstruction. *Chesterville Ont*: W Vile, construction of Post Office. *Manitoulin Island Indian Agency Ont*: Sheppard & McDermid Construction, construction of three-classroom school & two staff residences in Lakeview. *Ottawa Ont*: Able Construction Co Ltd, installation of air conditioning, ventilation systems & related alterations, Forest Products Laboratory, Montreal Road; R & R Construction, general renovations on first & second floors, Horticulture Bldg, CEF; Ultra Electric Inc, modifications to lighting in corridors & stairwells, RCMP Headquarters, Tremblay Rd; Becker Joule Ltd, installation of new oil burning equipment, NRC, Sussex Drive; Thomas Gregoire, interior redecorating, Dominion Bureau of Statistics, Tunney's Pasture; L Beaudoin Construction Ltd, partitioning alterations, Trade & Commerce Bldg; Hill the Mover (Canada) Ltd, moving of office furniture from certain government bldgs to Garland & Hunter Bldgs; Tippet Richardson (Ottawa) Ltd, moving office furniture, shelving & miscellaneous items from various locations to new Surveys & Mapping Bldg, Booth St, (Phase 1); Hurdman Bros Ltd, moving, disconnecting, reassembling, reconnecting plumbing fixtures, piping, map making equipment, machinery & equipment from various locations to new Surveys & Mapping Bldg, (Phase 2). *Port Arthur-Fort William Ont*: Claydon Co Ltd, harbour improvements, Stage 8 (supply, installation & testing of water main). *Port Rowan Ont*: Con-Bridge Ltd, wharf repairs. *Roches Point Ont*: Stanley Hammond, wharf repairs. *Toronto Ont*: Taylor Bros, alterations to exterior & surrounding areas, 225 Jarvis St; Tippet Richardson Ltd, moving from various locations to MacKenzie Bldg. *Esquimalt B C*: Northern Guniting Co Ltd, repairs to dock wall, new Graving Dock. *Mission B C*: Fraser River Pile Driving Co Ltd, reconstruction of approach. *Nanaimo B C*: E J Hunter & Sons, construction of gear research bldg & sampling room, Pacific Biological Station. *Vancouver B C*: Coronation Construction Co Ltd, alterations to main floor, Winch Bldg. *Westview B C*: Gulf Coast Construction Co Ltd, wharf repairs. *Whaler's Bay B C*: Pacific Piledriving Co Ltd, approach & float renewal.

Contracts Containing the General Fair Wages Clause

Curry's Cove & Wilson's Beach N B: Saint John Dredging Co Ltd, dredging. *Hull Que*: J H Meilleur, electrical repairs, new Printing Bureau; Bilodeau Welding Ltd, repairs to water tanks, new Printing Bureau; J H Meilleur, ventilation repairs, new Printing Bureau.

Cornwall Ont: Delmar A Payette, lighting repairs, UIC Bldg. *Ottawa Ont:* J H Lock & Sons, ventilation repairs, DVA Bldg; R & R Construction, erection of canopy, DVA Bldg; B K Johl Inc, supply & installation of partitions, Sir Charles Tupper Bldg; T P Crawford, erection of canopy, Rideau Hall; Ottawa Mechanical Services Ltd, plumbing repairs, old Science Bldg, Experimental Farm; R A Bingham & Son, general alterations, "C" Bldg, Cartier Square; Band & Cole Ltd, plumbing repairs, Hunter Bldg; Elgin Window Cleaning & Decorators, redecoration, Centre Block, Parliament Bldgs; Vandebelt Metal Works Ltd, alterations to Food & Drug Laboratory, Tunney's Pasture; The B Phillips Co Ltd, exterior repairs to various bldgs, Experimental Farm. *Peterborough Ont:* Burke Decorating, window repairs, federal bldg. *Port Burwell Ont:* Russell Construction Ltd, dredging. *West Hill Ont:* Taylor Bros, alterations to post office. *Woodstock Ont:* M Stanley Riche, redecorating federal bldg.

St. Lawrence Seaway Authority

La Prairie to St Lambert Que: Leo Tremblay Transport Inc, loading & hauling topsoil. *St Lambert Que:* Canadian Vickers Ltd, repairs to fender boom, St Lambert Lock, Eastern District. *Sault Ste Marie Ont:* John McLeod & Sons Ltd, installation of sewage, plumbing & water system, Sault Ste Marie Canal.

Department of Transport

Halifax N S: Community Enterprises Ltd, construction of combined maintenance garage, firehall & airport services bldg & related work; L G Rawding, landscaping of new Air Terminal area, Airport; Trynor Construction Co Ltd, construction of water supply line, access road & associated work, International Airport. *Fredericton N B:* Forbes & Sloat Ltd, strengthening & enlarging of parking apron, construction of new taxiway & strengthening of runway at Airport. *House Harbour, Magdalen Islands Que:* Jean-Marie Cote, erection of security fence for Airport. *Montreal Que:* Arno Electric Reg'd, construction of approach lighting facilities. *Port Harrison Que:* Docherty & Whelpton Construction Co, installation of electrical power supply to bldgs under construction. *Bensfort Ont:* Simcoe Dock & Dredging Ltd, construction of steel sheet piling enclosure around pivot pier, Bensfort Bridge over Trent Canal. *Campbellford Ont:* Central Bridge Co Ltd, strengthening of bridge deck at Highway Bascule Bridge No 14. *Fort William Ont:* Hacquoil Construction Ltd, hard-surfacing of car parking area & rebuilding of roads, Lakehead Airport. *Kingston Ont:* Canadian Shipbuilding & Engineering Ltd, *construction of launch. *Malton Ont:* The Foundation Co of Canada Ltd, construction of Air Terminal bldg—Aeroquay No 1, Toronto International Airport. *North Bay Ont:* B & B Cable Service Ltd, installation of airport lighting facilities. *Ottawa Ont:* H J McFarland Construction Co Ltd, construction airport & car parking area, service roads, sewer, watermains & repairing of runways, Airport. *Scarborough Ont:* Green Lawn Landscape, landscaping, etc, Radiosonde Training Establishment. *Uplands Ont:* Able Construction Co Ltd, supply & installation of refrigeration equipment, air conditioning, electrical & related works, Ottawa Air Terminal Bldg. *Warton Ont:* Cecil A Watson, construction of dwelling. *The Pas Man:* T J Pounder & Co Ltd, surface treatment of runways & taxiways at Airport. *Winnipeg Man:* Drake Construction Co Ltd, construction of power house, Air Terminal Bldg, International Airport. *Saskatoon Sask:* North West Electric Co Ltd, installation of taxiway lighting, Airport. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, strengthening of existing aircraft parking apron, Airport. *Edmonton Alta:* C W Carry Ltd, erection of structural steel & steel decking for Terminal Bldg, International Airport. *Enderby B C:* W & W Construction Ltd, road improvements from NDB to VOR, site clearing & related work. *Prince George B C:* LeeBilt Construction, construction of dwelling & related work. *Quesnel B S:* McKellar Construction Ltd, construction of dwelling & related work, Airport. *Victoria B C:* A C Allan & Co, installation of water supply mains & associated work, International Airport; Dominion Bridge Co Ltd, supply & erection of fencing for remote receiver & transmitter site, Mount Newton, International Airport. *Williams Lake B C:* Abilene Contracting Co Ltd, construction of maintenance garage & related work. *Cambridge Bay N W T:* Yukon Construction Co Ltd, construction of non-directional beacon bldg & related work. *Norman Wells N W T:* McRae & Associates Construction Ltd, construction of four dwellings, two refrigerated storage bldgs & related work.

PRICES AND THE COST OF LIVING

Consumer Price Index, October 1960

Canada's consumer price index (1949=100) rose 0.8 per cent from 128.4 to 129.4 between September and October.*

All five group indexes contributed to the rise, but a further seasonal increase of 2.0 per cent in the food index accounted for most of it. Increases in the other four groups averaged 0.2 per cent.

The October index of 129.4 was 1.1 per cent above the October 1959 reading, 128.0.

The rise in the food index from 123.3 to 125.8 was largely seasonal; it put this October's index 1.3 per cent above the October 1959 food index of 124.2. Price increases were reported for eggs, bananas, citrus fruits, tomatoes and most meats. Price declines were limited generally to apples, lamb, veal and domestically grown vegetables.

The shelter index rose fractionally from 144.2 to 144.3. Both the rent and homeownership components edged up.

The clothing index rose 0.6 per cent, from 110.5 to 111.2, largely reflecting the increase in prices of new season's lines of winter clothing from last season's year-end levels. Women's and girls' winter coats were particularly affected by the change.

The household operation index increased from 123.3 to 123.5, a rise of 0.2 per cent. Furniture prices moved up from previous months' sales levels, and higher prices were reported for coal and some household supplies and services. Appliance prices continued to drift to lower levels; both current and new season's models reflected this movement.

The other commodities and services index increased a fractional 0.1 per cent from 137.6 to 137.8. Doctors' and dentists' fees were higher and premiums for prepaid health care rose in some regions.

Group indexes a year earlier (October 1959) were: food 124.2, shelter 142.4, clothing 110.5, household operation 123.4, and other commodities and services 135.5.

City Consumer Price Indexes, September 1960

Consumer price indexes (1949=100) rose in nine of the ten regional cities between August and September. Increases ranged from 0.2 per cent in both Saint John and

Montreal to 0.7 per cent in Vancouver. The St. John's index declined 1.1 per cent.†

Food indexes followed similar patterns to those shown in the total indexes: all city food indexes were higher except for St. John's. Increases ranged from 0.5 per cent in Montreal to 2.6 per cent in Vancouver. The St. John's food index declined 3.2 per cent.

Shelter indexes showed mixed results: four city indexes were higher, two lower and four unchanged. Clothing indexes moved higher in eight regional cities but declined in the remaining two cities. Household indexes declined in three cities, increased in four cities and were unchanged in the other three regional cities. Other commodities and services indexes were lower in eight of the ten regional cities, unchanged in one and fractionally higher in one.

Regional consumer price index point changes between August and September were as follows: Vancouver +0.9 to 129.2; Saskatoon-Regina +0.8 to 125.6; Edmonton-Calgary +0.8 to 125.1; Ottawa +0.7 to 129.0; Halifax +0.4 to 127.1; Toronto +0.4 to 130.7; Winnipeg +0.4 to 126.2; Saint John +0.2 to 129.2; Montreal +0.2 to 127.7; St. John's -1.3 to 114.8.*

Wholesale Price Index, September 1960

Canada's general wholesale price index (1935-39=100) reached 230.4 in September. This was up slightly—0.1 per cent—from 230.2 in August but down from the 230.9 recorded for September 1959.

During the month, three major group indexes moved higher, four lower, and one, textile products, was unchanged at 228.9.

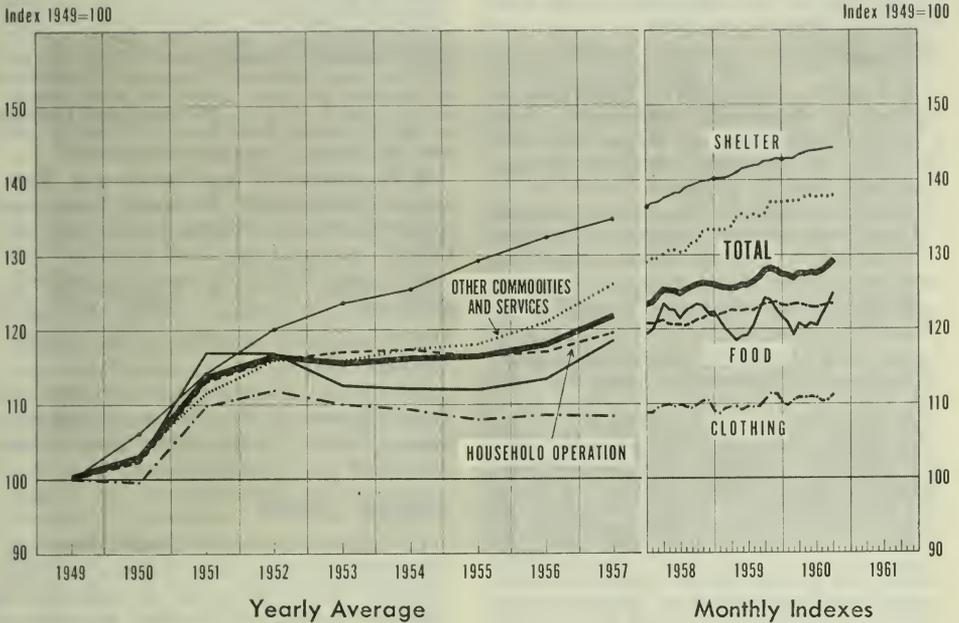
The animal products group index rose to 252.1 from 250.0, and the non-metallic minerals group and the iron products group edged up to 184.5 from 184.4 and to 255.6 from 255.5, respectively.

The non-ferrous metals group index fell to 177.4 from 178.9. Three group indexes were just noticeably lower: the wood products group index moved down to 301.0 from 301.4, the chemical products group to 188.0 from 188.2, and the vegetable products group to 200.9 from 201.0.

† See Table F-2 at back of book.

* On base June 1951=100.

CONSUMER PRICE INDEX



U.S. Consumer Price Index, September 1960

The United States consumer price index (1947-49=100) rose 0.2 per cent between mid-August and mid-September to another record, increasing from 126.6 to 126.8. The mid-September reading was 1.3 per cent higher than a year earlier, when the index stood at 125.2.

U.K. Index of Retail Prices, August 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined between mid-July and mid-August. It dropped from the record high of 111.1 to 110.4, which was only 0.1 point higher than the mid-May level. At mid-August 1959 the index was 109.3.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Application for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*.

List No. 145

Aged

1. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *The Aged and Aging in the United States: a National Problem. A Report by the Subcommittee on*

Problems of the Aged and Aging to the Committee on Labor and Public Welfare, United States Senate, pursuant to S. Res. 65 (86th Cong., 1st sess.), a Resolution authorizing a Study of the Problems of the Aged and Aging, with Minority Views. Washington, GPO, 1960. Pp. 186, 155.

At head of title: 86th Cong., 2d sess. Committee print.

This report contains the following: (1) basic recommendations on the problem of the aging; (2) a factual account of the present status of the aged and aging; and, (3) a brief description of what is being done in handling the problem.

2. WORKSHOP ON AGING, TORONTO. 1960. [*Proceedings*] Toronto, Ontario Society on Aging, 1960. Pp. 74.

The Workshop, held on March 26, 1960, was arranged "to evaluate the progress made in carrying out the resolutions of the First Ontario Conference on Aging."

Automation

3. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Fast-Changing Technology—its Impact on Labor Problems*, by Richard C. Wilcock. Urbana, 1960. Pp. 3-9.

Discusses the social and economic problems resulting from increased automation in plants.

4. JACOBSON, EUGENE HENRY. *Employee Attitudes toward Technological Change in a Medium Sized Insurance Company*, by Eugene Jacobson [and others] East Lansing, Labor and Industrial Relations Center, Michigan State University, 1959. Pp. 349-354.

Employees' responses to questionnaires about technological change and the installation of a new electronic computer in a medium sized insurance company showed, among other things, that about one third of the nonsupervisory employees reported that the introduction of the computer had affected their jobs; most employees liked to work with machines and expected a greater use of machines in the future; most employees were optimistic about being retained despite the use of the machines; and, most employees didn't think that the introduction of the new technologies had had much effect on the amount of pay they got, their chances of promotion, or the amount of supervision they received.

Collective Bargaining

5. PRINTING INDUSTRY PARITY COMMITTEE FOR MONTREAL AND DISTRICT. *Decree relating to the Printing Trades (Island of Montreal and a Radius of 100 Miles from its Limits) 1946-1960*. Rev. ed. with amendments. October 31, 1959. Montreal, 1960. Pp. 64.

English and French, the latter inverted with special title page.

6. ULMAN, LLOYD. *Collective Bargaining and Inflation*. Berkeley, University of California, Institute of Industrial Relations, 1960. Pp. 51-58.

This paper "argues that trade unions have exerted independent upward pressure on wages and prices in the past, but it concludes that their over-all impact might reasonably be expected to decline in future years."

Economic Conditions

7. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Economic Unity in Europe: Programs and Problems. Presentations on the Subject by George W. Ball [and others] before Sessions of the Board's 400th Meeting, held in New York City on January 21-22, 1960; and a Specially Prepared Appendix on the Size and Structure of the European Economic Community and the European Free Trade Association*. New York, 1960. Pp. 127.

Contains talks presented to members of the National Industrial Conference Board on the European Economic Community (the Common Market or "Inner Six") and the European Free Trade Association (the "Outer Seven"). Two major questions explored were: 1. How far has the European Economic Community progressed in reaching its stated goals and what remains to be done? 2. What is the nature and purpose of the European Free Trade Association and how will it affect American businessmen?

8. ORGANIZATION FOR EUROPEAN ECONOMIC COOPERATION. *Economic Conditions in Member and Associated Countries of the OEEC: Ireland*. Paris, 1960. Pp. 37.

9. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Survey of Latin America, 1958*. Mexico, 1960. Pp. 160.

10. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1959*. New York, 1960. Pp. 250.

Employees—Training

11. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Training made Easier; a Review of Four Recent Studies*. London, HMSO, 1960. Pp. 30.

Outlines some recent research into problems of training. Contents: What do Trainees have to learn? How can Trainees be helped to learn? Problems of Application.

12. KING, S. D. M. *Vocational Training in View of Technological Change; Report*. EPA Project no. 418. Paris, European Productivity Agency of the OEEC, 1960. Pp. 117.

An examination of training requirements of production and maintenance workers in highly mechanized and automatic factories.

Employer-Employee Communications

13. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Cognitive Similarity and Interpersonal Communication in Industry*, by Harry C. Triandis. Urbana, 1960. Pp. 321-326.

The author's contention seems to be that the effectiveness of mutual communication between a supervisor and a subordinate is related to their mutual liking for one another. There is an analysis of communications, between supervisors and subordinates in a plant employing 300 people, expressed in a series of mathematical formulae.

14. INTERNATIONAL LABOUR OFFICE. *The Practices, Procedures and Techniques of Effective Employer-Employee Communications in the Petroleum Industry*. Third item on the agenda. Geneva, 1960. Pp. 113.

At head of title Report 3. International Labour Organization. Petroleum Committee. Sixth session, Geneva, 1960.

Considers five aspects of the communications process between employers and employees: "the nature of the process and the need for the

effective interchange of information and views between parties; what information should be conveyed; the barriers to communication; the various channels and methods of communication; and the findings of some recent research on the subject."

Industrial Relations

15. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Steel Strike complicates 20 Years of Progress in Labor Relations*, by Milton Derber. Urbana, 1960. Pp. 16-24.

Discusses ten ways in which industrial relations have changed in the last twenty years in the U.S.

16. NATIONAL BUSINESS CONFERENCE ON LABOUR-MANAGEMENT RELATIONS, WINNIPEG, 1960. [*Addresses presented to the Conference, January 25, 1960*. Montreal. Canadian Chamber of Commerce, 1960] 5 papers. Conference co-sponsored by the Winnipeg Chamber of Commerce and the Canadian Chamber of Commerce.

Titles of talks: Key-Note Address, by W. S. Kirkpatrick. Employer-Employee Relations and the Law, by J. W. Healy. Management Initiative in Collective Bargaining, by J. W. Henley. Informing the Employee, by Lloyd Hemsforth. A Program for Action, by Howard T. Mitchell.

Labour Organization

17. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANISATIONS AND GENERAL WORKERS' UNIONS. *Report on Activities for the Years 1957-1959*. Amsterdam, 1960. Pp. 59.

18. PELLING, HENRY. *American Labor*. Chicago, University of Chicago Press, 1960. Pp. 247.

The author, an authority on labour history and associated with Queen's College, Oxford, has written a narrative history of American labour organization from its beginnings to the present time.

19. SAKURABAYASHI, MAKOTO. *Labour Unions in Postwar Japan*. Tokyo, Sophia University, Industrial Relations Center, 1960. Pp. 20.

Labouring Classes

20. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. Ninth edition, April 1960. Prepared... in consultation with the Dept. of Citizenship and Immigration. Ottawa, Queen's Printer, 1960. Pp. 72.

21. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 12TH, 1959. *Proceedings*. Albany, Matthew Bender & Co., 1959. Pp. 306.

Some of the topics discussed in the proceedings were labour arbitration, collective bargaining, inflation, and, labor legislation in the U.S.

22. GARRATY, JOHN ARTHUR. *The United States Steel Corporation versus Labor: the Early Years*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1960. Pp. 38.

A brief study of the labour policies of the United States Steel Corporation during its early years.

23. HARRINGTON, MICHAEL, Ed. *Labor in a Free Society*, edited by Michael Harrington and Paul Jacobs, with a foreword by Clark Kerr. Berkeley, University of California Press, 1959. Pp. 186.

Contains papers presented at a conference held in May, 1958, at Arden House, Harriman, N.Y., under the sponsorship of the Fund for the Republic.

Contents: Freedom in the Work Situation, by Erich Fromm. The Position of Trade Unions in the American Economy, by Sumner H. Slichter. The Role of Law in preserving Union Democracy, by Archibald Cox. Union Self-Discipline and the Freedom of Individual Workers. A Trade-Union Point of View, by Arthur J. Goldberg. The Rights of British Trade-Union Members. Experiences of the Australian Labor Movement under Government Control.

24. ILES, D. J. *Problems of Full Employment*, by D. J. Iles and C. A. Tucker. London, Routledge & Kegan Paul, 1960. Pp. 265.

Covers the theory of full employment and outlines how the British government has dealt with the question.

25. INTERNATIONAL LABOUR OFFICE. *General Report [prepared for the Petroleum Committee]* First item on the agenda. Geneva, 1959. [i.e. 1960] Pp. 170.

At head of title: Report 1. International Labour Organization Petroleum Committee. Sixth session, Geneva, 1959.

Some of the topics discussed are wages and hours, working conditions, industrial relations, recent developments in the petroleum industry, holidays with pay, and, housing for petroleum workers.

26. INTERNATIONAL MEETING ON SOCIAL RESEARCH, PARIS, 1959. *Social Research and Industry in Europe, Problems and Perspectives; Report on the International Meeting on Social Research organized by the European Productivity Agency on 8, 9 and 10 July 1959*. Paris, 1960. Pp. 96.

Heads of research institutions and research workers representing nine European countries met in Paris in July 1959 to discuss the social sciences in industry. This book consists of a report of the meetings and national reports of representatives in the following countries: Belgium, France, Germany, Italy, Norway, Switzerland, and Great Britain.

27. MINNESOTA. DIVISION OF VOCATIONAL REHABILITATION. *Vocational Rehabilitation in Minnesota; Annual Report, July 1, 1958 to June 30, 1959*. St. Paul, 1960. Pp. 18.

28. QUEBEC (CITY). UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Bénéfices sociaux et initiative privée*

[par] Gerard Dion [et al.] Quebec, Les Presses universitaires Laval, 1959. Pp. 180.

Report of the 14th Congrès des relations industrielles held in Quebec City, April 20-21, 1959. Discusses various aspects of fringe benefits.

29. STESSIN, LAWRENCE. *Employee Discipline*. Washington, Bureau of National Affairs, Inc., 1960. Pp. 315.

Analyzes the principal published American arbitration awards which deal with discipline problems. Some of the topics discussed in the book are insubordination, absenteeism, fights and arguments, theft, dishonesty, and disloyalty, gambling incompetency damage to, or loss of, machines and materials, and, union activity.

30. U.S. BUREAU OF LABOR STATISTICS. *Indexes of Output per Man-Hour for Selected Industries, 1939 and 1947-59. Annual Industry Series*. July 1960. Washington, 1960. Pp. 16.

Older Workers

31. GORDON, MARGARET S. *The Older Worker and Hiring Practices*. Berkeley, University of California, Institute of Industrial Relation, 1960. Pp. 1198-1205.

The author says, "The problem of breaking down the barriers to the employment of older jobseekers is inseparably linked with the problem of effective utilization of the older worker on the job and with the complex issue of retirement policy."

32. ROSS, ARTHUR MAX. *Employment Problems of Older Workers*, by Arthur M. and Jane N. Ross. Berkeley, University of California, Institute of Industrial Relations, 1960. Pp. 97-120.

Outlines some of the problems facing older workers and suggests some solutions.

33. YOUMANS, E. GRANT. *Socio-Economic Problems of Older Persons in Casey County, Kentucky*. Lexington, University of Kentucky, Kentucky Agricultural Experiment Station, 1960. Pp. 48.

Supplies information about the work, retirement, and economic conditions of older persons in a rural county of Kentucky, and assesses some of the socio-economic changes which have occurred with advancing chronological age.

Unemployment

34. BRITISH COLUMBIA. RESEARCH COUNCIL. *Seasonal Unemployment in British Columbia; a Report prepared... on behalf of the Government of Canada and the Government of British Columbia*. Vancouver, 1960. 1 Volume (various pagings).

This study has four objectives: (1) to describe and analyze the seasonal unemployment problem in B.C.; (2) to collect and evaluate statistical and other data relating to the problem; (3) to determine what aspects of the problem might be remedied; and, (4) to evaluate specific proposals for remedy that have been made by various individuals and organizations.

35. U.S. BUREAU OF EMPLOYMENT SECURITY. *Chronic Labor Surplus Areas, Experience and Outlook; an Analysis of Recent Labor Market Developments and Employment Outlook in Chronically-Depressed Areas and Other Areas with Relatively Heavy Unemployment*. Washington, 1959. Pp. 90.

An analysis of the labour market experience of 46 major industrial centers and 143 smaller areas which were designed as 'areas of substantial labor surplus' by the Bureau of Employment Security of the U.S. Department of Labor in July 1959.

36. U.S. CONGRESS. SENATE. SPECIAL COMMITTEE ON UNEMPLOYMENT PROBLEMS. *Readings in Unemployment*. Prepared for the Special Committee on Unemployment Problems, United States Senate, pursuant to S. Res. 196, 86th Congress, 1st session. Washington, GPO, 1960. Pp. 1716.

At head of title: 86th Cong., 2d sess. Committee print.

Consists of a representative selection of research studies and articles dealing with the history of unemployment in the U.S., the special groups and problems associated with it, and some remedies that have been adopted and proposed to meet the problems caused by unemployment.

Wages and Hours

37. CLARK, JOHN MAURICE. *The Wage-Price Problem*. New York, Committee for Economic Growth without Inflation, American Bankers Association, 1960. Pp. 68.

Examines the effects of wages and prices on inflation.

38. ILLINOIS. STATE EMPLOYMENT SERVICE. *Estimates of Employment, Hours, and Earnings in Nonagricultural Establishments. Chicago Standard Metropolitan Statistical Area. no. 1. Jan. 1959 thru April 1960*. Chicago, 1960. 1 Volume (unpaged).

Cover title: Chicago Standard Metropolitan Statistical Area. Employment, Hours, and Earnings.

Issued by Research and Statistics Section, Illinois State Employment Service and Division of Unemployment Compensation. Prepared in co-operation with the U.S. Bureau of Labor Statistics and the U.S. Bureau of Employment Security.

39. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Printing Industry, July 1, 1959 and Trend 1907-59*. Washington, GPO, 1960. Pp. 45.

40. U.S. WOMEN'S BUREAU. *Equal-Pay Primer, Some Basic Questions*. Rev. ed. Washington, GPO, 1960. Pp. 13.

A brief explanation of the meaning of "equal pay" with a short outline of State and Federal legislation concerning it.

Miscellaneous

41. CONFERENCE ON SCIENTIFIC MANPOWER. 8TH, CHICAGO, 1959. *Scientific Manpower, 1959; Papers of the Eighth Conference on Scientific Manpower*. Washington, National Science Foundation, 1960. Pp. 38.

Contents: Engineering Programs in the Light of the New Technology, by Harold L. Hazen. Graduate Training and the Space Sciences, by John P. Hagen. Education and Manpower Problems in Oceanography, by Gordon A. Riley. Implication of Nuclear Science Developments for Graduate Training, by Charles W. Shilling. Graduate Training in Metallurgy, by Walter R. Hibbard, Jr. Graduate Training Requirements in Chemical Fuels, by Richard D. Geckler.

42. FORM, WILLIAM HUMBERT. *Integration and Cleavage among Community Influentials in Two Border Cities*, by William H. Form and William V. D'Antonio. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1959. Pp. 804-814.

A study of two communities, El Paso, Texas, and C. Juarez, Chihuahua, on the United States-Mexico border.

43. HANNAM, H. H. *A Revolution in Canadian Agriculture* [Ottawa, Dept. of Labour] 1960. Pp. 3.

Canada at work broadcast no. 829.

Dr. Hannam, President and Managing Director of the Canadian Federation of Agriculture, discussed postwar developments on Canadian farms.

44. INTERNATIONAL LABOUR OFFICE. *Equality of Treatment of Nationals and Non-Nationals in Social Security*. Eighth item on the agenda. Geneva, 1960. Pp. 103.

At head of title: Report 8 (1). International Labour Conference. 45th session, 1961.

"Analyzes the points on which equality of treatment is restricted by national legislation or in national practice, and the favorable effect of international social security law; it then sets out the technical problems affecting the preparation of an international instrument on equality of treatment, and the solutions proposed by the Committee of Social Security Experts of the ILO." Includes a questionnaire on the subject to be completed and returned by member governments.

45. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Executive Aircraft Practices*, by Roger M. Pegram. New York, 1960. Pp. 88. Supplement, 1960. 20 p.

A study of 168 companies that use their own commercial aircraft in running their business. Discusses the types of aircraft; where the planes are obtained; equipment of the planes; costs of running them; where pilots are obtained; qualifications and selection of pilots; duties of aircraft personnel; and, the operations of the planes and their maintenance. Includes four case studies.

46. PEARCE, CHARLES ALBERT. *Quality of Statistics on Work-Injury Rates*. [Address] Interstate Conference on Labor Statistics, July 7-10, 1959, Knoxville, Tennessee. Washington, U.S. Bureau of Labor Statistics, 1960. Pp. 15.

Address not included in published proceedings.

47. SNOW, PHEBE. *How a Book is made*. London, Routledge and Kegan Paul, 1960. Pp. 133.

Discusses how modern processes of book-production have developed over the past centuries, and follows the process of producing a book all the way from the making of the paper to the selling of the completed book.

48. UNITED NATIONS. COMMISSION ON HUMAN RIGHTS. *Freedom from Arbitrary Arrest, Detention and Exile. Yearbook on Human Rights: First Supplementary Volume*. New York, United Nations, 1959 [i.e. 1960] Pp. 249.

Contains statements from 56 countries on these topics.

49. U.S. BUREAU OF THE CENSUS. *Historical Statistics of the United States, Colonial Times to 1957*. Prepared by the Bureau of the Census with the co-operation of the Social Science Research Council. Washington, GPO, 1960. Pp. 789.

Second volume in the Historical Statistics series issued by the Bureau of the Census as a supplement to the annual Statistical Abstract of the United States. The first volume, Historical Statistics of the United States, 1789-1945, was published in 1949.

Contents: Population. Vital Statistics and Health and Medical Care. Migration. Labor. Prices and Price Indexes. National Income and Wealth. Consumer Income and Expenditures. Social Statistics. Land, Water, and Climate. Agriculture. Forestry and Fisheries. Minerals. Construction and Housing. Manufactures. Transportation. Communications. Power. Distribution and Services. Foreign Trade and Other International Transactions. Business Enterprise. Productivity and Technological Development. Banking and Finance. Government, Colonial Statistics.

Recent Regulations

(Continued from page 1170)

Moose Jaw to work up to 88 hours in a two-week period at straight-time rates. If a holiday occurs during this period, the 88 hours are to be reduced by eight hours for

the purpose of determining overtime and no account is to be taken of any time an employee is required to work or be at the disposal of his employer.

Similar exemptions have been granted to employees of municipal swimming pools in Prince Albert, Regina and Saskatoon.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	1188
Table B-1—Labour Income.....	1189
Tables C-1 to C-6—Employment, Hours and Earnings.....	1190
Tables D-1 to D-5—Employment Service Statistics.....	1196
Tables E-1 to E-4—Unemployment Insurance.....	1202
Tables F-1 and F-2—Prices.....	1204
Tables G-1 to G-4—Strikes and Lockouts.....	1205

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 20, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,623	125	457	1,861	2,427	1,164	589
Agricultural.....	827	*	64	162	223	341	34
Non-Agricultural.....	5,796	122	393	1,699	2,204	823	555
Males.....	4,928	107	355	1,391	1,754	879	442
Agricultural.....	738	*	60	150	188	307	30
Non-Agricultural.....	4,190	104	295	1,241	1,566	572	412
Females.....	1,695	18	102	470	673	285	147
Agricultural.....	89	*	*	12	35	34	*
Non-Agricultural.....	1,606	18	98	458	638	251	143
All Ages.....	6,623	125	457	1,861	2,427	1,164	589
14-19 years.....	800	17	61	257	260	148	57
20-24 years.....	824	22	57	270	271	139	65
25-44 years.....	2,944	54	181	826	1,112	498	273
45-64 years.....	1,828	30	136	459	696	331	176
65 years and over.....	227	*	22	49	88	48	18
<i>Persons with Jobs</i>							
All status groups.....	6,301	115	435	1,748	2,318	1,137	548
Males.....	4,659	99	334	1,297	1,664	858	407
Females.....	1,642	16	101	451	654	279	141
Agricultural.....	820	*	63	160	220	340	34
Non-Agricultural.....	5,481	112	372	1,588	2,098	797	514
Paid Workers.....	5,065	91	342	1,441	1,971	760	460
Males.....	3,604	77	252	1,038	1,376	528	333
Females.....	1,461	14	90	403	595	232	127
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	322	10 ⁽¹⁾	22	113	109	27	41
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,202	151	455	1,489	1,735	859	513
Males.....	966	38	93	263	302	151	119
Females.....	4,236	113	362	1,226	1,433	708	394

*Less than 10,000.

(¹)The change between September and October 1958 in the level of estimates of "Persons Without Jobs and Seeking Work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended August 20, 1960		Week Ended July 23, 1960		Week Ended August 22, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	345	327	338	313	257	242
Without Jobs.....	322	305	311	290	239	226
Under 1 month.....	93	—	110	—	85	—
1- 3 months.....	128	—	102	—	81	—
4- 6 months.....	48	—	42	—	32	—
7-12 months.....	34	—	38	—	27	—
13-18 months.....	*	—	*	—	*	—
19- and over.....	12	—	10	—	10	—
Worked.....	23	22	27	23	18	16
1-14 hours.....	*	*	*	*	*	*
15-34 hours.....	17	16	18	15	12	11

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.
*Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	363	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,243.3	204.4	1,461.1
March.....	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April.....	44.7	422.9	145.0	.....	.....	.....	.....	.....	.....	1,486.9
May.....	45.2	429.7	147.9	71.7†	356.1†	77.7†	656.5†	1,297.1†	209.8†	1,532.6
June.....	46.8	434.8	150.7	.....	.....	.....	.....	.....	.....	1,576.8
July*.....	46.4	429.6	153.6	.....	.....	.....	.....	.....	.....	1,564.1
Aug.†....	46.6	430.0	157.8	.....	.....	.....	.....	.....	.....	1,572.6

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at August, 1960 employers in the principal non-agricultural industries reported a total employment of 2,866,502. Tables C-1 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-2. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
			\$				\$	
Averages				\$				\$
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July*.....	121.9	217.8	177.5	76.27	110.2	198.5	177.8	78.19
Aug. †.....	122.9	218.6	176.7	75.93	111.6	199.6	176.7	77.68

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1960	June 1960	July 1959	July 1960	June 1960	July 1959
Provinces				\$	\$	\$
Newfoundland.....	149.7	145.2	143.9	68.94	67.88	64.44
Prince Edward Island.....	143.9	139.6	146.5	56.28	54.40	52.66
Nova Scotia.....	99.5	103.5	101.5	63.59	62.93	60.50
New Brunswick.....	105.9	107.3	106.8	63.49	62.08	61.11
Quebec.....	122.0	123.7	122.7	73.46	72.28	70.65
Ontario.....	119.8	121.9	123.8	78.96	78.86	77.02
Manitoba.....	116.1	114.5	117.9	72.96	72.71	71.08
Saskatchewan.....	134.7	133.3	141.4	73.07	71.69	70.67
Alberta (including Northwest Territories).....	163.8	160.2	164.5	79.23	77.75	75.72
British Columbia (including Yukon).....	120.3	119.1	110.2	83.54	83.82	80.07
Canada	121.9	123.0	123.1	76.31	75.74	73.76
Urban Areas						
St. John's.....	142.4	139.9	144.4	56.26	55.80	53.87
Sydney.....	96.0	90.0	93.3	74.26	76.16	75.51
Halifax.....	115.0	118.5	117.3	63.13	62.12	60.09
Moncton.....	101.6	98.3	102.0	59.36	60.19	58.23
Saint John.....	105.1	106.0	97.3	62.70	62.41	58.35
Chicoutimi-Jonquiere.....	123.1	122.4	114.7	94.76	96.71	85.78
Quebec.....	114.2	115.9	114.3	64.43	62.57	61.47
Sherbrooke.....	102.5	102.1	98.5	63.51	62.28	58.97
Shawinigan.....	111.7	109.3	103.4	85.41	82.69	78.60
Three Rivers.....	114.9	117.5	122.5	70.58	69.84	67.54
Drummondville.....	75.9	76.3	76.8	61.06	60.47	59.20
Montreal.....	124.0	125.8	124.2	75.14	74.25	72.46
Ottawa—Hull.....	128.0	128.4	126.7	71.38	69.93	68.65
Kingston.....	115.0	114.2	113.5	73.87	74.33	70.36
Peterborough.....	96.2	97.7	103.6	83.89	83.78	82.35
Oshawa.....	125.3	183.6	176.8	87.05	86.82	84.96
Toronto.....	129.6	131.2	132.2	79.74	79.38	77.32
Hamilton.....	112.5	114.1	114.5	84.28	83.56	82.76
St. Catharines.....	102.4	109.7	106.3	85.60	85.69	83.72
Niagara Falls.....	107.4	104.2	108.0	76.38	77.16	74.79
Brantford.....	77.8	80.9	94.3	70.08	70.58	70.36
Guelph.....	121.5	123.4	126.0	71.00	70.76	69.26
Galt.....	118.4	120.3	116.5	69.39	67.68	66.66
Kitchener.....	119.3	122.8	123.5	72.89	72.46	70.43
Sudbury.....	148.0	147.0	142.0	89.86	89.11	86.21
Timmins.....	95.6	96.4	96.2	67.56	69.50	66.39
London.....	125.8	127.2	124.7	72.91	72.67	69.82
Sarnia.....	128.2	128.9	127.9	97.70	97.83	94.13
Windsor.....	66.0	79.4	78.9	83.41	86.48	83.88
Sault Ste. Marie.....	148.0	141.3	155.5	94.89	91.65	91.81
Ft. William—Pt. Arthur.....	116.8	113.9	122.0	79.60	78.98	76.01
Winnipeg.....	114.0	113.6	113.9	69.81	69.67	68.03
Regina.....	138.0	136.0	142.2	69.57	68.82	67.61
Saskatoon.....	147.1	144.3	143.3	68.45	67.99	66.75
Edmonton.....	193.6	191.0	195.5	74.06	72.82	71.77
Calgary.....	178.9	176.5	177.1	75.29	74.05	70.55
Vancouver.....	116.9	116.2	110.2	81.99	81.81	79.11
Victoria.....	112.4	111.9	109.6	75.03	75.18	72.70

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1960	June 1960	July 1959	July 1960	June 1960	July 1959
				\$	\$	\$
Mining	123.3	122.1	127.8	92.54	94.13	90.08
Metal mining.....	139.7	140.3	144.7	94.15	97.11	92.18
Gold.....	74.5	75.4	75.1	74.43	77.35	74.28
Other metal.....	200.6	200.9	209.6	100.97	104.02	98.17
Iron.....	284.0	281.9	243.1	112.14	116.85	105.49
Uranium.....	.....	.....	.....	107.40	115.83	104.31
Fuels.....	91.6	86.1	94.2	94.46	94.75	91.24
Coal.....	49.3	43.9	50.3	72.72	71.92	72.31
Oil and natural gas.....	273.8	267.9	266.7	111.32	110.87	105.28
Non-metal.....	141.5	144.3	151.6	81.73	79.92	78.83
Manufacturing	110.2	112.2	112.2	78.19	78.23	75.56
Durable goods.....	112.0	116.9	115.0	83.67	83.79	81.56
Non-durable goods.....	108.8	108.3	109.8	73.44	73.18	70.23
Food and beverages.....	123.6	119.1	124.1	69.54	69.90	66.94
Meat products.....	142.5	140.1	146.2	79.58	79.92	76.95
Fish.....	148.5	144.6	161.2	52.89	47.43	47.93
Canned and preserved fruits and vegetables.....	147.5	104.0	135.8	55.69	57.82	54.12
Grain mill products.....	104.7	104.9	106.1	76.17	77.80	73.96
Bread and other bakery products.....	114.1	113.2	112.5	66.55	68.49	66.38
Distilled and malt liquors.....	103.3	105.9	108.8	95.73	94.38	91.08
Tobacco and tobacco products.....	78.6	79.5	83.4	81.35	79.45	77.63
Rubber products.....	98.8	102.0	108.2	80.11	79.69	78.13
Leather products.....	83.1	82.7	89.5	52.26	51.57	49.87
Boots and shoes (except rubber).....	91.0	90.2	95.8	50.14	48.82	47.58
Textile products (except clothing).....	76.5	77.8	78.8	61.85	61.90	59.59
Cotton yarn and broad woven goods.....	68.3	69.4	72.6	56.87	57.43	54.20
Woolen goods.....	62.9	63.0	60.5	59.34	59.25	57.50
Synthetic textiles and silk.....	83.9	84.2	81.9	69.04	68.71	66.50
Clothing (textile and fur).....	87.5	88.4	90.8	48.43	47.00	46.58
Men's clothing.....	88.5	90.7	92.5	46.60	46.23	45.72
Women's clothing.....	93.6	91.4	92.6	50.34	46.39	48.33
Knit goods.....	69.3	70.6	77.4	48.18	47.06	45.44
Wood products.....	109.0	109.9	94.4	67.27	66.84	62.43
Saw and planing mills.....	112.3	113.0	87.6	69.00	69.21	62.97
Furniture.....	110.9	111.8	114.0	65.54	63.61	62.99
Other wood products.....	89.9	91.5	89.4	61.13	60.52	58.63
Paper products.....	128.1	127.1	127.0	92.94	91.86	88.52
Pulp and paper mills.....	131.0	129.0	129.2	100.18	98.84	94.43
Other paper products.....	121.4	122.7	121.6	74.44	74.51	72.68
Printing, publishing and allied industries.....	123.2	125.3	121.1	84.81	85.00	82.57
Iron and steel products.....	107.1	108.5	112.6	88.75	88.53	86.89
Agriculture implements.....	67.3	71.9	83.4	91.46	90.69	89.12
Fabricated and structural steel.....	167.8	169.8	171.9	89.03	89.16	86.53
Hardware and tools.....	97.6	99.4	99.7	79.51	82.16	78.26
Heating and cooking appliances.....	96.7	97.3	108.8	76.57	76.98	74.14
Iron castings.....	90.8	91.9	100.1	84.42	83.56	83.53
Machinery, industrial.....	118.0	119.5	119.0	85.55	85.14	84.14
Primary iron and steel.....	121.4	120.0	123.6	99.91	98.89	98.64
Sheet metal products.....	110.6	112.7	114.3	89.66	89.75	88.30
Wire and wire products.....	115.8	118.9	118.3	87.82	89.97	86.63
Transportation equipment.....	94.7	111.9	110.9	87.57	89.97	85.38
Aircraft and parts.....	236.6	242.2	256.9	91.67	91.84	89.92
Motor vehicles.....	67.5	114.4	104.5	98.04	97.47	94.92
Motor vehicles parts and accessories.....	87.4	105.2	95.0	83.96	85.99	82.50
Railroad and rolling stock equipment.....	63.3	66.4	71.7	80.80	80.15	78.62
Shipbuilding and repairing.....	125.3	132.2	131.1	84.23	80.73	78.02
Non-ferrous metal products.....	131.8	132.2	128.4	90.43	90.97	86.01
Aluminum products.....	147.3	147.3	141.2	84.34	85.83	82.61
Brass and copper products.....	102.7	103.9	111.8	86.26	83.88	80.19
Smelting and refining.....	157.0	157.0	145.8	98.18	99.67	94.47
Electrical apparatus and supplies.....	133.2	135.3	135.8	84.52	84.88	81.38
Heavy electrical machinery.....	106.5	107.1	111.0	93.16	92.88	89.59
Telecommunication equipment.....	214.6	219.6	210.6	81.92	82.31	78.00
Non-metallic mineral products.....	148.7	149.6	151.8	80.63	79.76	78.87
Clay products.....	91.7	93.8	107.7	74.69	73.99	72.87
Glass and glass products.....	157.5	158.4	154.2	73.55	75.57	73.70
Products of petroleum and coal.....	140.6	140.7	141.6	115.78	117.54	110.34
Petroleum refining.....	143.7	143.7	143.8	116.69	118.41	111.21
Chemical products.....	134.5	135.7	131.4	91.50	91.22	86.61
Medicinal and pharmaceutical preparations.....	116.4	120.5	118.8	81.17	80.92	76.51
Acids, alkalis and salts.....	164.5	160.8	148.3	101.76	101.79	96.99
Miscellaneous manufacturing industries.....	129.9	130.2	126.8	69.58	70.44	67.31
Construction	144.0	147.3	150.7	83.14	78.25	78.47
Building and general engineering.....	139.4	135.3	146.1	89.40	85.57	84.99
Highways, bridges and streets.....	151.5	166.9	158.2	73.69	68.50	68.75
Electric and motor transportation.....	133.3	134.9	131.1	81.47	79.96	78.50
Service	150.2	149.5	147.2	52.10	52.50	49.29
Hotels and restaurants.....	140.2	138.7	140.1	40.45	40.74	39.03
Laundries and dry cleaning plants.....	115.3	117.6	114.0	46.11	47.07	44.05
Industrial composite	121.9	123.0	123.1	76.31	75.74	73.76

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1960	June 1960	July 1959	July 1960	June 1960	July 1959
Newfoundland.....	42.8	43.7	43.6	1.51	1.46	1.41
Nova Scotia.....	41.5	42.1	41.1	1.54	1.58	1.50
New Brunswick.....	42.7	42.5	42.8	1.54	1.53	1.44
Quebec.....	41.3	40.6	41.4	1.61	1.62	1.54
Ontario.....	40.5	40.5	40.8	1.86	1.87	1.81
Manitoba.....	40.3	40.5	40.4	1.68	1.69	1.64
Saskatchewan.....	39.3	39.2	38.9	1.89	1.90	1.84
Alberta ⁽¹⁾	40.4	40.2	39.7	1.89	1.90	1.81
British Columbia ⁽²⁾	37.6	37.7	37.6	2.17	2.17	2.10

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)
 SOURCE: Man-Hours and Hourly Earnings, D.B.S.
 (The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1960	June 1960	July 1959	July 1960	June 1960	July 1959	July 1960	June 1960	July 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.3	42.0	41.6	2.08	2.10	2.03	86.05	88.06	84.41
Metal mining.....	41.0	42.5	41.5	2.17	2.18	2.12	89.12	92.55	87.95
Gold.....	40.8	43.5	42.8	1.68	1.66	1.61	68.63	72.29	68.99
Other metal.....	41.1	42.1	41.0	2.36	2.38	2.31	97.01	100.38	94.77
Fuels.....	41.1	40.4	40.9	1.96	1.97	1.91	80.57	79.74	78.21
Coal.....	40.9	40.3	40.3	1.74	1.73	1.75	71.09	69.88	70.66
Oil and natural gas.....	41.7	40.5	41.8	2.32	2.36	2.18	97.18	95.46	91.28
Non-metal.....	42.8	41.8	43.1	1.86	1.87	1.79	79.87	78.32	77.06
Manufacturing	40.6	40.4	40.8	1.77	1.79	1.71	72.03	72.19	69.90
Durable goods.....	40.7	40.7	41.2	1.92	1.93	1.86	77.99	78.48	76.57
Non-durable goods.....	40.5	40.1	40.4	1.64	1.65	1.58	66.64	66.13	63.69
Food and beverages.....	41.9	41.3	41.4	1.54	1.57	1.49	64.58	64.77	61.71
Meat products.....	40.6	41.2	41.2	1.85	1.85	1.79	74.99	76.12	73.71
Canned and preserved fruits and vegetables.....	43.0	38.5	40.5	1.18	1.33	1.18	50.97	51.19	47.77
Grain mill products.....	42.5	43.5	42.2	1.72	1.72	1.66	73.27	74.67	70.12
Bread and other bakery products.....	42.2	42.9	42.7	1.48	1.48	1.41	62.60	63.34	60.28
Distilled liquors.....	40.5	40.6	39.4	2.02	2.01	1.87	81.76	81.53	73.63
Malt liquors.....	41.0	40.0	42.3	2.22	2.24	2.14	91.10	89.44	90.37
Tobacco and tobacco products.....	41.6	40.7	40.8	1.84	1.82	1.76	76.41	74.09	71.90
Rubber products.....	40.0	40.4	40.6	1.85	1.82	1.80	74.22	73.42	72.95
Leather products.....	39.4	38.2	39.4	1.20	1.22	1.16	47.39	46.40	45.91
Boots and shoes (except rubber).....	39.3	37.5	39.2	1.16	1.17	1.12	45.74	44.00	43.84
Other leather products.....	39.4	39.7	39.9	1.30	1.31	1.27	51.32	52.04	50.60
Textile products (except clothing).....	41.3	41.3	41.2	1.34	1.34	1.29	55.20	55.30	53.12
Cotton yarn and broad woven goods.....	38.7	39.2	38.7	1.34	1.34	1.27	52.01	52.71	49.04
Woolen goods.....	43.6	43.2	43.7	1.25	1.26	1.21	54.51	54.23	52.84
Synthetic textiles and silk.....	42.7	42.5	42.7	1.44	1.43	1.38	61.50	60.96	59.01
Clothing (textile and fur).....	37.5	36.4	37.3	1.15	1.14	1.11	43.01	41.34	41.34
Men's clothing.....	36.8	36.4	36.9	1.15	1.14	1.13	42.14	41.65	41.60
Women's clothing.....	36.2	33.4	35.6	1.22	1.19	1.18	44.21	39.77	41.86
Knit goods.....	40.2	38.6	39.7	1.07	1.07	1.02	42.85	41.23	40.61
*Wood products.....	40.8	40.6	42.6	1.57	1.57	1.35	63.87	63.75	57.66
Saw and planing mills.....	39.9	40.2	42.8	1.67	1.67	1.36	66.40	67.14	58.27
Furniture.....	42.4	40.8	42.2	1.44	1.44	1.38	61.17	58.95	58.37
Other wood products.....	42.1	42.0	42.4	1.33	1.32	1.26	55.89	55.68	53.68
Paper products.....	41.7	41.6	41.6	2.10	2.08	2.00	87.63	86.35	83.15
Pulp and paper mills.....	42.0	41.9	41.5	2.25	2.22	2.14	94.54	92.98	88.71
Other paper products.....	40.9	40.9	41.6	1.65	1.66	1.60	67.56	67.66	66.63
Printing, publishing and allied industries.....	39.1	39.2	39.7	2.16	2.16	2.08	84.52	84.71	82.46
*Iron and steel products.....	40.8	40.8	41.4	2.07	2.06	2.01	84.32	84.01	83.23
Agricultural implements.....	41.0	40.1	41.7	2.07	2.10	2.04	84.86	84.29	85.33
Fabricated and structural steel.....	40.9	41.1	40.2	2.05	2.04	1.97	83.93	83.97	79.09
Hardware and tools.....	40.9	42.1	42.2	1.78	1.79	1.76	72.68	75.41	74.01
Heating and cooking appliances.....	39.9	40.0	40.5	1.77	1.78	1.72	70.67	71.23	69.75
Iron castings.....	40.6	40.3	41.7	1.97	1.97	1.92	80.04	79.37	80.07
Machinery, industrial.....	41.7	41.5	42.1	1.92	1.92	1.89	80.00	79.55	79.73
Primary iron and steel.....	40.0	39.9	40.7	2.40	2.38	2.34	96.12	94.89	95.38
Sheet metal products.....	41.5	41.6	42.8	2.06	2.06	1.99	85.57	85.97	85.20
Wire and wire products.....	40.5	41.2	41.5	2.00	2.03	1.96	81.15	83.84	81.62
*Transportation equipment.....	40.0	40.5	40.2	2.01	2.03	1.99	80.37	82.30	79.89
Aircraft and parts.....	40.6	41.3	41.4	2.04	2.00	1.98	82.57	82.57	81.94
Motor vehicles.....	37.0	41.0	40.1	2.25	2.22	2.20	83.21	91.21	88.23
Motor vehicle parts and accessories.....	39.2	40.0	40.1	1.95	2.01	1.89	76.37	80.20	75.86
Railroad and rolling stock equipment.....	40.0	39.7	39.5	1.96	1.96	1.94	78.46	77.87	76.71
Shipbuilding and repairing.....	41.8	40.0	39.8	1.98	1.97	1.92	82.69	78.72	76.32
*Non-ferrous metal products.....	40.7	40.7	40.5	2.10	2.11	1.98	85.19	85.92	80.31
Aluminum products.....	42.0	42.1	42.6	1.82	1.82	1.72	76.60	76.51	73.06
Brass and copper products.....	41.3	40.1	40.2	1.97	1.94	1.85	81.28	77.58	74.51
Smelting and refining.....	40.3	40.6	40.2	2.31	2.34	2.21	93.02	94.97	88.84
*Electrical apparatus and supplies.....	40.1	40.6	40.6	1.84	1.84	1.78	73.97	74.52	72.54
Heavy electrical machinery and equipment.....	40.7	40.8	40.7	2.07	2.06	2.01	84.39	84.19	81.85
Telecommunication equipment.....	39.7	40.5	40.1	1.65	1.64	1.60	65.69	66.38	64.23
Refrigerators, vacuum cleaners and appliances.....	40.0	39.7	41.3	1.91	1.88	1.76	76.19	74.60	72.85
Wire and cable.....	40.9	41.8	42.1	2.01	2.02	1.98	82.22	84.15	83.55
Miscellaneous electrical products.....	39.7	40.5	40.2	1.73	1.74	1.68	68.71	70.35	67.59
*Non-metallic mineral products.....	42.6	42.1	43.4	1.78	1.78	1.73	75.81	74.75	74.99
Clay products.....	41.9	41.3	42.3	1.65	1.62	1.61	69.04	67.03	68.24
Glass and glass products.....	39.6	40.5	41.6	1.73	1.75	1.68	68.41	71.00	69.92
Products of petroleum and coal.....	41.2	41.5	40.9	2.53	2.57	2.43	104.16	106.44	99.39
Chemical products.....	40.8	41.1	40.7	1.99	1.98	1.88	81.38	81.12	76.56
Medicinal and pharmaceutical preparations.....	39.7	40.9	40.5	1.49	1.50	1.43	59.32	61.45	58.13
Acids, alkalis and salts.....	41.1	40.7	40.6	2.26	2.27	2.17	92.80	92.27	88.05
Miscellaneous manufacturing industries.....	40.9	41.4	41.5	1.48	1.49	1.42	60.56	61.70	58.98
Construction	42.6	40.1	42.2	1.93	1.90	1.83	82.12	76.13	77.18
Building and general engineering.....	41.6	39.2	41.4	2.11	2.11	2.00	87.60	82.62	82.69
Highways, bridges and streets.....	44.4	41.6	43.7	1.63	1.58	1.55	72.62	65.87	67.60
Electric and motor transportation.....	44.0	43.8	44.4	1.84	1.82	1.76	80.77	79.78	78.25
Service	39.0	39.5	39.6	1.02	1.03	0.97	39.89	40.49	38.61
Hotels and restaurants.....	39.1	39.5	39.9	0.99	1.00	0.95	38.85	39.35	37.79
Laundries and dry cleaning plants.....	39.4	40.3	39.6	1.00	1.00	0.96	39.32	40.36	38.19

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1959 July.....	40.8	1.71	69.90	167.5	132.5
August.....	41.0	1.70	69.56	166.6	131.1
September.....	41.2	1.72	71.13	170.4	133.1
October.....	41.3	1.74	71.68	171.7	133.9
November.....	40.9	1.74	71.08	170.3	133.1
December.....	38.4*	1.78	68.48*	164.1	128.7
1960 January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July (1).....	40.6	1.77	72.01	172.5	134.9
August (1).....	40.5	1.76	71.47	171.2	133.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS, page ii.

* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: FORM U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,437	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960 ⁽¹⁾	12,239	13,796	26,035	228,632	115,358	343,990

⁽¹⁾Latest figures subject to revision.

*Current Vacancies only. Deferred vacancies are excluded.

TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 31, 1960(1)

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				July 29 1960	August 31 1959
Agriculture, Fishing, Trapping	878	161	1,039	- 2,394	- 1,500
Forestry	2,884	10	2,894	+ 308	+ 1,312
Mining, Quarrying and Oil Wells	459	52	511	+ 6	+ 3
Metal Mining.....	282	17	299	- 3	+ 1
Fuels.....	114	19	133	- 10	+ 9
Non-Metal Mining.....	33	2	35	+ 128	+ 12
Quarrying, Clay and Sand Pits.....	9	1	10	- 3	- 5
Prospecting.....	21	13	34	- 6	- 14
Manufacturing	2,813	2,580	5,393	+ 740	- 2,139
Foods and Beverages.....	320	730	1,050	+ 387	- 33
Tobacco and Tobacco Products.....	6	10	16	- 2	+ 6
Rubber Products.....	12	28	40	+ 12	- 17
Leather Products.....	55	151	206	+ 25	- 38
Textile Products (except clothing).....	94	114	208	+ 47	- 177
Clothing (textile and fur).....	138	810	948	+ 132	- 854
Wood Products.....	283	50	333	+ 57	- 99
Paper Products.....	191	75	266	+ 6	+ 21
Printing, Publishing and Allied Industries.....	122	87	209	+ 30	- 103
Iron and Steel Products.....	420	130	550	+ 3	- 415
Transportation Equipment.....	388	65	453	- 91	- 101
Non-Ferrous Metal Products.....	157	42	199	+ 67	- 74
Electrical Apparatus and Supplies.....	249	88	337	+ 27	- 116
Non-Metallic Mineral Products.....	68	20	88	- 3	- 56
Products of Petroleum and Coal.....	14	9	23	- 6	- 22
Chemical Products.....	200	95	295	+ 43	+ 29
Miscellaneous Manufacturing Industries.....	96	76	172	+ 6	- 90
Construction	1,379	81	1,460	- 229	- 1,129
General Contractors.....	914	51	965	- 221	- 748
Special Trade Contractors.....	465	30	495	- 8	- 381
Transportation, Storage and Communication	518	196	714	- 130	- 427
Transportation.....	357	103	460	- 113	- 302
Storage.....	20	11	31	+ 8	- 32
Communication.....	141	82	223	- 25	- 93
Public Utility Operation	54	16	70	- 6	- 42
Trade	1,838	2,394	4,232	+ 541	- 884
Wholesale.....	687	448	1,135	+ 117	- 307
Retail.....	1,151	1,946	3,097	+ 424	- 577
Finance, Insurance and Real Estate	616	611	1,227	- 21	+ 23
Service	2,071	8,122	10,193	+ 589	- 1,427
Community or Public Service.....	401	2,033	2,434	- 321	+ 275
Government Service.....	719	302	1,021	- 74	0
Recreation Service.....	96	81	177	- 120	- 34
Business Service.....	340	357	697	- 236	- 288
Personal Service.....	515	5,349	5,864	+ 1,340	- 1,380
GRAND TOTAL	13,510	14,223	27,733	- 596	- 6,210

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT SEPTEMBER 1, 1950(1)

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies(2)			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional & Managerial Workers.....	1,672	1,529	3,201	6,210	1,858	8,068
Clerical Workers.....	937	2,779	3,716	14,735	46,357	61,092
Sales Workers.....	1,160	1,362	2,522	6,071	14,113	20,184
Personal & Domestic Service Workers...	652	6,115	6,767	23,917	18,158	42,075
Seamen.....	9	—	9	910	2	912
Agriculture, Fishing, Forestry (Ex. log.)	974	83	1,057	2,406	316	2,722
Skilled and Semi-Skilled Workers.....	6,943	1,319	8,262	103,268	16,834	120,102
Food and kindred products (incl. tobacco).....	73	13	86	950	455	1,405
Textiles, clothing, etc.....	115	928	1,043	2,311	9,754	12,065
Lumber and lumber products.....	3,093	1	3,094	7,829	121	7,950
Pulp, paper (incl. printing).....	57	11	68	1,006	489	1,495
Leather and leather products.....	31	113	144	936	876	1,812
Stone, clay & glass products.....	14	—	14	424	39	463
Metalworking.....	589	9	598	17,890	1,044	18,934
Electrical.....	100	15	115	2,677	1,062	3,739
Transportation equipment.....	2	—	2	2,522	40	2,562
Mining.....	181	—	181	1,362	—	1,362
Construction.....	837	—	837	21,642	6	21,648
Transportation (except seamen).....	461	8	469	16,212	146	16,358
Communications & public utility.....	38	—	38	495	6	501
Trade and service.....	159	172	331	3,713	1,600	5,313
Other skilled and semi-skilled.....	1,011	30	1,041	16,618	933	17,551
Foremen.....	102	19	121	2,229	258	2,487
Apprentices.....	80	—	80	4,452	5	4,457
Unskilled Workers.....	1,401	1,240	2,641	79,452	19,406	98,858
Food and tobacco.....	137	724	861	1,736	3,278	5,014
Lumber & lumber products.....	90	5	95	6,957	356	7,313
Metalworking.....	73	20	93	5,650	610	6,260
Construction.....	572	—	572	29,208	—	29,208
Other unskilled workers.....	529	491	1,020	35,901	15,162	51,063
GRAND TOTAL.....	13,748	14,427	28,175	236,969	117,044	354,013

(1)Preliminary—subject to revision.

(2)Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 1, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1) Sept. 1, 1960	Previous Month July 28, 1960	Previous Year Sept. 3, 1959	(1) Sept. 1, 1960	Previous Month July 28, 1960	Previous Year Sept. 3, 1959
Newfoundland	346	317	331	5,974	6,566	4,406
Corner Brook.....	25	15	24	1,553	1,813	1,130
Grand Falls.....	3	4	4	548	610	425
St. John's.....	318	298	353	3,873	4,143	2,851
Prince Edward Island	342	252	228	1,138	1,430	1,004
Charlottetown.....	134	209	147	657	892	574
Summerside.....	208	43	81	481	538	430
Nova Scotia	952	806	888	12,842	12,860	10,657
Amherst.....	26	51	23	557	567	370
Bridgewater.....	34	21	38	695	682	576
Halifax.....	481	450	584	3,813	4,345	3,357
Inverness.....	.....	.....	.....	256	252	222
Kentville.....	249	142	104	985	940	801
Liverpool.....	40	7	5	286	255	202
New Glasgow.....	23	33	21	1,458	1,171	1,428
Springhill.....	.....	.....	.....	346	356	701
Sydney.....	26	42	28	3,051	2,867	2,047
Truro.....	36	21	25	721	751	400
Yarmouth.....	37	31	60	674	674	553
New Brunswick	796	969	750	10,927	10,642	9,356
Bathurst.....	68	276	30	799	740	718
Campbellton.....	32	9	37	1,267	920	824
Edmundston.....	121	15	11	523	591	561
Fredericton.....	82	87	139	1,182	1,217	923
Minto.....	80	106	26	332	393	418
Moncton.....	169	168	225	2,425	2,297	1,737
Newcastle.....	7	2	7	799	806	960
Saint John.....	185	224	226	2,194	2,505	1,727
St. Stephen.....	32	56	18	647	497	807
Sussex.....	8	14	12	312	245	228
Woodstock.....	12	12	19	447	431	453
Quebec	8,182	6,914	9,263	105,226	114,070	78,846
Alma.....	9	32	32	1,321	1,421	1,200
Asbestos.....	4	7	6	278	270	234
Baie Comeau.....	83	138	—	304	360	—
Beauharnois.....	19	12	36	639	712	614
Buckingham.....	17	82	27	391	467	472
Causapsal.....	149	135	78	561	571	360
Chandler.....	16	12	21	175	214	189
Chicoutimi.....	189	372	146	1,266	1,379	925
Cowansville.....	36	54	—	265	784	—
Dolbeau.....	124	12	46	724	766	506
Drummondville.....	41	20	37	1,618	1,868	1,093
Farnham.....	38	18	663	328	396	442
Forestville.....	192	312	253	186	193	486
Gaspé.....	18	8	24	200	238	164
Granby.....	148	24	25	1,429	2,433	809
Hull.....	80	29	58	1,936	1,857	1,378
Joliette.....	101	120	177	2,458	2,492	1,816
Jonquière.....	34	35	25	1,543	1,620	1,060
Lachute.....	29	7	11	362	420	317
La Malbaie.....	656	12	9	331	364	412
La Tuque.....	851	779	295	441	369	545
Lévis.....	40	38	115	1,978	1,732	1,213
Louiseville.....	28	22	18	701	765	467
Magog.....	5	4	10	359	304	342
Maniwaki.....	36	17	183	327	309	147
Matane.....	17	18	43	306	358	345
Mégantic.....	9	1	1	302	327	352
Mont-Laurier.....	19	25	10	440	443	278
Montmagny.....	3	5	14	762	639	461
Montreal.....	2,619	2,648	4,203	47,807	49,301	34,851
New Richmond.....	7	2	16	265	313	213
Port Alfred.....	4	2	5	347	390	266
Quebec.....	491	457	619	7,788	8,759	6,140
Rimouski.....	110	116	290	1,066	1,100	1,422
Rivière du Loup.....	300	12	101	1,156	972	684
Roberval.....	127	131	137	747	781	569
Rouyn.....	51	72	105	1,579	2,049	1,254
Ste. Agathe.....	85	29	45	366	284	231
Ste. Anne de Bellevue.....	70	56	70	585	659	453
Ste. Thérèse.....	33	39	29	1,362	1,404	913
St. Hyacinthe.....	38	55	67	1,491	2,336	1,122
St. Jean.....	41	24	104	1,751	1,932	527
St. Jérôme.....	94	58	79	901	1,147	949
Sept-Îles.....	226	242	202	1,011	1,161	589
Shawinigan.....	105	59	147	2,005	2,081	1,937
Sherbrooke.....	237	179	212	2,987	3,868	2,561
Sorel.....	62	33	29	1,310	1,812	896
Thetford Mines.....	29	32	53	862	911	935
Trois-Rivières.....	130	75	245	2,849	3,243	2,028

TABLE D-4—UNFILED VACANCIES AND REGISTRATIONS AT SEPTEMBER 1, 1960

(Source: Form U.I.C. 757)

Office	Unfiled Vacancies(2)			Registrations		
	(1) Sept. 1, 1960	Previous Month July 28, 1960	Previous Year Sept. 3, 1959	(1) Sept. 1, 1960	Previous Month July 28, 1960	Previous Year Sept. 3, 1959
Quebec—(Cont'd)						
Val d'Or.....	27	18	20	1,273	1,478	989
Valleyfield.....	13	22	19	1,447	1,385	1,243
Victoriaville.....	34	25	16	1,471	1,800	835
Ville St. Georges.....	248	178	87	869	893	612
Ontario	9,204	9,275	12,834	140,429	144,326	104,336
Amprior.....	7	10	6	190	196	102
Barrie.....	16	17	27	971	1,044	819
Belleville.....	64	37	89	1,261	1,312	963
Bracebridge.....	50	28	54	427	385	341
Brampton.....	29	20	14	1,211	1,165	1,492
Brantford.....	17	41	119	2,880	3,013	1,547
Brockville.....	69	30	64	516	464	207
Carleton Place.....	19	7	9	116	151	123
Chatham.....	116	93	347	1,219	1,839	840
Cobourg.....	54	213	18	678	876	514
Collingwood.....	6	19	11	649	463	333
Cornwall.....	104	84	122	2,220	2,724	1,861
Elliot Lake.....	59	27	106	308	333	348
Fort Erie.....	12	38	43	309	279	259
Fort Frances.....	27	24	43	183	238	190
Fort William.....	101	82	90	1,088	1,165	1,021
Galt.....	147	114	134	1,051	1,173	760
Gananoque.....	10	17	26	127	151	114
Goderich.....	19	10	38	267	312	214
Guelph.....	46	31	53	1,552	1,732	1,086
Hamilton.....	868	657	1,087	11,824	11,016	7,919
Hawkesbury.....	9	11	13	272	574	235
Kapusking.....	62	105	18	653	626	409
Kenora.....	27	9	23	266	334	216
Kingston.....	120	102	165	1,753	1,520	1,316
Kirkland Lake.....	56	51	74	758	866	564
Kitchener.....	135	112	216	2,270	2,670	1,222
Leamington.....	79	55	133	414	895	440
Lindsay.....	18	8	7	650	630	467
Listowel.....	26	15	26	218	225	137
London.....	575	487	757	3,887	4,134	2,465
Long Branch.....	132	247	267	3,125	3,135	2,694
Midland.....	22	14	23	423	432	287
Napanee.....	6	9	5	323	266	204
Newmarket.....	43	47	101	1,091	1,140	727
Niagara Falls.....	52	32	161	1,302	1,279	947
North Bay.....	40	24	27	1,316	969	808
Oakville.....	129	128	143	1,065	1,033	855
Orillia.....	20	32	35	606	665	465
Oshawa.....	104	113	128	10,281	8,686	8,422
Ottawa.....	832	752	1,070	4,310	4,390	3,293
Owen Sound.....	73	50	56	934	968	549
Parry Sound.....	1	44	—	127	174	148
Pembroke.....	111	81	109	1,010	942	834
Perth.....	26	34	36	177	288	201
Peterborough.....	66	56	90	2,506	2,324	1,796
Pictou.....	3	5	16	196	183	141
Port Arthur.....	184	214	263	1,535	1,715	1,427
Port Colborne.....	16	20	7	515	433	495
Prescott.....	33	31	25	445	568	324
Renfrew.....	16	17	24	260	283	194
St. Catharines.....	390	128	285	5,024	5,451	2,663
St. Thomas.....	134	238	156	519	731	419
Sarnia.....	125	106	127	1,618	1,756	1,231
Sault Ste. Marie.....	128	160	354	1,795	2,079	960
Simcoe.....	222	879	320	390	926	318
Sioux Lookout.....	21	24	13	121	113	86
Smiths Falls.....	10	13	9	275	252	219
Stratford.....	50	40	39	485	670	496
Sturgeon Falls.....	29	19	20	444	373	359
Sudbury.....	161	125	243	2,777	3,155	1,728
Tillsonburg.....	26	267	576	106	330	80
Timmins.....	54	186	79	1,473	1,453	1,121
Toronto.....	2,287	1,904	3,259	38,435	37,227	26,972
Trenton.....	65	69	127	538	609	333
Walkerton.....	42	58	62	567	570	236
Wallaceburg.....	18	18	10	291	385	136
Welland.....	90	102	30	1,426	1,444	869
Weston.....	234	210	217	3,239	2,975	3,036
Windsor.....	218	173	241	8,361	9,855	9,305
Woodstock.....	44	52	149	810	1,094	434
Manitoba	2,626	2,526	4,049	10,785	11,380	8,446
Brandon.....	283	187	284	777	788	619
Dauphin.....	43	14	19	399	382	282
Flin Flon.....	21	44	54	130	140	137
Portage la Prairie.....	67	94	88	327	398	359
The Pas.....	76	139	164	112	143	199
Winnipeg.....	2,136	2,048	3,440	9,040	9,529	6,870

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 1, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Sept. 1, 1960	Previous Month July 28, 1960	Previous Year Sept. 3, 1959	(1) Sept. 1, 1960	Previous Month July 28, 1960	Previous Year Sept. 3, 1959
Saskatchewan	1,028	939	1,359	6,440	7,191	5,198
Estevan.....	46	35	56	137	161	205
Lloydminster.....	31	40	45	152	157	110
Moose Jaw.....	94	99	193	584	693	494
North Battleford.....	54	28	38	481	383	281
Prince Albert.....	95	114	67	700	847	626
Regina.....	258	222	314	1,776	1,863	1,351
Saskatoon.....	269	222	369	1,653	1,940	1,333
Swift Current.....	59	55	102	180	187	186
Weyburn.....	34	52	42	108	153	85
Yorkton.....	88	72	133	669	807	527
Alberta	2,644	3,062	3,089	15,789	16,938	11,592
Blairmore.....	47	32	7	168	219	142
Calgary.....	744	888	1,011	5,631	5,758	3,880
Drumheller.....	20	51	35	202	321	206
Edmonton.....	1,278	1,621	1,475	7,227	7,745	5,533
Edson.....	36	53	76	258	247	325
Grande Prairie.....	65	34	—	447	543	—
Lethbridge.....	210	159	193	829	830	567
Medicine Hat.....	124	134	183	519	640	536
Red Deer.....	120	90	109	508	635	403
British Columbia	2,055	2,207	2,366	44,463	45,241	34,650
Chilliwack.....	34	27	32	974	1,035	647
Courtenay.....	26	43	7	912	1,154	590
Cranbrook.....	37	65	30	567	413	330
Dawson Creek.....	16	15	29	439	489	557
Duncan.....	47	30	20	797	1,320	676
Kamloops.....	9	7	17	594	559	438
Kelowna.....	35	65	16	565	544	444
Kitimat.....	44	38	50	230	233	118
Mission City.....	28	161	19	770	914	556
Nanaimo.....	22	27	29	901	1,373	741
Nelson.....	133	166	37	416	516	369
New Westminster.....	175	196	223	6,566	6,489	5,160
Penticton.....	32	17	47	611	652	429
Port Alberni.....	22	18	18	631	723	711
Prince George.....	59	74	85	1,393	1,336	1,011
Prince Rupert.....	21	14	15	544	633	627
Princeton.....	7	26	14	192	138	128
Quesnel.....	20	19	41	595	648	349
Trail.....	72	60	51	344	289	522
Vancouver.....	974	892	1,205	21,592	20,945	16,485
Vernon.....	26	40	54	660	612	460
Victoria.....	146	142	214	3,867	3,944	3,108
Whitehorse.....	70	65	113	303	282	194
Canada	28,175	27,267	35,207	354,013	370,644	268,491
Males.....	13,748	14,673	16,741	236,969	242,582	172,417
Females.....	14,427	12,594	18,466	117,044	128,062	96,074

¹Preliminary subject to revision.

²Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (8 months).....	659,332	441,826	217,506	41,662	155,609	223,723	144,299	94,039
1960 (8 months).....	624,329	413,415	210,914	52,002	158,599	196,908	130,909	85,911

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, AUGUST 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.9	17,942	389,355
Prince Edward Island.....	0.6	2,923	56,058
Nova Scotia.....	8.5	38,997	849,259
New Brunswick.....	6.7	30,757	645,439
Quebec.....	63.8	293,689	6,298,103
Ontario.....	81.9	376,820	8,451,803
Manitoba.....	6.2	28,473	585,790
Saskatchewan.....	3.9	18,112	372,572
Alberta.....	10.0	45,925	925,580
British Columbia.....	25.4	116,731	2,782,301
Total, Canada, August 1960.....	210.9	970,369	21,356,560
Total, Canada, July 1960.....	225.9	903,575	19,702,607
Total, Canada, August 1959.....	154.7	649,861	13,123,154

TABLE E-2—CLAIMANTS*CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, AUGUST 31, 1960

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	August 31, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	280,195	85,371	33,456	45,831	29,727	21,849	16,148	47,813	25.3	209,966
Male.....	186,456	63,847	24,192	30,601	17,760	12,886	9,754	27,416	26.5	132,825
Female.....	93,739	21,524	9,264	15,230	11,967	8,963	6,394	20,397	22.9	77,141
Newfoundland.....	5,075	1,038	603	845	533	418	339	1,299	54.0	3,920
Male.....	3,935	837	506	682	364	319	268	959	56.6	3,136
Female.....	1,140	201	97	163	169	99	71	340	45.3	784
Prince Edward Island.....	777	141	63	145	144	86	49	149	59.1	729
Male.....	503	91	41	102	92	61	24	92	65.0	434
Female.....	274	50	22	43	52	25	25	57	48.2	295
Nova Scotia.....	11,647	3,731	1,187	1,821	1,124	835	837	2,112	35.3	9,205
Male.....	9,021	3,119	970	1,391	777	599	681	1,484	34.8	6,823
Female.....	2,626	612	217	430	347	236	156	628	37.1	2,382
New Brunswick.....	9,298	2,698	1,090	1,585	894	784	885	1,362	50.2	7,255
Male.....	6,844	2,213	855	1,135	574	525	701	841	54.1	5,185
Female.....	2,454	485	235	450	320	259	184	521	39.2	2,070
Quebec.....	88,278	24,865	9,543	13,473	9,116	6,827	4,956	14,598	26.0	61,391
Male.....	54,367	18,377	6,582	8,707	5,316	3,997	2,890	8,498	27.3	37,746
Female.....	29,011	6,488	2,961	4,766	3,800	2,830	2,066	6,100	23.5	23,645
Ontario.....	112,079	35,022	14,325	18,503	11,912	8,196	5,624	18,497	19.9	84,942
Male.....	73,897	26,052	10,599	12,438	7,078	4,556	3,081	10,093	20.0	53,882
Female.....	38,182	8,970	3,726	6,065	4,834	3,640	2,543	8,404	19.7	31,560
Manitoba.....	7,586	2,102	729	1,106	803	732	543	1,571	19.9	5,299
Male.....	4,170	1,335	355	576	402	398	260	814	22.3	2,522
Female.....	3,416	767	344	530	401	334	283	757	16.9	2,777
Saskatchewan.....	4,483	922	482	754	550	427	323	1,025	42.9	3,606
Male.....	2,312	522	230	377	249	231	182	521	48.9	1,743
Female.....	2,171	400	252	377	301	196	141	504	36.4	1,863
Alberta.....	12,214	3,943	1,353	1,851	1,289	975	753	2,050	27.0	8,318
Male.....	7,801	2,816	901	1,143	763	517	497	1,159	28.9	4,994
Female.....	4,413	1,127	452	708	521	458	256	891	23.7	3,324
British Columbia.....	33,658	10,909	4,081	5,748	3,362	2,569	1,839	5,150	24.6	25,301
Male.....	23,606	8,485	3,123	4,050	2,140	1,683	1,170	2,955	26.0	16,860
Female.....	10,052	2,424	958	1,698	1,222	886	669	2,195	21.5	8,441

*Changes in the wording of this heading do not involve any change in concept.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
AUGUST 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,732	1,124	608	1,794	1,272	522	483
Prince Edward Island.....	256	146	110	270	190	80	71
Nova Scotia.....	9,876	2,969	6,907	9,646	8,423	1,223	1,345
New Brunswick.....	4,259	2,660	1,599	4,430	3,487	943	1,146
Quebec.....	39,669	22,582	17,087	39,829	30,397	9,432	11,091
Ontario.....	62,179	33,596	28,583	62,826	51,543	11,283	15,483
Manitoba.....	3,410	2,098	1,312	3,194	2,273	921	768
Saskatchewan.....	1,918	1,175	743	1,842	1,284	558	441
Alberta.....	6,649	3,668	2,981	6,010	4,675	1,335	2,038
British Columbia.....	19,626	10,587	9,039	19,382	15,038	4,344	4,496
Total, Canada, August 1960....	149,574	80,605	68,969	149,223	118,582	30,641	37,362
Total, Canada July 1960.....	140,435	76,506	63,929	137,448	109,476	27,972	37,011
Total, Canada, August 1959....	102,439	61,628	40,811	106,779	80,898	25,881	25,293

*In addition, revised claims received numbered 33,375.

†In addition, 31,815 revised claims were disposed of. Of these, 2,794 were special requests not granted and 1,256 were appeals by claimants. There were 7,673 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—July.....	4,038,200	3,744,100	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	132.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6
October.....	129.4	125.8	144.3	111.2	123.5	137.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1960

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Sept. 1959	Aug. 1960	Sept. 1960					
(†) St. John's, Nfld.....	114.9	116.1	114.8	108.5	115.2	109.5	111.7	129.0
Halifax.....	126.3	126.7	127.1	116.5	134.9	121.1	129.6	139.9
Saint John.....	128.3	129.0	129.2	122.4	139.3	119.7	124.2	142.8
Montreal.....	127.8	127.5	127.7	125.6	145.9	105.1	118.8	138.4
Ottawa.....	127.6	128.3	129.0	123.0	148.8	115.2	122.2	137.4
Toronto.....	129.4	130.3	130.7	122.8	153.2	113.2	123.4	139.9
Winnipeg.....	123.9	125.8	126.2	122.1	134.6	116.3	120.3	135.6
Saskatoon-Regina.....	124.2	124.8	125.6	124.1	124.9	124.0	125.5	129.1
Edmonton-Calgary.....	124.0	124.3	125.1	120.0	125.5	120.3	127.1	133.0
Vancouver.....	128.3	128.3	129.2	124.7	137.9	115.5	132.5	136.4

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(†) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,850	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04
August.....	30	42	10,958	129,180	0.12
September.....	27	52	11,877	114,610	0.11

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	6	1,485	3,260
Manufacturing.....	23	4,740	85,440
Construction.....	11	737	9,730
Transportation, etc.....	8	4,136	13,700
Public utilities.....			
Trade.....	3	622	1,070
Service.....	1	157	1,410
All industries.....	52	11,877	114,610

TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	6	1,494	2,710
New Brunswick.....			
Quebec.....	7	1,863	34,660
Ontario.....	26	2,922	33,790
Manitoba.....	3	826	17,340
Saskatchewan.....	1	48	1,010
Alberta.....	3	574	19,170
British Columbia.....	1	90	1,890
Federal.....	5	4,060	13,040
All jurisdictions.....	52	11,877	114,610

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
SEPTEMBER 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept- ember	Accu- mulated		
MINING— <i>Coal etc.</i> — Old Sydney Collieries, Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	520	520	520	Sep. 6 Sep. 7	Datal rates for first day worked~Company agreed to pay datal rates for first day worked.
Old Sydney Collieries, Florence, N.S.	Mine Workers Loc. 4544 (Ind.)	510	510	510	Sep. 6 Sep. 7	Safety conditions~Return of workers when assured that existing conditions were safe.
Acadia Coal, Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	350	700	700	Sep. 19 Sep. 21	Alleged short staff on work assignment~Return of workers.
MANUFACTURING— <i>Iron and Steel Products</i> — Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	312	6,340	10,690	Aug. 12	Wages, working conditions, fringe benefits~
Dominion Bridge, Mount Dennis, Toronto, Ont.	Steelworkers Loc. 3390 (AFL-CIO/CLC)	455	9,470	15,290	Aug. 15	Wages, fringe benefits~
Dominion Bridge, Lachine, Longue Pointe, Que.	Steelworkers Loc. 2843 (AFL-CIO/CLC)	1,338	28,100	45,720	Aug. 16	Wages, fringe benefits~
Dominion Bridge, Calgary, Alta.	Steelworkers Loc. 5044 (AFL-CIO/CLC)	302	6,340	9,060	Aug. 19	Wages, fringe benefits~
Manitoba Rolling Mills Selkirk, Man.	Steelworkers Loc. 5442 (AFL-CIO/CLC)	385	8,080	10,760	Aug. 25	Wages, fringe benefits~
Manitoba Bridge and Engineering, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	238	5,000	6,290	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	203	4,260	5,350	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Edmonton, Alta.	Steelworkers Loc. 3345 (AFL-CIO/CLC)	115	2,420	2,960	Aug. 26	Wages, fringe benefits~
N. Slater, Hamilton, Ont.	Steelworkers Loc. 3505 (AFL-CIO/CLC)	310	310	310	Sep. 12 Sep. 13	Misunderstanding in the interpretation of work content~Return of workers.
<i>Transportation Equipment</i> — Lucas-Rotax, Toronto, Ont.	Machinists Loc. 1674 (AFL-CIO/CLC)	169	3,550	5,830	Aug. 12	Wages, improved health plan~
<i>Miscellaneous Manufacturing Industries</i> — Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL- CIO/CLC)	344	4,130	4,130	Sep. 15	Wages~
CONSTRUCTION— Electrical Contractors' Association, Ottawa, Ont.	I.B.E.W. Loc. 586 (AFL- CIO/CLC)	185	3,890	11,010	July 22	Wages~
Toronto Chapter of the Warm Air Association, Toronto, Ont.	Unorganized	275	3,030	5,090	Aug. 23 Sep. 16	Wages, hours~Return of workers following signing of agreements with a number of firms.
TRANSPORTATION ETC.— <i>Transportation</i> C.P. Merchandise Services, Vancouver, other points, B.C.	Railway Clerks, various locals (AFL-CIO/CLC)	195	1,300	3,790	Aug. 17 Sep. 12	Union representation~Return of some workers, replacement of others.
Smith Transport, Toronto, Ont.	Teamsters Loc. 938 (Ind.)	400	400	400	Sep. 9 Sep. 9	Work assignment~Return of workers when company agreed to modify system.
Shipping Federation of Canada, Montreal, Que.	I.L.A. Locs. 375; 1552; 1657;1845(AFL-CIO/CLC)	2,900	10,250	10,250	Sep. 23 Sep. 27	Conduct of foreman~Return of workers when mutual agreement reached.
N. M. Paterson & Sons, St. Lawrence and Great Lakes	Seafarers (AFL-CIO)	550	550	550	Sep. 29	Wages, hours~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
SEPTEMBER 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termi- nation Date	Major Issues ~ Result
			Sept- ember	Accu- mulated		
TRADE— Eight ready-mix concrete firms, Toronto, Ont.	Teamsters Loc. 230 (Ind.)	600	600	600	Sep. 6 Sep. 7	Crossing of picket line~ Return of workers with agreement to regard the picket line in question as illegal.
SERVICE— Leduc School Division, Leduc, Alta.	Alberta Teachers' Associ- ation Loc. 63 (Ind.)	157	1,410	1,410	Sep. 1 Sep. 15	Cumulative sick leave~ Accumulation of sick leave, maximum 180 days at full pay; basis $\frac{1}{2}$ of unused annual sick leave added each year from Sep. 1959.

OCCUPATIONAL MONOGRAPHS in the "CANADIAN OCCUPATIONS" SERIES

This Series is prepared by the Economics and Research Branch of the Department of Labour to help young people choose a career, and as an aid to those engaged in vocational guidance work. Each booklet covers an occupation or occupational field, outlining the kind of work done, the preparation and training needed, how to enter the occupation, career opportunities and employment outlook.

MONOGRAPHS

TITLE	Catalogue No.
1 Carpenter, 1957	L43-0157
*2 Bricklayers and Stone-Masons, 1954.....	L43-0254
3 Plasterer, 1954	L43-0354
4 Painter, 1957.....	L43-0457
*5 Plumber, Pipe Fitter and Steam Fitter, 1957.....	L43-0557
6 Sheet-Metal Worker, 1954	L43-0654
7 Electrician, 1954	L43-0754
8 Machinist and Machine Operators (Metal),1958.....	L43-0858
*9 Printing Trades, 1957	L43-0957
*10 Motor Vehicle Mechanic, 1960	L43-1057
11 Optometrist, 1958	L43-1158
*12 Social Worker, 1957.....	L43-1257
13 Lawyer, 1958.....	L43-1358
*14 Mining Occupations, 1957.....	L43-1457
15 Foundry Workers, 1957.....	L43-1557
*16 Technical Occupations in Radio and Electronics, (being revised)	L43-16
17 Forge Shop Occupations, 1959.....	L43-1759
18 Tool and Die Makers, 1959	L43-1859
19 Railway Careers, 1954.....	L43-1954
*20-35 Careers in Natural Science and Engineering, 1953 (one booklet).....	L43-2053
36 Hospital Workers (Other than Professional), 1954.....	L43-3654
*37 Draughtsman, 1955	L43-3755
38 Welder, 1955	L43-3855
*39 Careers in Home Economics, 1956	L43-3956
40 Occupations in the Aircraft Manufacturing Industry, 1956	L43-4056
*41 Careers in Construction, 1957	L43-4157
42 Medical Laboratory Technologist, 1957	L43-4257
*43 Careers in Meteorology, 1958	L43-4358
44 Teacher, 1959	L43-4459
45 Physical and Occupational Therapist, 1959	L43-4559
46 Office Occupations, 1960	L43-4660

All monographs in the "Canadian Occupations" series are priced at 10 cents per copy, with the exception of *Careers in Natural Science and Engineering*, which is 25 cents. A discount of 25 per cent is allowed on quantities of 100 or more of the same title.

Send remittance by cheque or money order, made payable to the Receiver General of Canada, to The Queen's Printer, Ottawa, Canada.

School guidance counsellors should inquire from their provincial Department of Education for supplies.

FILMSTRIPS

*The Department of Labour, in collaboration with the National Film Board, has prepared a number of occupational filmstrips based on titles in the "Canadian Occupations" series. Titles covered to date are indicated by an asterisk. Monographs 20-25 have been covered in two filmstrips, entitled *Careers in Natural Science and Careers in the Engineering Profession*.

Filmstrips are priced at \$1.50 each and may be purchased from the National Film Board, Box 6100, Montreal.



THE

LABOUR AZETTE



Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 12

DECEMBER 31, 1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LX, No. 12	CONTENTS	December 31, 1960
Employment Review		1209
Collective Bargaining Review		1222
Notes of Current Interest		1229
House of Commons Debates of Labour Interest ..		1233
New Year Messages		1236
Labour Legislation in the Past Decade		1240
Changes in General Assistance Legislation, 1959 to 1960 ..		1256
12th Meeting, Apprenticeship Training Advisory Committee		1262
31st Meeting, Vocational Training Advisory Council		1263
39th Annual Convention of the CCCL		1264
4th Annual Convention, Ontario Federation of Labour		1274
Annual Conventions, B.C., Sask., Alta. Labour Federations ..		1281
Canadian Chamber of Commerce Annual Brief to Government		1285
Dispute Settlement in Sweden		1287
NES Older Worker Counselling Service		1289
OFL Sets Up Women's Committee		1290
50 Years Ago This Month		1291
Teamwork in Industry		1292
Industrial Relations:		
Certification Proceedings		1293
Conciliation Proceedings		1295
Canadian Railway Board of Adjustment No. 1		1296
Labour Law:		
Legal Decisions Affecting Labour		1300
Recent Regulations under Provincial Legislation		1304
Unemployment Insurance:		
Monthly Report on Operation		1310
Decisions of the Umpire		1311
Labour Conditions in Federal Government Contracts		1315
Prices and the Cost of Living		1320
Publications Recently Received in Department's Library		1322
Labour Statistics		1326

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Employment Situation in the Fourth Quarter

One of the main features of the employment situation in the fourth quarter was the continued expansion of the service industry. Between August and November, employment in the service industry rose 55,000 compared with an average rise of 45,000 during the previous five years. Staffing of new educational and health facilities accounted for a large part of this advance. Employment expansion in retail trade, which had been quite substantial earlier this year, was held down by the retarding influence of mild weather on sales of winter clothing. In other service-producing industries, employment either contracted or remained stable between the third and fourth quarter.

The third to fourth quarter changes in employment in the goods-producing industries were mainly seasonal. Manufacturing employment normally drops fairly sharply between August and November as a result of layoffs in the canning industry; this year it declined by 59,000, which was about average. Forestry employment expanded seasonally and mining remained fairly stable. Construction and agricultural activity did not decline as rapidly as usual owing to the fine weather prevailing in many areas during October and November.

Motor vehicle and motor vehicle parts plants have been busier in recent months following stepped up production on the 1961 models. A strong first half of 1960 was followed by cutbacks in production and employment for retooling and model changeover during the third quarter. With the completion of the transition period in October, production of passenger cars and commercial vehicles showed a better than 50-per-cent rise from September. The January-October production figures were slightly higher than last year for both passenger cars and commercial vehicles. Employment has been rising in recent months, although it is still somewhat lower than a year ago.

The iron and steel industry, which accounted for the heaviest losses in manufacturing employment earlier in the year, showed a further decline during the fourth quarter. Activity in primary steel products continued to slacken during the past few months while other parts of the iron and steel industry held fairly steady at the reduced levels of the third quarter. Employment was somewhat firmer in the aircraft industry as a result of recent orders from the United States Government.

Construction employment moved down in an irregular fashion from mid-1959 to mid-1960 as some losses were interspersed with partly offsetting advances. From August to November, when construction employment normally falls sharply (the average contraction in the past five years was 50,000), the decline this year was only 35,000. The unusually mild fall weather appears to have been the main reason for the smaller drop this season. Housing continued to be a major source of weakness in the fourth quarter; although an upturn in housing starts occurred toward the end of the year, the volume of

work under construction in October was still lower than a year before. Non-residential construction was maintained at a fairly high level after showing some strengthening in the third quarter. Prospects in this sector of construction continued to be fairly bright, particularly in engineering, where the value of contracts awarded has been running well ahead of last year. Contracts awarded in the first ten months of 1960 were more than one-fifth higher than last year in engineering and one-tenth higher in industrial construction.

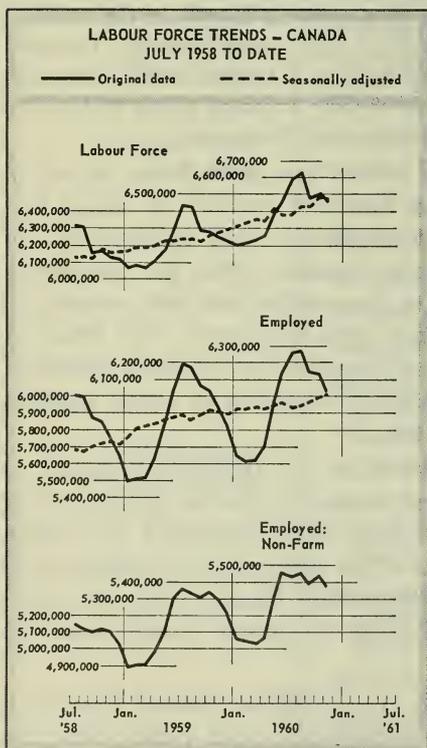
Employment Growth Over the Year

Total employment in November, at 6,029,000, was up 99,000 over the year before. The sustained growth of most sectors of the service industry was responsible for the increase. Activity in trade, finance, insurance and real estate showed little change over the year but some slackening occurred in transportation. For the service-producing industries* as a whole, employment was 119,000 higher than last year. On the other hand, employment in the goods-producing industries during November was down from a year ago by 20,000, with losses in manufacturing and construction; there was a small advance in agriculture.

Some 1,644,000 women were employed in November, 102,000 more than a year before; there were slightly fewer men employed than a year ago. As might be expected, the employment expansion in the service industries was more striking among women than among men. On the other hand, the slowdown in activity in the goods-producing industries affected more men than women.

The labour force growth accelerated during recent months, and by November it was 211,000 higher than a year before. Women accounted for more than half of the increase, much more than their share of the labour force. The rising number of married women in the labour force was particularly marked. Expansion of job opportunities, changing social attitudes and labour saving devices in the home have all played a part in the increased labour force participation of married women.

*For purposes of employment analysis it is sometimes useful to have in one group all the industries that produce goods and in another group all the industries concerned with supplying services. The former includes agriculture and other primary industries, manufacturing and construction; the latter, transportation and other utilities, trade, finance, insurance, real estate and service (which includes recreation, community, government and other services).



NOTE: The uppermost curve, representing the labour force, on this chart in the November issue (p. 1098) was incorrectly plotted. It indicated a labour force of 6,599,000 in October. The figure was actually 6,499,000, as plotted above.

Trends in Manufacturing Industries

Most of the employment losses over the year have been in construction and manufacturing, and in the latter, weaknesses have been centered in the durable goods industries. In September, the employment index for durables was 6.6 per cent lower than a year before while for non-durables it showed no change. The iron and steel products industries experienced the most marked employment decline; in agricultural implements it fell by about 29 per cent. Smaller, though still substantial employment reductions took place in heating and cooking appliances, iron castings and primary iron and steel. The curtailment of activity in agricultural implements can be attributed, in part, to a weakening in the export market. Export sales of agricultural implements in the first eight months of 1960 were down 27 per cent from the comparable period in 1959. The 8-per-cent employment decline in transportation equipment, shown in the table below, embraced shipbuilding, motor vehicles, aircraft and railway rolling stock. Some improvement appears to have taken place in the aircraft and automotive industries during October and November though not enough to bring employment up to last year's level.

Manufacturing Employment

(Index: 1949=100)

	Sept. 1960	Sept. 1959	% Change
Manufacturing	111.5	115.3	-3.3
Non-Durables	111.5	111.8	-0.3
Food and Beverages	129.8	126.6	+2.5
Tobacco and Tobacco Products	78.8	84.4	-6.6
Rubber	102.5	110.5	-7.2
Leather	85.6	88.9	-3.7
Textiles	77.3	80.0	-3.4
Clothing	92.3	95.8	-3.7
Paper	127.3	127.2	*
Printing, Publishing	124.5	123.3	+1.0
Products of Petroleum and Coal	137.4	138.3	-0.7
Chemical	133.4	132.6	+0.6
Miscellaneous	133.1	132.0	+0.8
Durables	111.5	119.4	-6.6
Wood	105.7	111.6	-5.3
Iron and Steel	102.6	112.7	-9.0
Transportation Equipment	103.5	112.6	-8.1
Non-ferrous	130.4	130.5	*
Electrical Apparatus and Supplies	133.0	140.6	-5.4
Non-metallic Mineral	144.2	152.3	-5.3

* Less than 0.5.

Source: Employment and Payrolls, DBS.

The slowdown in construction activity—traceable to a large extent to a drop in housebuilding—has had its counterpart in reduced employment levels in the building material industries. Wood products and non-metallic mineral products show identical year-to-year declines of 5.3 per cent. Reduced demands for concrete and brick accounted for much of the slackening in non-metallic mineral products. The easing in the demand for wood products had its origin in the domestic market. Exports of wood products have been maintained at a slightly higher level than last year.

Employment in the electrical apparatus and supplies industry was down by 5.4 per cent in September compared with a year before. The slower pace of activity in this industry can be attributed largely to fewer electric power developments. Employment in heavy electrical machinery fell sharply over the year while, with minor exceptions, the other parts of the industry held up fairly well. Non-ferrous metals was about the only hard-goods industry to maintain employment at last year's level. Exports have shown more strength than last year, offsetting weaknesses in the domestic market. Conspicuously large gains have been apparent in sales of aluminum, nickel and copper.

Employment trends in the non-durable goods industries have been mixed. Food and beverages, which account for roughly one fourth of total employment in the non-durable goods industries, made a September-to-September advance of 2.5 per cent, offsetting the larger percentage declines in tobacco products, rubber, leather, textiles and clothing. Employment levels were virtually unchanged over the year in paper products, miscellaneous manufacturing products and products of petroleum and coal.

Unemployment

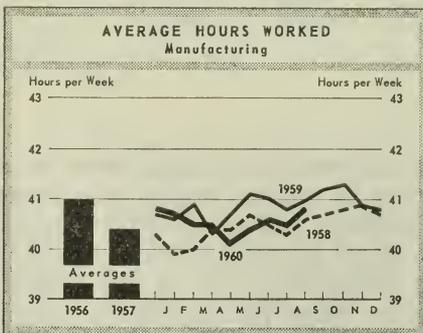
Unemployment increased seasonally between the third and fourth quarter and continued to be substantially higher than last year. In November, an estimated 429,000 persons were unemployed, representing 6.6 per cent of the labour force. A year before, the figure was 317,000, representing 5.1 per cent of the labour force.

Men accounted for about 80 per cent of the increase over the year. The largest year-to-year percentage increase was in the 14-19 year age group; as usual, the rate of unemployment was substantially higher among teenagers than in any other age group. Four fifths of the unemployed in November were over 19 years old, and in these older age groups the increase over the year was more or less uniform.

Long-term unemployment has been more prevalent than in 1959. In November, some 116,000 job seekers had been seeking work for four months or more. A year before, 63,000 of a smaller total had been seeking work for this length of time.

About 42 per cent of the persons unemployed in November were heads of families; 48 per cent were sons, daughters or other relatives living in family units; and 10 per cent were unattached persons. Of 294,000 family units with one or more persons unemployed, 59 per cent also had at least one person in the family working. In the remaining 120,000 families, no one was employed.

Regional unemployment rates in November were highest in the Pacific and lowest in the Prairie Provinces. Unemployment in Ontario was below the national rate; in the Atlantic and Quebec regions it was higher than the national rate.



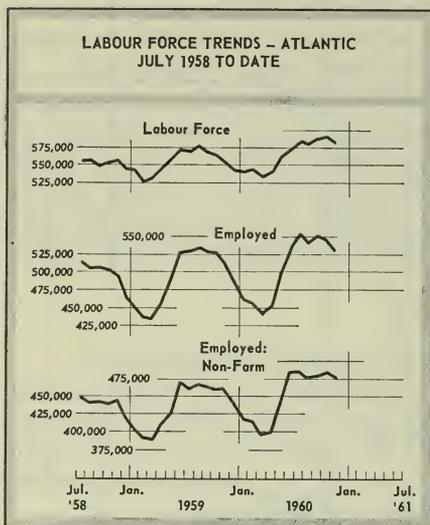
CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ← Vancouver-New Westminster WINDSOR ←	Calgary EDMONTON ← Halifax Hamilton Montreal Quebec-Levis Toronto WINNIPEG ←	Ottawa-Hull	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	CORNWALL ← JOLIETTE ←	Brantford Corner Brook Farnham-Granby FT. WILLIAM- PT. ARTHUR ← Guelph Kingston KITCHENER ← Lac St. Jean London Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivieres Victoria	Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Barrie CHARLOTTETOWN ← Chatham LETHBRIDGE ← PRINCE ALBERT ← RED DEER ← RIVIERE DU LOUP ← SASKATOON ← Thetford-Megantic- St. Georges YORKTON ←	Brandon Moose Jaw North Battleford Regina	
MINOR AREAS (labour force 10,000-25,000)	CAMPBELLTON ← OKANAGAN ← VALLEY ← PRINCE GEORGE- QUESNEL ← STE. AGATHE- ST. JEROME ← ST. STEPHEN ← VICTORIAVILLE ←	Bathurst BEAUHARNOIS ← Belleville-Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Chilliwack CRANBROOK ← DAUPHIN ← DAWSON CREEK ← Drummondville EDMUNDSTON ← Fredericton GALT ← GASPE ← GODERICH ← GRAND FALLS ← KAMLOOPS ← KENTVILLE ← LACHUTE- STE. THERESE ← Lindsay MEDICINE HAT ← MONTMAGNY ← Newcastle North Bay Owen Sound Pembroke Portage La Prairie Prince Rupert Quebec North Shore Rimouski ST. HYACINTHE ← St. Jean ST. THOMAS ←	Drumbeller Kitimat Listowel Stratford Swift Current Group 2 Concluded Sault Ste. Marie SIMCOE ← Sorel SUMMERSIDE ← TRAIL-NELSON ← Truro Valleyfield WALKERTON ← WEYBURN ← WOODSTOCK, N.B. ← WOODSTOCK- TILLSONBURG ← Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 983, September issue.

Manpower Situation in Local Areas

ATLANTIC



The decline in employment in the Atlantic region from the third to the fourth quarter was less than seasonal. Increased activity in pulpwood logging was the main source of employment strengthening, although certain parts of manufacturing improved also. Logging employment reached the highest level in several years, bolstered in part by the rebuilding of pulpwood inventories. The revival in steel production was one of the sources of strength in manufacturing. Except in the wire and nail mill, which has been hampered by market conditions for several years, the Sydney steel mills were operating at better than 90 per cent of capacity during November. The shipbuilding industry, which was a source of

employment expansion during the summer and early fall, released some 500 workers during November. Activity in aircraft manufacturing was well sustained during the fourth quarter but the railway rolling stock industry showed little improvement from the low level of the third quarter.

The construction industry has shown less buoyancy in recent months than earlier in the year, mainly reflecting an easing in highway and street construction. Other types of non-residential construction were maintained at slightly higher levels than last year. Housebuilding activity continued at a reduced rate, although prospects improved toward the end of the year after an upturn in housing starts.

Activity in the coal mining industry showed no appreciable change between the third and fourth quarter. This industry has been experiencing periodic cutbacks in production since the summer of 1958.

Employment in November was 18,000 higher than a year earlier, all of which was accounted for by increased female employment. Much of the over-all employment advance was in the service industry; there were smaller gains in forestry and manufacturing. An increase of 31,000 over the year brought the November labour force estimate to 583,000.

Unemployment increased more than seasonally between the third and fourth quarter, reaching a considerably higher level than last year. In November some 53,000 or 9.1 per cent of the labour force were unemployed; in November 1959, the estimate of 40,000 was 7.2 per cent. The increase in unemployment was fairly well distributed throughout the region. The labour market classification at the end of November was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 18 (17); in balance, 0 (3).

Local Area Developments

St. John's (metropolitan): Group 1. Employment was maintained at a somewhat higher level than last year until the middle of the third quarter but more recently it has been running below the 1959 level. The construction industry was mainly responsible for the year-to-year employment decline, although manufacturing employment has been somewhat lower also.

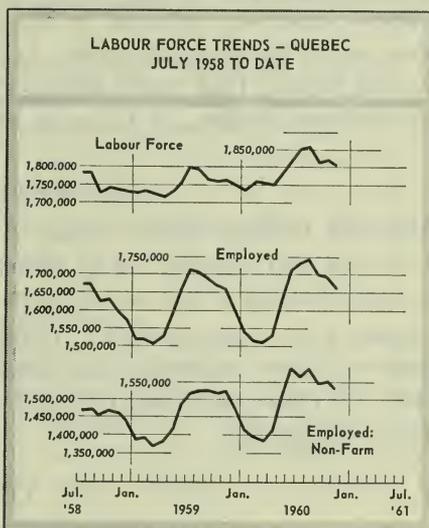
Halifax (metropolitan): Group 2. Employment continued at a slightly higher level than last year. Advances occurred in manufacturing and trade but partly offsetting employment declines have taken place in construction and transportation.

QUEBEC

After a moderate growth in the first half of the year, employment in the Quebec region dropped off sharply about midway in the third quarter, and continued to decline in the following months at a higher rate than it did the year before. In November, total employment in the region, at 1,664,000, was about the same as the year-earlier level. Women constituted 26.1 per cent of total employment, fractionally higher than last year.

The greater-than-usual decline in employment was the result of opposing movements in non-agricultural industries. Total manufacturing employment, seasonally adjusted, began to decline in June, and by September had dropped 3.4 per cent; indications are that this trend continued in the fourth quarter. Within manufacturing industries, capital goods and consumer durable goods were most severely affected, although most non-durables also experienced various degrees of employment decline. One conspicuous exception among the durable goods industries was the aircraft and parts industry, where employment remained at a high level throughout the year. Reduced activity in the capital goods industries was in part a reflection of the decline in investment and in part was the indirect effect of the strike at the Dominion Bridge plant at Lachine, which lasted from the middle of August to the end of October and involved about 1,500 workers.

Employment developments in the non-manufacturing industries (except construction) in the third and fourth quarters, and indeed throughout the year, were, on the whole, favourable. During most of the year, total construction employment lagged behind that of the two previous years. In the first half of the year a drop in residential construction was mainly responsible for this decline. In the third and fourth quarters, however, the curtailment in industrial construction became increasingly evident. In October, a sharp upturn in housing starts resulted in an improvement in construction employment.



In the primary industries, increased demand for iron ore and other mineral products in the export markets was reflected in a rise in employment in mining in the first nine months of the year. Forestry employment, however, showed little change over last year, in spite of considerably increased exports of wood and its products and of paper.

Employment in the region derived its main support from the service-producing industries, particularly from trade and service, where employment was consistently higher than last year. As the service-producing industries together account for more than 35 per cent of total employment in the region, this employment growth offset declines in other industries.

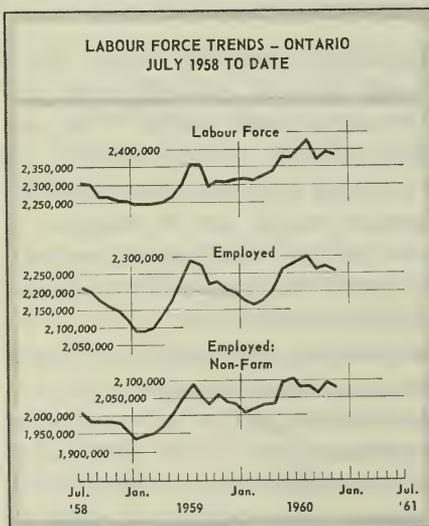
Unemployment was higher than last year throughout most of this year. As a proportion of the labour force, unemployment in November was 7.9 per cent, compared with 5.7 per cent in November 1959. In the first 11 months it averaged 6.4 per cent, compared with 5.5 per cent in 1959. Most labour market areas were affected by the increase in unemployment, although there were only a few reclassifications. At the end of November, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 21 (21); in balance, 0 (2).

Local Area Developments

Montreal (metropolitan): Group 2. A considerable drop in total employment from last year, mainly due to decreased activity in manufacturing, resulted in a reclassification of this area from balance to a moderate surplus category.

Quebec-Levis (metropolitan): Group 2. The decline in employment over the year was only moderate. Both total manufacturing and construction held up well, but there was a sharp drop in employment in the production of transportation equipment.

ONTARIO



Employment in Ontario decreased seasonally from the third to the fourth quarter. Farm workers accounted for a large part of the 3.5-per-cent decrease in employment as most farming operations were completed during the third quarter. The smaller-than-usual decline of employment in non-agriculture activities was a reflection of mixed developments. One important factor was that fine weather extended well into December, which enabled most construction workers to remain at work relatively late in the season.

After a small dip in the third quarter, employment in manufacturing increased to early summer levels. The automobile and parts plants, after having shut down

in the summer for retooling and model changeover, began the recall of workers in September and continued to do so for most of the remainder of the year.

Employment in the canning and tobacco processing plants reached their seasonal peaks during the fourth quarter.

Over the fourth quarter, as has been the case all year, there was a steady rise in the number employed in the service-producing industries. Normal employment patterns prevailed in forestry, mining and the trade industries.

In November the labour force was 2,384,000 and employment an estimated 2,257,000, up 76,000 and 53,000 respectively from a year earlier. Women accounted for all of the net year-to-year gain; male employment was down slightly.

The increase in the number of both men and women employed in the service industry was substantial. There was, however, no increase in total male employment over the year, mainly because of somewhat lower levels of residential construction; persistent declines in manufacturing of electrical apparatus and supplies, iron and steel products and textiles; and, despite higher output than last year, the employment of fewer workers in the automotive and associated industries.

A seasonal increase in unemployment brought the November estimate to 127,000, higher by 23,000 than a year earlier. This estimate represented 5.3 per cent of the labour force, little changed from the August estimate of 5.1 per cent but up from 4.5 per cent in November, 1959. The November classification of the 34 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 2 (2); in moderate surplus, 28 (20); in balance, 4 (12).

Local Area Developments

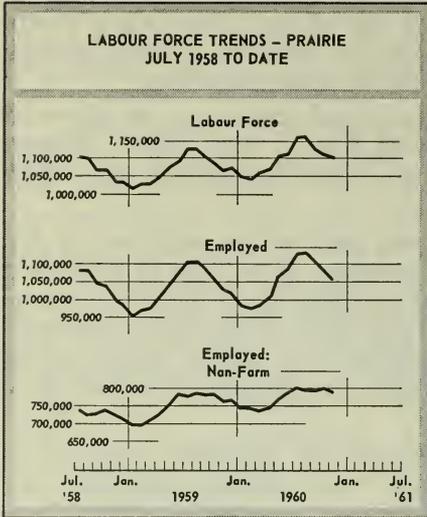
Toronto (metropolitan): Group 2. The number registered for employment at the local NES offices increased over the quarter and remained above last year's total. Over the quarter and over the year weaknesses in rubber, textile, and iron and steel plants have persisted while the service, trade and finance groups continued to grow. Prolonged favourable weather allowed an extension of construction activity well into December.

Hamilton (metropolitan): Group 2. A record year for shipping was reported but industrial employment showed signs of weakening in the fourth quarter. One of the main factors was reduced domestic demand for steel products, which has affected employment in both primary iron and steel plants. Construction, which was doing well in the third quarter, began to fall sharply in October and unemployment in the construction trades neared pre-summer levels.

Windsor (metropolitan): Group 1. Most but not all of the workers laid off in the third quarter during model changeover in the automobile plants have been recalled. Food and beverage processing plants reached high levels at the beginning of the fourth quarter whereas employment in the trade industry declined.

Kitchener (major industrial): Group 2. Employment increased over the quarter but was lower than the last quarter of 1959. Quarterly improvements occurred in food and beverage plants and electrical apparatus plants. Over the year, most serious employment decreases were among construction crews and workers in electrical goods plants. There was a labour surplus in most construction trades and among women in most occupational groups.

PRAIRIE



Employment reached a seasonal high of 1,136,000 in August and moved down to 1,052,000 in November. The November figure was 23,000 higher than a year earlier. All of the year-to-year gain was in non-agricultural industries; male workers accounted for 8,000 of the increase. The number on farms, 261,000, was slightly down from a year earlier. The labour force totalled 1,101,000 in November, 37,000 more than in the same month of 1959.

In the early part of the fourth quarter extremely favourable weather made possible a relatively high level of after-harvest work on farms. Shipment was begun of the wheat crop, which was appreciably better than in 1959 and about equal to the average for the previous 10 years. The construction industry was also aided by the mild weather, in sharp contrast to the storms a year earlier. The good weather this year persisted until the last week of November, when a drop in temperature and heavy snowfalls disrupted outdoor work.

In the construction industry, employment declined seasonally from the third to the fourth quarter. The total number employed also remained lower than a year earlier except in Saskatchewan, which recorded a 5-per-cent year-to-year increase early in the fourth quarter in spite of a decline of about 24 per cent in houses under construction. In the other two provinces, housebuilding was down 47 per cent in Alberta and total construction exhibited a loss of about 10 per cent, and in Manitoba housebuilding was down 31 per cent and total construction about 4 per cent from a year earlier. The chief sustaining influences in the construction industry in the past year were four hydro projects and a heavy schedule of gas and oil gathering and distribution pipeline projects. The year's roadbuilding program was completed early in the fourth quarter, resulting in a number of layoffs.

The number working in manufacturing was reduced, chiefly in enterprises associated with construction such as sash and door makers, cement and concrete plants, and sand and gravel processors. In the needle trades between-season layoffs occurred as some orders for winter clothes were completed and the switchover to spring lines began. In the iron and steel industry, where employment was down from a year earlier, pipe plants were taking on men to begin production for next year's heavy program of pipeline construction.

Loggers were released when softness of logging roads somewhat hindered forestry operations and demand for forestry products weakened. In transportation, railways laid off some maintenance crews and employment in road transportation also declined.

Unemployment increased about as much as usual between the third and fourth quarters, and the November estimate of 49,000 represented 4.5 per cent of the labour force, compared with 2.8 per cent a month earlier and

3.3 per cent in November 1959. The November classification of labour market areas was as follows (last year's figures in brackets): in substantial surplus, 0 (2); in moderate surplus, 13 (9); in balance, 6 (8).

Local Area Developments

Calgary and Edmonton (metropolitan): Group 2. As a result of extremely heavy declines in housebuilding and weakness in a number of manufacturing plants, employment levels were lower than a year earlier.

Fort William-Port Arthur (major industrial): Group 2. Employment went down as iron ore shipments ceased in November and some layoffs occurred in forestry.

PACIFIC

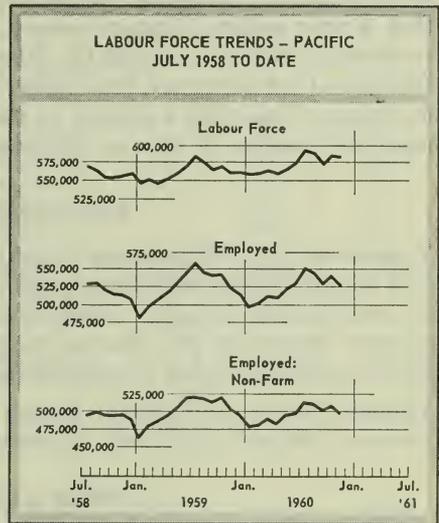
The seasonal decline in employment was about normal in the Pacific region from the third to the fourth quarter, and total employment, which totalled 526,000 in November, showed a gain of 2,000 from the same month last year. In non-agricultural industries, however, employment remained below the year-earlier level as it has been since the first quarter, and male employment was down 2,000 from November 1959. The November labour force totalled 583,000, above the year-earlier figure by 22,000.

Snowfalls in November curtailed logging operations in some districts, especially at higher altitudes. Other cut-backs resulted from market conditions for lumber, shingles and plywood. Some mills were shut down and others reverted from two-shift operation to a single shift. Demand continued steady in pulp and paper, and operations continued at high levels.

The construction industry was aided by mild weather but a 39-per-cent year-to-year drop in the number of houses under construction at the end of October was instrumental in cutting total employment in the industry well below year-earlier levels. Men were laid off in the fourth quarter as roadbuilding programs were completed and as activity on other projects went down seasonally. Preparations for laying pipe on the large gas project in the southeast corner of British Columbia got under way in the fourth quarter.

The number at work in manufacturing was reduced from the third to the fourth quarter as a consequence of layoffs in shipyards, in industries supplying construction projects, and in food processing. Canning of fruit, vegetables and fish were completed in a number of plants.

The mining industry continued steady with little change in employment levels. Gains were registered in natural gas and crude oil production in the northern part of the province, where 15 drill rigs were in operation in the later part of November.



Herring fishing got under way for the first time this year when market conditions improved, allowing a large number of fishermen to return to work. Other fishing continued to lag behind last year's levels, however, and whaling was not resumed; whalers have not operated so far this year. From January to the end of October the value of fish caught was 21 per cent lower than in the same period last year; the weight of fish landed was 51 per cent lower.

Some pickup was noted in retail trade in the fourth quarter after a 2.8-per-cent decline from year-earlier totals in the first three quarters. This decline was accompanied by a 3-per-cent drop in employment in September from the same month in 1959. This drop in retail trade was virtually offset by an increase in wholesale trade employment, however, so that the total year-to-year loss in trade was only fractional.

The increase in unemployment from the third to the fourth quarter was about equal to the change in previous years, but the total remained well above that a year earlier. Unemployment in November amounted to 57,000, which represented 9.8 per cent of the labour force, up from 7.7 per cent the month before and 6.6 per cent a year earlier. The 12 labour market areas were classified as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 8 (9); in balance, 1 (2).

Local Area Developments

Vancouver-New Westminster (metropolitan): Group 1. Layoffs in wood products manufacturing other than pulp and paper, which held at strong levels, and in construction brought employment levels down seasonally in the fourth quarter. Settlement of a 20-day grain handlers' strike late in November allowed the outward movement of grain to begin again.

Victoria (major industrial): Group 2. Layoffs in shipyards along with other seasonal cutbacks increased unemployment in the third quarter.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	November 1960	November 1959	November 1960	November 1959	November 1960	November 1959
Metropolitan.....	3	1	8	7	1	4
Major Industrial.....	2	2	23	19	1	5
Major Agricultural.....	—	—	10	10	4	4
Minor.....	6	4	47	40	5	14
Total.....	11	7	88	76	11	27

Current Labour Statistics

(Latest available statistics as of December 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)... (in thousands)..	Nov. 12	6,458	- 0.6	+ 3.4
Employed..... (in thousands)..	Nov. 12	6,029	- 1.7	+ 1.7
Agriculture..... (in thousands)..	Nov. 12	649	- 6.6	+ 1.9
Non-agriculture..... (in thousands)..	Nov. 12	5,380	- 1.0	+ 1.6
Paid workers..... (in thousands)..	Nov. 12	4,924	- 1.3	+ 2.1
At work 35 hours or more.....	Nov. 12	N.A.	N.A.	N.A.
At work less than 35 hours.....	Nov. 12	N.A.	N.A.	N.A.
Employed but not at work.....	Nov. 12	N.A.	N.A.	N.A.
Unemployed..... (in thousands)..	Nov. 12	429	+16.6	+35.3
Atlantic..... (in thousands)..	Nov. 12	53	+15.2	+32.5
Quebec..... (in thousands)..	Nov. 12	143	+13.5	+41.6
Ontario..... (in thousands)..	Nov. 12	127	+ 5.8	+22.1
Prairie..... (in thousands)..	Nov. 12	49	+58.1	+40.0
Pacific..... (in thousands)..	Nov. 12	57	+26.7	+54.1
Without work and seeking work (in thousands)	Nov. 12	401	+15.6	+35.5
On temporary layoff up to 30 days..... (in thousands)..	Nov. 12	28	+33.3	+33.3
Industrial employment (1949 = 100).....	September	123.0	- 0.1	- 2.1
Manufacturing employment (1949 = 100.)....	September	111.5	- 0.2	- 3.3
Immigration.....	1st 9 mos.	83,843	-	- 1.8
Destined to the labour force.....	1st 9 mos.	44,322	-	+ 0.9
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	November	58	+ 3.6	+222.2
No. of workers involved.....	November	5,491	-39.2	+ 25.0
Duration in man days.....	November	53,180	-41.5	- 11.0
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	September	\$76.57	+ 0.8	+ 3.1
Average hourly earnings (mfg.).....	September	\$1.77	+ 0.6	+ 2.9
Average hours worked per week (mfg.).....	September	40.8	+ 0.7	- 1.0
Average weekly wages (mfg.).....	September	\$72.34	+ 1.2	+ 1.7
Consumer price index (1949 = 100).....	November	129.6	+ 0.2	+ 1.0
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	September	133.9	+ 0.5	+ 0.6
Total labour income..... \$000,000	September	1,603	+ 1.8	+ 3.4
<i>Industrial Production</i>				
Total (average 1949 = 100).....	October	172.4	+ 1.5	- 2.3
Manufacturing.....	October	155.7	+ 2.4	- 2.3
Durables.....	October	146.9	+ 2.5	- 7.6
Non-durables.....	October	163.3	+ 2.3	+ 4.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983, September issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The direct participation of the Prime Minister and members of the Cabinet in the negotiations between the **railways** and the **non-operating unions** highlighted industrial relations activity in Canada during November. As the month drew to a close and the strike deadline of December 3 approached, the Prime Minister held direct talks with the railway presidents and the unions' chief negotiator in an attempt to bring about agreement between the parties. Meanwhile the companies, in preparation for a possible strike, placed an embargo on shipments of livestock and perishables and laid off a number of shop workers. When it became evident that an agreement would not be achieved, legislation to maintain railway operations was placed before Parliament, and the Railway Operation Continuation Act became law on the eve of the strike deadline. Under the terms of the Act, the 111,000 non-operating employees are to remain at work under the terms of their existing collective agreements until May 15, unless the parties reach an agreement beforehand.

During November, the **National Union of Public Employees** ended ten months of negotiations on behalf of more than 5,000 civic workers by signing new collective agreements with the **Municipality of Metropolitan Toronto**, the **City of Toronto**, **Scarborough Township** and **North York Township**. The settlements averted a possible strike, as it had appeared earlier that post-conciliation bargaining between the parties might not end in agreement. The negotiations were complicated by split decisions in the reports of three of the four separate conciliation boards connected with the dispute. The conciliation board in the dispute between the union and Scarborough Township was the only one that rendered a majority report; in all three of the disputes between the union and the Municipality of Metropolitan Toronto, the City of Toronto and North York Township, each member of the three-man conciliation boards released a separate report. The Scarborough Township Council accepted the majority recommendations of the board of conciliation dealing with its dispute but the union rejected them and the union members voted to join the other locals in strike action. The legality of a work stoppage at this time was questioned on the grounds that a split decision did not constitute a report under the Ontario Labour Relations Amendment Act of 1960. The provincial Minister of Labour called on the board members to reconvene, with instructions that either a solution be developed or a majority report produced. North York led the way out of the impasse by signing a two-year agreement with the union that established a pattern for most of the remaining settlements. Scarborough signed a few days later. This settlement was limited to one year, retroactive to January 1, 1960, leaving the 1961 agreement yet to be negotiated. The final agreement to be signed provided the employees of Metro and the City of Toronto with a total increase of 16 cents an hour over a two-year term.

In addition to the "Collective Bargaining Scene" that normally accompanies this Review, the "Bargaining Calendar" below lists the major agreements (exclusive of those in the construction industry) that are due to expire during 1961, according to the month in which they terminate.

BARGAINING CALENDAR FOR 1961

Collective agreements covering 500 or more workers listed by month in which they terminate.
 Agreements in the construction industry are excluded.

JANUARY

Company and Location	Union
Babeock-Wilcox & Goldie McCulloch, Galt, Ont.....	Nat. Council of Cdn. Labour (Ind.)
C.B.C., company-wide.....	Broadcast Empl. (AFL-CIO/CLC)
C.I.L. (Amunition Div.), Brownsburg, Que.....	Mine Wkrs. (Ind.)
C.P.R., Atlantic & Central regions.....	Locomotive Engineers (Ind.)
Dom. Rubber (Rubber Div.), St. Jerome, Que.....	CLC-chartered local
Dupuis Freres, Montreal, Que.....	Commerce Empl. Federation (CNTU)
Firestone Tire & Rubber, Hamilton, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.....	Public Service Empl. (CLC) (outside wkrs.)
Hamilton City, Ont.....	Public Service Empl. (CLC) (office wkrs.)
Hamilton General Hospital, Hamilton, Ont.....	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont.....	Packinghouse Wkrs. (AFL-CIO/CLC)

FEBRUARY

Assoc. de Marchands Détaillants (Produits Alimentaires), Quebec, Que.....	Commerce Empl. Federation (CNTU)
B.A. Oil, Clarkson, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
Beatty Bros., Fergus, Ont.....	Steelworkers (AFL-CIO/CLC)
C.P.R., Prairie & Pacific regions.....	Locomotive Engineers (Ind.)
Goodyear Tire & Rubber, New Toronto, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.....	Steelworkers (AFL-CIO/CLC)
Moirs Limited, Halifax, N.S.....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Northern Electric, Montreal, Que.....	Office Empl. Assoc. (Ind.)
Northern Electric, Montreal, Que.....	Empl. Assoc. (Ind.) (phone installers)
Northern Electric, Montreal, Que.....	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Belleville, Ont.....	Empl. Assoc. (Ind.) (plant wkrs.)
Que. Northshore Paper, Baie Comeau, Que.....	Carpenters (AFL-CIO/CLC)
Singer Manufacturing, St. Jean, Que.....	Steelworkers (AFL-CIO/CLC)
Vancouver City, B.C.....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners' Bd., B.C.....	B.C. Peace Officers (CLC)

MARCH

Acme, Borden's & other dairies, Toronto, Ont.....	Teamsters (Ind.)
Association Patronale du Commerce, (Hardware), Quebec, Que.....	Commerce Empl. Federation (CNTU)
Atomic Energy of Can., Chalk River, Ont.....	Atomic Energy Allied Council (AFL-CIO/CLC)
Auto dealers (various), Vancouver, B.C.....	Machinists (AFL-CIO/CLC)
C.B.C., company-wide.....	Radio & T.V. Empl. (ARTEC) (Ind.)
Cdn. Vickers (Engineering Div.), Montreal, Que.....	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cdn. Westinghouse, Hamilton, Ont.....	U.E. (Ind.)
C.N.R., Atlantic, & Central regions.....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., Prairie & Pacific regions.....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Collingwood Shipyards, Collingwood, Ont.....	CLC-chartered local
C.P.R., Prairie & Pacific regions.....	Trainmen (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.....	Machinists (AFL-CIO/CLC)
Dominion Glass, Wallaceburg, Ont.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.....	Mine Wkrs. (Ind.)
Employing Printers' Assoc., Montreal, Que.....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que.....	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.....	Machinists (AFL-CIO/CLC)
Hammermill Paper, Matane, Que.....	Carpenters (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont.....	Steelworkers (AFL-CIO/CLC)
Walter M. Lowney, Montreal, Que.....	Bakery Wkrs. (CLC)
New Brunswick Power Commission, province-wide.....	I.B.E.W. (AFL-CIO/CLC)
Province of Saskatchewan.....	Sask. Civil Service (CLC) (labour services)
R.C.A. Victor, Montreal, Que.....	I.U.E. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.....	Empl. Union of Hospital Inst. (Ind.)
Silverwood Dairies, Toronto, Ont.....	Retail, Wholesale Empl. (AFL-CIO/CLC)
T.C.A., company-wide.....	Air Line Pilots (Ind.)
Winnipeg City, Man.....	Public Service Empl. (CLC)

APRIL

Anglo-Cdn. Paper, Forestville, Que.....	Carpenters (AFL-CIO/CLC)
Anglo-Cdn. Paper, Quebec, Que.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Bowater's Mersey Paper, Liverpool, N.S.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Can. Iron Foundries, Three Rivers, Que.....	Moulders (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.....	I.U.E. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Operating Engineers (AFL-CIO)
C.N.R., Atlantic & Central regions.....	Locomotive Engineers (Ind.)
C.N.R., Prairie & Pacific regions.....	Locomotive Engineers (Ind.)
Consolidated Paper, Grand'Mère, Que.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assoc., B.C.....	Native Brotherhood (Ind.) (canery wkrs.)
Fisheries Assoc., B.C.....	United Fishermen (Ind.) (canery wkrs.)
Fisheries Assoc., B.C.....	United Fishermen (Ind.) (tendermen)
Great Lakes Paper, Fort William, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
Howard Smith Paper, Cornwall, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Paper Makers (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.....	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont.....	Millers (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.....	I.B.E.W. (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Paper Makers (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide.....	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. Northshore Paper, Baie Comeau, Que.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont.....	Machinists (AFL-CIO/CLC)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
St. Lawrence Corp., Red Rock, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
St. Lawrence Corp., Three Rivers, Que.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

MAY

Abitibi Paper, Iroquois Falls, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste Marie, Ont.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Grand Falls, Nfld.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bowater's Nfld. Paper, Corner Brook, Nfld.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
C.N.R., Atlantic & Central regions.....	Trainmen (AFL-CIO/CLC)
C.N.R., Prairie & Pacific regions.....	Trainmen (AFL-CIO/CLC) (baggage men, brake-men, etc.)
C.N.R., Prairie & Pacific regions.....	Trainmen (AFL-CIO/CLC) (conductors)
C.P.R., Atlantic & Central regions.....	Trainmen (AFL-CIO/CLC)
C.P.R., Atlantic & Central regions.....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., Prairie & Pacific regions.....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Dom. Rubber (Footwear Div.), Kitchener, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
E.B. Eddy, Hull, Que.....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Fraser Companies, Edmundston, Newcastle & Atholville, N.B.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Kelvinator of Canada, London, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Norton Company, Chippawa, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
RCA Victor, Montreal, Que.....	Empl. Assoc. (Ind.)
Rubin Bros. & Fashion-Craft, Victoriaville, Que.....	Clothing Wkrs. Federation (CNTU)
Sask. Power Corp., province-wide.....	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que.....	Empl. Council (Ind.)
Tamper Limited, Lachine, Que.....	I.U.E. (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.....	Typographical Union (AFL-CIO/CLC)
Westeel Products, western provinces.....	Steelworkers (AFL-CIO/CLC)
White Spot Restaurants, Vancouver, B.C.....	Empl. Union (Ind.)

JUNE

Assoc. Patronale des Services Hospitaliers, Quebec, Que.....	Services Federation (CNTU) (female)
Assoc. Patronale des Services Hospitaliers, Quebec, Que.....	Services Federation (CNTU) (male)
Bldg. maintenance companies, Vancouver, B.C.....	Bldg. Service Empl. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Bridge, Vancouver, B.C.....	Structural Iron Wkrs. (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast.....	Woodworkers (AFL-CIO/CLC)
Men's Clothing Mfrs. Assoc., Toronto, Ont.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont.....	Teamsters (Ind.)
Noranda Mines, Noranda, Que.....	Steelworkers (AFL-CIO/CLC)
Ont.-Minnesota Paper, Ft. Francis & Kenora, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.....	Empl. Assoc. (Ind.)
Vancouver General Hospital, Vancouver, B.C.....	Public Empl. (CLC)
Various pulp & paper mills, B.C.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

JULY

Algoma Ore Properties, Wawa, Ont.....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.....	Steelworkers (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont.....	Machinists (AFL-CIO/CLC)
B.C. Electric, company-wide.....	I.B.E.W. (AFL-CIO/CLC)
Canada Cement, N.B., Que., Ont., Man. & Alta.....	Cement Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Cyanamid of Canada, Niagara Falls, Ont.....	U.E. (Ind.)
Dosco (Wabano Mines), Bell Island, Nfld.....	Steelworkers (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.....	Steelworkers (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.....	Mine Wkrs. (Ind.)
Donahue Bros., Claremont, Que.....	Carpenters (AFL-CIO/CLC)
Fraser Companies, Cabano, Que.....	Woodcutters, Farmers' Union (Ind.)
Hamilton Cotton & Subsid., Hamilton, Dundas & Trenton, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC)
Montreal Transp. Commission, Que.....	Railway, Transport & General Wkrs. (CLC)

Company and Location	Union
Polymer Corporation, Sarnia, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.....	Empl. Assoc. (Ind.)
Ste. Anne Power, Beaupre, Que.....	Carpenters (AFL-CIO/CLC)
Stelco (Canada Works), Hamilton, Ont.....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont.....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que.....	Steelworkers (AFL-CIO/CLC)

AUGUST

Atlantic Sugar Refineries, St. John, N.B.....	Bakery Wkrs. (CLC)
Automatic Electric, Brockville, Ont.....	I.U.E. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.....	Steelworkers (AFL-CIO/CLC)
Cleuet Peabody, Kitchener & Stratford, Ont.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que.....	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.....	Retail Clerks (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Fisheries Assoc., B.C.....	Native Brotherhood (Ind.) (salmon fishermen)
Fisheries Assoc., B.C.....	United Fishermen (Ind.) (salmon fishermen)
Okanagan Shippers' Assoc., Okanagan Valley, B.C.....	CLC-chartered local

SEPTEMBER

Motor Trans. Ind. Relations Bureau, Ont.....	Teamsters (Ind.)
Province of Saskatchewan.....	Sask. Civil Service (CLC) (classified services)
Provincial Transport, Que.....	Railway, Transport & General Wkrs. (CLC)
Smith Transport, Que.....	Teamsters (Ind.)
Towboat Owners' Assoc., B.C.....	Merchant Service Guild (CLC)
Towboat Owners' Assoc., B.C.....	Seafarers (AFL-CIO)
Trucking Assoc. of Que., province-wide.....	Teamsters (Ind.)
Winnipeg Transit Commission, Man.....	Street Railway Empl. (AFL-CIO/CLC)

OCTOBER

Alta. Govt. Telephones (Plant Dept.) company-wide.....	I.B.E.W. (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.....	Steel & Foundry Wkrs. (Ind.)
Crane Limited, Montreal, Que.....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & others, Ont.....	Retail, Wholesale Empl. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.....	Cellulose Wkrs. Assoc. (Ind.)
Fisheries Assoc., B.C.....	United Fishermen (Ind.) (herring fishermen)
Fry-Cadbury, Montreal, Que.....	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.....	Communications Wkrs. (AFL-CIO/CLC)
Que. Natural Gas, company-wide.....	Chemical Wkrs. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.....	Butcher Workmen (AFL-CIO/CLC)
Shawinigan Power, company-wide, Que.....	Empl. Assoc. (Ind.)

NOVEMBER

Bell Telephone, Que. & Ont.....	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Ont. & Que.....	Cdn. Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont.....	Cdn. Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Ont. & Que.....	Traffic Empl. (Ind.) (traffic)
Canadian Celanese, Drummondville, Que.....	Textile Wkrs. Union (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.....	Empl. Assoc. (Ind.)
Mannesmann Tube, Sault Ste. Marie, Ont.....	Steelworkers (AFL-CIO/CLC)

DECEMBER

Asbestos Corporation, Thetford Mines, Que.....	Mining Empl. Federation (CNTU)
B.C. Electric, province-wide.....	Office Empl. (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.....	Brewery Wkrs. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C.....	Teamsters (Ind.)
Cdn. Canners, Vancouver, Penticton, Kelowna & Ashcroft, B.C.....	Packaging Wkrs. (AFL-CIO/CLC)
Canadian Marconi, Montreal, Que.....	Salary Empl. Assoc. (Ind.)
Cockshutt Farm Equip., Brantford, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.....	Brewery Wkrs. (AFL-CIO/CLC)
Eldorado Mining, Eldorado, Sask.....	Mine, Mill & Smelter Wkrs. (Ind.)
Ford Motor, Windsor, Oakville & North York, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Garment Mfrs. Assoc., Winnipeg, Man.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.....	Distillery Wkrs. (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.....	Mining Empl. Federation (CNTU)
Lake Asbestos of Que., Black Lake, Que.....	Mining Empl. Federation (CNTU)
Lake Carriers' Assoc., eastern Canada.....	Seafarers (AFL-CIO)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.....	Teamsters (Ind.)
Motor Trans. Labour Rel. Council, B.C.....	Teamsters (Ind.)
National Harbours Board, Montreal, Que.....	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assoc., St. Johns, Nfld.....	Longshoremen's Protective Union (Ind.)
North York Township, Ont.....	Public Empl. (CLC) (outside wkrs.)
Ottawa City, Ont.....	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.....	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.....	Street Railway Empl. (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.....	I.U.E. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.....	Public Empl. (CLC)
Rio Algom Mines, Elliot Lake, Ont.....	Steelworkers (AFL-CIO/CLC)
Scarborough Township, Ont.....	Public Empl. (CLC)
Sorel Industries, Sorel, Que.....	Metal Trades' Federation (CNTU)
Toronto Transit Commission, Ont.....	Street Railway Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.....	Building Service Empl. (AFL-CIO/CLC)
Victoria Hospital, London, Ont.....	Building Service Empl. (AFL-CIO/CLC)

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During December 1960, January and February 1961

(except those under negotiation in November)

Company and Location	Union
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	National Council of Cdn. Labour (Ind.)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC) (refinery wkrs.)
Beatty Bros., Fergus, Ont.	Steelworkers (AFL-CIO/CLC) (plant wkrs.)
Calgary Power, Calgary, Alta.	Empl. Assoc. (Ind.)
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
C.P.R., Atlantic & Central regions	Locomotive Engineers (Ind.)
C.P.R., Prairie & Pacific regions	Locomotive Engineers (Ind.)
Davie Shipbuilding, Sorel, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Halifax City, N.S.	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont.	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside wkrs.)
Hamilton General Hospital, Hamilton, Ont.	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
McIntyre Porcupine Mines, Schumaker, Ont.	Steelworkers (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports	Miramichi Trades & Labour (Ind.)
Moirs Limited, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Northern Electric, Belleville, Ont.	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que.	Empl. Assoc. (Ind.) (phone installers)
Northern Electric, Montreal, Que.	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que.	Office Empl. Assoc. (Ind.)
Que. North Shore Paper, Baie Comeau, Que.	Carpenters (AFL-CIO/CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Singer Mfg., St. Jean, Que.	Steelworkers (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During November

Bargaining

Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Association Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather Shoe Wkrs. Federation (CNTU)
Calgary City, Alta.	Public Empl. (CLC) (clerical empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside wkrs.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
C.B.C., company-wide	Broadcast Empl. (AFL-CIO/CLC)
Cdn. General Electric, Toronto, Peterborough, & Guelph, Ont.	U.E. (Ind.)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers Assoc., eastern Canada	Lithographers (CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
C.P.R., company-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Crown Zellerbach, Richmond, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dom. Rubber (Rubber Div.) St. Jerome, Que.	CLC-chartered local
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)

Company and Location	Union
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside wkrs.)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Hopital Hotel-Dieu, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (six), Montreal & District, Que.	Service Empl. Federation (CNTU)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Fort William, Ont.	Railway Clerks (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
Montreal City, Que.	CNTU chartered local (office wkrs.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. (CLC) (manual wkrs.)
Northwestern Utilities, Edmonton, Alta.	Empl. Assoc. (Ind.)
Northwest Industries, Edmonton, Alta.	Machinists (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Printing Industries Council, Toronto, Ont.	Photo Engravers (AFL-CIO/CLC)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask.	Public Service Empl. (CLC) & CLC-chartered local
Quebec City, Que.	Municipal & School Empl. (Ind.) (inside wkrs.)
Rock City Tobacco, Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CNTU)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
Shipping Federation of Can., Halifax, N.S.	I.L.A. (CLC)
Shipping Federation of Can., Montreal, Que.	I.L.A. (CLC)
Shipping Federation of Can., Saint John, N.B.	I.L.A. (CLC)
Toronto Telegram, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside wkrs.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside wkrs.)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mere, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Aluminum Co., Shawinigan, Que.	Metal Trades' Federation (CNTU)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hotel Royal York (CPR) Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Shipyards Wkrs. (CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions

Conciliation Board

Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Arvida, Que.	Metal Trades' Federation (CNTU)
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Canada Paper, Windsor Mills, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Canadian Car, Ft. William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dom. Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local

Company and Location	Union
Fraser Cos., Edmundston, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
T.C.A. company-wide	Air Line Flight Attendants (CLC)

Post-Conciliation Bargaining

C.B.C., company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
C.N.R., C.P.R., other railways	15 unions (non-operating empl.)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Northern Interior Lumbermen's Assoc., B.C.	Woodworkers (AFL-CIO/CLC)

Arbitration

Quebec City, Que.	Municipal & School Empl. (Ind.) (outside wkrs.)
------------------------	---

Work Stoppage

(No cases during November)

Part III—Settlements Reached During November 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate).

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CLERICAL EMPL.): 1-yr. agreement covering 8,000 empl.—increases ranging from \$1.50 to \$3 per wk. eff. Nov. 27, 1960; top-rated clerical empl. increased from \$76.25 to \$79.25 per wk.

BELL TELEPHONE, QUE. & ONT.—TRAFFIC EMPL. (IND.) (TRAFFIC DEPT.): 1-yr. agreement covering 10,000 empl.—increases in the starting rates ranged from \$1 to \$5 per wk. depending on locality; increases in top rates ranged from \$1 to \$2 per wk. depending on locality; all increases to become eff. Dec. 4, 1960; new top rate for telephone operators in Montreal and Toronto to be \$63 per wk.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (PLANT DEPT.): 1-yr. agreement covering 10,000 empl.—increases in Montreal and Toronto ranged from \$3 to \$3.75 per wk.; in other localities the increases ranged from \$2.25 to \$3.25 per wk.; all increases to become eff. Nov. 27, 1960.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (EQUIP. SALESMEN): 1-yr. agreement covering 500 empl.—increases for top-rated empl. ranged from \$16 to \$20 per mo., depending upon group, to become eff. Nov. 24, 1960.

CDN. KODAK, MOUNT DENNIS, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 850 empl.—increases ranging from 7¢ to 11¢ an hr. for male empl.; increases ranging from 6¢ to 8¢ an hr. for female empl.; wage reopener clause eff. Oct. 6, 1961; improved shift premium of 5¢ an hr. for 12 to 8 shift.

COAL OPERATORS' ASSOC., WESTERN CANADA—MINE WKRS. (IND.): 2-yr. agreement covering 1,600 empl.—5¢-an-hr. increase eff. July 3, 1960; an additional 5¢ an hr. eff. July 3, 1961.

DRUMHELLER COAL OPERATORS' ASSOC., SOUTHERN ALTA.—MINE WKRS. (IND.): 2-yr. agreement covering 600 empl.—5¢-an-hr. increase retroactive to July 3, 1960; an additional 5¢-an-hr. increase eff. July 3, 1961.

GREAT WESTERN GARMENT, EDMONTON, ALTA.—UNITED GARMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 580 empl.—2½%—increase retroactive to Sept. 1, 1960.

MANITOBA ROLLING MILL, SELKIRK, MAN.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—5¢-an-hr. increase eff. on date of signing; ½¢-an-hr. increase in the increment between job classifications eff. 18 mos. after date of signing; eff. during second yr. of agreement 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation); increases in the welfare plan benefits.

NORTHERN ELECTRIC, TORONTO, ONT.—COMMUNICATIONS WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—increases ranging from 5¢ to 9¢ an hr. depending on classification.

THOMPSON PRODUCTS, ST. CATHARINES, ONT.—EMPL. ASSOC. (IND.): 2-yr. agreement covering 700 empl.—6¢-an-hr. increase for all empl. eff. Nov. 1, 1960; an additional 5¢-an-hr. increase for unskilled wkrs. and 7¢ for skilled wkrs. eff. Nov. 1, 1961; 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation).

TORONTO CITY, ONT.—PUBLIC EMPL. (CLC) (OUTSIDE WKRS.): 2-yr. agreement covering 2,800 empl.—9¢-an-hr. increase retroactive to April 1, 1960; an additional 7¢-an-hr. increase eff. April 1, 1961; improved shift differentials; city will pay 50% of the comprehensive medical plan if 75% of the empl. will sign up for the plan.

TORONTO METROPOLITAN AREA, ONT.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 1,800 empl.—9¢-an-hr. increase retroactive to April 1, 1960; an additional 7¢-an-hr. increase eff. April 1, 1961; improved shift differentials; city will pay 50% of comprehensive medical plan (PSI Blue plan) providing 75% of empl. sign up for the plan.

TOWNSHIP OF SCARBOROUGH, ONT.—PUBLIC EMPL. (CLC): 1-yr. agreement terminating Dec. 31, 1960 covering 500 empl.—7½¢-an-hr. increase retroactive to Jan. 1, 1960; an additional ½¢-an-hr. increase retroactive to July 1, 1960; PSI Blue plan with the employers and the employees sharing equally the costs (formerly PSI Brown plan was in force); reclassification of certain empl. to be negotiated.

NOTES OF CURRENT INTEREST

115,600 Workers Over 45 Years Placed by NES in 12 Months

In the 12 months ended September 30, the National Employment Service, Unemployment Insurance Commission, placed 115,611 workers who were 45 years of age or over. This was 12.3 per cent of the total of 938,735 placements in all age groups.

The figures confirm the steady swing toward recognition by Canadian employers of the value of workers in the over-45 age group, the NES says.

Reports from the 200 NES offices across Canada show that the hiring policies of 262 firms employing 51,296 workers—firms that previously had put the accent on youth when hiring new employees—have been revised significantly during the past year to open the door to older workers.

Employment Up in Most Nations, Joblessness Too in Canada, U.S.

A general continuation of the uptrend in employment that was evident throughout the world in 1959 is indicated in a comparison by the International Labour Organization of the most recent data for 32 countries—generally April or May 1960—with figures for the corresponding month of 1959.

Of the 21 countries, including Canada, that submit statistics on non-agricultural employment to the ILO, all but one reported higher totals than in 1959. Total non-agricultural employment remained unchanged in El Salvador.

In all countries except Belgium, the pre-recession 1957 level was exceeded in 1960.

The long-term decline in agricultural employment continues in most of the 21 countries. Total employment, however, has expanded since 1959.

Most of the countries, however, have a much greater labour supply than can be fully employed. The increase in the numbers employed may simply mean more underemployment, the ILO points out, with the available work being spread over greater numbers of workers.

The basic problem is that rates of economic growth in most cases are not keeping pace with the increase in population, the ILO says. It should also be noted

that many countries have recorded substantial increases in production without corresponding increases in manufacturing employment.

A survey of recent data for 41 countries showed that unemployment worsened between 1959 and 1960 in 13 countries: Canada, the United States and 11 economically less developed countries.

Consumer prices have generally increased, but at a modest pace, during the past year. This was an important factor leading to further gains in workers' real earnings, as hourly cash earnings generally increased over the period.

Workers' incomes were further enhanced by increases in average hours worked per week in most of the reporting countries. Man-days lost through industrial disputes were at a high level.

CBC Citizens' Forum Presenting Three Programs on Employment

Three programs concerning employment in Canada will be presented on "Citizens' Forum" over the CBC's television and radio networks in late January and early February.

"Citizens' Forum" is a joint project of the CBC and the Canadian Association for Adult Education. On radio it is heard on the Trans-Canada Network every Thursday night at 8.30 local time (10 p.m. in Newfoundland). On television it is seen on Sunday afternoons at 4.30 in most regions.

The first of these programs, "Employment in the Maritimes," dealing with the question of how far the recommendations of the Gordon Report have been implemented, will be given on television on January 22, and on radio on January 26.

The second program, entitled "Retraining for Employment," which attempts to answer the question of how much retraining is going on and whether a large-scale retraining scheme would relieve unemployment, will be on television on January 29 and on radio on February 2.

The third program, "Employment through Immigration," deals with the effect on employment of the arrival of new immigrants. The dates are February 5 for television and February 9 for radio.

White-Collar Workers Increase Faster than Total Work Force

The number of white-collar workers employed in the United States steel industry has increased by about 185 per cent during the past 25 years; the total work force in the industry, by about 21 per cent, according to the American Iron and Steel Institute.

During the 25-year period, the number of salaried workers in the steel industry has risen from 40,000 in 1935 to 114,000 last year. More than 22 per cent of the entire work force in the industry was salaried workers in 1959, compared with less than 10 per cent 25 years before.

A similar trend was noted in a survey of technological change and skilled manpower in the Canadian automobile and parts industries by the Economics and Research Branch of the Department of Labour (L.G., Nov., p. 1115).

Ontario Throne Speech Discloses Plans to Stimulate Employment

The Ontario Government will seek to provide more jobs this winter by stimulating secondary industry and starting more public works projects. This was forecast in the Speech from the Throne at the opening of the second session of the 26th Legislature on November 22.

A record road-building program that will cost more than \$261,000,000 will be undertaken by the Highways Department. Other projects mentioned included schools for deaf and retarded children, hospitals, administrative offices and departmental works, reform institutions, training schools, flood control and water conservation, waterworks and sewage disposal projects.

The Government plans to enlarge the Economics Department to the end that special studies may be made to try to reduce the imbalance in the province's commodity trade and tourist travel. The methods used by other countries in promoting secondary industry will also be examined.

The Planning and Development Department will be reorganized to foster more collaboration with departments of the federal Government with the object of stimulating business, increasing production, and extending trade. The reorganization will include the setting up of a products research division to complement the Government's present commercial and industrial development activities. The main function of the new division will be to stimulate production and employment in existing manufacturing

industries, and to increase the processing of raw materials in the province.

Formation of a market development branch, whose function will be to seek additional outlets for Ontario farm products, is under way within the Department of Agriculture.

New plans are being made for the provision and financing of public low-rental housing and for urban development.

The Department of Labour's apprenticeship courses are to be expanded.

The Government plans to provide scholarships, bursaries, and funds from which loans can be made to students. The problem of financing the cost of the province's universities, made acute by increasing enrolments, will be studied.

As part of a large-scale scheme of rehabilitation and improvement of existing reform institutions, a new one will be built at Elliot Lake, and new training schools for boys and girls will be undertaken.

U.S. Non-Ops Gain 5-Cent Increase, Better Health, Vacation Benefits

Members of 11 non-operating rail unions in the United States will receive major health, insurance and vacation improvements, and a 5-cent-an-hour pay increase under a nation-wide agreement that settled a dispute that extended over 15 months.

Terms of the agreement followed closely the recommendations made by a Presidential emergency board.

Among benefits gained by the unions in the new agreement was a \$4,000 group life insurance policy for each active employee, the costs to be borne entirely by management.

Other fringe benefit gains were: improved hospital, medical and surgical benefits for dependents; two weeks vacation after three years of service instead of after five years; freezing into basic pay rates of the 17 cents accumulated cost-of-living increase under the escalator clause—now to be eliminated.

B.C. Minister of Education Given Labour Portfolio Too

The portfolio of Labour in the British Columbia Government was recently taken over by Hon. Leslie Peterson, in addition to the post of Minister of Education that he held previously. Mr. Peterson took office as Minister of Labour on November 28.

The new minister succeeds Hon. Lyle Wicks, who was defeated in the last provincial election.

U.S. Agreement Permits Company To Contract Work to Outsiders

A new collective agreement between the Pennsylvania Railroad and the Transport Workers Union and System Federation No. 152, Railway Employees Department (AFL-CIO) recognizes the company's right to contract work to outsiders under certain conditions.

The railroad agreed that "it would not contract out work of rebuilding or upgrading locomotive units or equipment parts where existing facilities were adequate and there was a sufficient number of qualified employees available to do the work, except that the railroad could contract out such work where it could be done by outsiders at lower cost than the railroad could do it itself."

The agreement provides a formula to determine what would be considered "lower cost;" the formula varies depending on the size of the contract. For example, a contract valued at \$1,000,000 could be given to an outside contractor if the cost of doing the work in the railroad's own shops would amount to more than \$29,500 above the contractor's bid.

Code of Organizing Practices Adopted by CLC Executive

A code of organizing practices, designed to regulate the behaviour toward each other of affiliated unions that are trying to organize the same group of workers, was adopted unanimously at the October meeting of the Executive Council of the Canadian Labour Congress. The code forbids the rival unions to make public attacks on each other that are calculated to injure the reputations of the individual unions concerned or of the trade union movement in general.

The code says: "Public attacks by one affiliate upon another result in adverse publicity which causes grave injury to organized labour. More serious is the fact that jurisdictional disputes, boycotts, and the resulting unfavourable publicity give rise to regulatory legislation."

Where two or more affiliates are seeking to organize the same workers, the code provides, each affiliate shall conduct its organizing campaign in such a manner as to increase those workers' respect for the trade union movement.

Affiliates are forbidden to issue statements that:

—Impugn or attack the motives or character of any competing affiliate, its officers or subordinate units.

—Allege or imply that any other affiliate is guilty of undemocratic practices, corruption, or any other improper conduct.

—Attack the international, national, provincial, regional, craft or industrial status of another affiliate. (Such attacks are considered by the Congress to be attacks on its own constitutional policy, which recognizes all these types of unions, the code says.)

—Criticize the benefits received from, or the dues and initiation fees paid to another affiliate.

The code prohibits the organizing and conducting of boycotts against products or services produced under a bona fide collective bargaining relationship of another affiliate.

The code provides that a complaint of any violation of its conditions shall be sent by an aggrieved affiliate to the ranking official of the other affiliate involved, with a request that the spirit and intent of the code be observed. If this complaint is not effective, the matter may be carried to the Congress itself.

If the Congress is unable to settle the dispute it is to be referred to the Executive Council, which is required to report its decision to the parties, and to "take such action as it deems advisable and appropriate to enforce compliance."

The CLC Executive Council at its October meeting also approved a statement on employment that formed the basis of the Congress submission to the Prime Minister's employment conference later that month (L.G., Nov., p. 1108).

It also adopted a policy statement, and appointed a national committee on health and safety, of which the chairman will be Joseph Morris, a Pacific Regional Vice-President of the CLC.

Quebec Steelworker Locals Form Union's Third Canadian District

Canadian locals of the United Steelworkers of America, at present distributed between two districts, will in future be divided among three. Some 60 locals in Quebec, now in District 5 along with Maritime locals, will be grouped in the new district, leaving District 5 with only the Maritime locals.

Of the 82,000 Canadian members of the union, about 60,000 are in District 6 (Ontario to the West Coast), about 8,000 in District 5 (Maritimes), and about 14,000 in the new Quebec district.

A director for the new district will be nominated by the Quebec members in the spring of 1961.

CNTU Suggests Labour Courts, Quebec's Premier Agrees

Quebec Premier Jean Lesage has approved a suggestion made by the Confederation of National Trade Unions requesting the establishment of labour courts in order to lighten the work of the Quebec Labour Relations Board. The CNTU's suggestion was included in a memorandum submitted to the provincial Cabinet in mid-November.

"We are in agreement with this suggestion," the Premier said, "and we shall act with dispatch."

The memorandum stressed the fact that the agenda for the sittings of the Labour Relations Board is usually overburdened with disputes of a legal nature, such as conflicts arising out of dismissals for union activity.

The Minister of Labour, Hon. René Hamel, also promised to see that the work of the QLRB would be speeded up.

The Premier stated that he was in agreement with the CNTU memorandum in reference to the principle of equal wages for equal work, and declared he was opposed to Sunday work, "except when absolutely necessary."

The memorandum was read by the Secretary General of the Confederation, Jean Marchand. The President, Roger Mathieu, introduced the delegation to the Cabinet.

The chief recommendations contained in the memorandum were that:

—The provincial Government make several changes in labour relations legislation in order to insure, among other things, "prompt reconsideration of cases of dismissal for union activity."

—Company unions be declared illegal.

—The CNTU have one additional representative on the QLRB.

—The procedures of the QLRB be simplified and that an administrator be appointed to study the administrative and non-contentious problems.

—The Government reorganize the Minimum Wage Board and the Workmen's Compensation Board so that they represent more fully the views of employers and employees.

John McLeod of Bricklayers, ITU's Bob Ford Die in November

Two veterans of the Canadian labour movement died during November.

John McLeod, for 40 years Vice-President in Canada of the Bricklayers, Masons and Plasterers' International Union, a trade union officer for 52 years, and a trade union member for 56 years, died on November 12 at the age of 78 years.

R. Fred (Bob) Ford, President of the Ottawa and District Labour Council and of the Ottawa Allied Printing Trades Council, died November 24 at the age of 69 years. He failed to recover from a heart attack suffered while en route to the Ontario Federation of Labour convention.

Mr. McLeod, who retired in May this year, was honoured by a testimonial dinner earlier this year (L.G., July, p. 664). He joined the Stonemasons' Union in Scotland his birthplace, in 1903. The next year he came to Canada and became a member of the Bricklayers.

In 1908 he was elected Recording Secretary of Local 26, Toronto, and two years later became business agent of the local. Mr. McLeod was for several years President of the Ontario Provincial Conference of the Bricklayers, until in 1918 he was appointed special deputy of the international president. Two years later he was elected vice-president by acclamation.

Throughout the Second World War he served as a member of the National Joint Conference Board, a tripartite board set up to advise the federal Minister of Labour.

In 1949 he was an adviser to the Government Delegates to the Second Session of the ILO Building, Engineering and Public Works Committee, held in Rome.

Mr. Ford was for 50 years an active member of the International Typographical Union. He became President of the Ottawa Typographical Union in 1946. At the time of his death he was an executive member of the Ottawa local.

Mr. Ford was a member of the Board of Referees in Ottawa of the Unemployment Insurance Commission.

Credit Unions Continue Expansion, Membership Exceeds Two Million

Credit unions in Canada continued to expand throughout 1959, it is reported in *Credit Unions in Canada, 1959*, an annual publication of the Economics Division, Department of Agriculture.

Membership increased 7 per cent during the year to 2,347,317, or 13.3 per cent of the country's population.

The trend was toward the occupational type of credit union, which formed 34 per cent of the total in 1959 compared with 16 per cent in 1949.

Savings, which include shares and deposits, increased 13 per cent to \$1,056 million. Average assets per member totalled \$492.

Assets were up by \$145 million to \$1,009 million.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

November 17—*The Speech from the Throne* (p. 2) proposed that Parliament enact, among others, legislation to:

—Allow continuing maintenance of a well-trained and well-armed Canadian defence force, adequate to meet Canada's defence obligations;

—Approve measures designed to increase immediate employment opportunities and also measures that will constitute a large further instalment in the long-range program of national development;

—Approve another and larger program of assistance to municipalities for winter works projects;

—Approve extension of the federal grants for hospital construction for a further five-year period after the expiration of the present period in March 1963;

—Approve amendments to the National Housing Act that will improve the terms of mortgage lending;

—Authorize the Central Mortgage and Housing Corporation, in partnership with provincial authorities, to undertake the purchase, improvement and rental of existing housing in specified areas of urban redevelopment, just as such partnerships now build and rent new housing units;

—Authorize Central Mortgage and Housing Corporation to make loans to universities for students' residences on terms similar to those of loans made for limited dividend housing projects;

—Allow Central Mortgage and Housing Corporation to make long-term loans to local authorities for approved projects for sewage disposal and treatment, up to two thirds of the costs of such projects, on terms similar to those of loans for limited dividend housing projects. "As a special incentive for prompt action on this urgent problem, Parliament will be asked to authorize the Crown to write off one quarter of the amount of any such loan expended on work done before April 1963."

—Establish a productivity council, its membership to include Canadians from the fields of industry and commerce, organized labour, agriculture and other primary production, as well as qualified individuals chosen from the public at large and from the scientific agencies of government;

—Authorize federal Government guarantees for bank loans to small businesses to finance additions and improvements to their business premises and equipment;

—Allow extension of the assistance given to provincial governments for vocational training, both in the school system and in the training and retraining of those who have already become workers;

—Approve grants of 75 per cent of the amounts expended up to March 31, 1963 in building approved technical schools or training institutions;

—Approve amendments to the Unemployment Insurance Act that will safeguard the basic purpose of the Act, to strengthen the Fund and to correct abuses that have developed in practice;

—Enable the Government to join with provincial authorities and local groups throughout Canada in comprehensive programs of rural rehabilitation and development;

—Approve a number of major projects of national development—the development of water power on the Columbia River, several projects of railway development opening up Canada's frontier, a floodway to protect the city of Winnipeg and nearby communities, works to conserve and control the waters of the upper Thames River in Southwestern Ontario;

—Encourage greater participation by Canadians in the ownership and control of industry and resources in Canada;

—Require the disclosure of information by business and labour organizations in Canada controlled from outside Canada;

—Amend the Pensions Act to include substantial increases in the pensions payable to veterans or their dependents;

—Revise the Civil Service Act and the Immigration Act.

—Amend the Canada Shipping Act.

November 18—*Report on negotiations* between Canada and the United States in connection with the development of the water resources of the Columbia River tabled by Hon. E. D. Fulton, Minister of Justice (p. 7).

Measures to deal with unemployment will be introduced for consideration at the earliest possible opportunity, the Prime Minister says, after discussions between the Government and the Opposition on appropriate arrangements (p. 7).

Industrial Enquiry Commissioner appointed to attempt to settle strike of grain handlers on the West Coast, the Minister of Labour informs a questioner (p. 8).

There were 92,000 more persons at work in Canada in October 1960 than in 1959; in the past three years the Canadian

economy has provided 272,000 new jobs, Donald MacInnis (Cape Breton South) says in moving the address in reply to the Speech from the Throne (p. 15).

Reasons for the increase in unemployment, Mr. MacInnis says, are the large influx of young men and women into the labour market, technological displacement, the removal to the cities of agricultural population, the increase in married women working, relatively young pensioners, farmers and others who take on full or part time jobs (p. 14).

"Earnest wish" of workers in his constituency that the Government will take strong measures to ensure the survival of the textile industry expressed by Rémi Paul (Berthier-Maskinonge-Delanaudiere) when seconding the address in reply to the Speech from the Throne (p. 19).

November 21—Bill C-4, to provide for a Canadian preference in government construction, purchase and service contracts, introduced by E. J. Broome (Vancouver South) and given first reading (p. 26).

Bill C-23, to provide for the development of certain provinces by the distribution of industry and for the reduction of unemployment therein, introduced by R. C. Coates (Cumberland) and given first reading (p. 26).

Bill C-9, to amend Canada Fair Employment Practices Act to extend its provisions to the Civil Service, introduced by Frank Howard (Skeena) and read the first time (p. 27).

Bill C-25, to amend Canada Fair Employment Practices Act to prohibit discrimination because of age, introduced by Mr. Howard and read the first time (p. 27).

Pay for statutory holidays and pay for work performed on statutory holidays proposed in Bill C-12, introduced by Erhart Regier (Burnaby-Coquitlan) and given first reading (p. 27).

Bill C-14, to amend Industrial Relations and Disputes Investigation Act to bring civil servants within the provisions of the Act, introduced by Frank Howard (Skeena) and read the first time (p. 28).

Minimum wages for employees proposed in Bill C-28, introduced by Arnold Peters (Timiskaming) and given first reading (p. 28).

Revision of mediation and conciliation processes through amendment of the Industrial Relations and Disputes Investigation Act, proposed in Bill C-30, introduced by Mr. Howard and given first reading (p. 28).

Motion preceding introduction of measure to provide, by way of a guarantee of loans made by banks to proprietors of small

business enterprises, for the improvement and modernization of premises and equipment is agreed to (p. 29).

Motion preceding introduction of a measure to amend the National Housing Act is agreed to. The measure is designed to further encourage the demand for housing by increasing the loan ratios and extending the period of repayments for loans made to home owners and home builders and for rental housing; to increase from \$25 million to \$40 million the aggregate amount that may be paid out of the consolidated revenue fund for urban redevelopment purposes; to increase from \$200 million to \$500 million the amount of home improvement loans that may be guaranteed under Part IV of the Act by Central Mortgage and Housing Corporation; and other things (p. 29).

Motion preceding introduction of a measure to provide for the establishment and operation of a national productivity council is agreed to (p. 30).

Motion preceding introduction of a measure to authorize the Minister of Labour to enter into agreements with provincial governments for the encouragement of technical and vocational training and to authorize the making of contributions by Canada toward the cost of programs of technical and vocational training undertaken under provincial authority is agreed to (p. 39).

There were 117,000 more persons out of work in October this year than at the same time last year, Hon. L. B. Pearson, Leader of the Opposition, says in the debate on the address in reply to the Speech from the Throne (p. 35).

There was a higher percentage of unemployment in Canada between 1936 and 1940 than exists today, Prime Minister Diefenbaker says in the same debate (p. 40).

Canada's gross national product increased during the first half of 1960 by 3 per cent to \$35.34 billion at seasonally adjusted annual rate, a figure that was "lower than that we had hoped for," the Prime Minister Diefenbaker says (p. 40).

The adverse trade balance for Canada, for nine months, has been reduced from \$415 million in 1959 to \$121 million, the Prime Minister says (p. 42).

Canada's labour force increased from 6,290,000 in October 1959 to 6,499,000 in 1960, about 3½ per cent, the Prime Minister asserts (p. 42).

Prime Minister Diefenbaker expresses the hope that "business will deny itself increasing profits that are unfair and unjust" and that "the labour leaders of this country will give heed to the national situation and do their part to assure that reason will

characterize their relations with business across Canada to the end that jobs may be maintained" (p. 43).

Of those in Canada's labour force, 40 percent did not get an education that extended beyond elementary school, the Prime Minister says (p. 44).

Objective of the Productivity Council that is to be established will be to bring together representatives of business, agriculture and labour, women's representatives, and representatives of all sectors of the community "to the end that in a community of effort, as has been successful in the United Kingdom and elsewhere, we shall secure the counsel, advice and, above all, the concerted action of these groups brought together by the state but controlled by private enterprise and not directed by the state in any way." (p. 45).

There were 368,000 unemployed in Canada on October 15, compared with 251,000 in the same month last year, an increase of more than 40 per cent, says Hazen Argue (Assiniboia) in the debate on the address in reply to the Speech from the Throne (p. 47).

House in committee reports progress on resolution to introduce a measure to provide a guarantee of loans made by banks to proprietors of small business enterprises, for the improvement and modernization of premises and equipment (p. 54).

November 22—*Statement about strike of West Coast grain handlers made by the Minister of Labour (p. 63).*

Bill C-36, to provide for establishment of a hospital sweepstakes board, introduced by J. F. Browne (Vancouver-Kingsway) and read the first time (p. 65).

Government investigating proposed closing of Glace Bay coal mine on January 14, the Minister of Mines and Technical Surveys says (p. 70).

Bill C-40, respecting loans to small businesses for improvement and modernization of equipment and premises, introduced by the Minister of Finance and given first reading (p. 71).

House goes into committee to consider resolution to introduce a measure to amend the National Housing Act, 1954, to further encourage the demand for Housing (p. 88).

November 23—*Report of the Royal Commission on Coal is under careful study by inter-departmental committee, the House is informed by the Minister of Mines and Technical Surveys (p. 111).*

Unemployment Insurance Advisory Committee met on October 27, and its recommendations are being studied, Hon. Michael Starr, Minister of Labour, replies to a question (p. 112).

The Columbia River Project was discussed by representatives of the federal Government and the British Columbia Government on this date, Hon. Howard Green replies to a question (p. 116).

Authority to abandon service on the Newcastle-Fredericton subdivision upon not less than one month's notice was issued to the Canadian National Railways by the Board of Transport Commissioners, the Minister of Transport tells a questioner (p. 116).

Bill C-42, to amend the National Housing Act to extend loan repayment periods, introduced to House and given first reading (p. 118).

Recommendation of the Unemployment Insurance Advisory Committee that assistance to unemployed fishermen should not be financed through the Unemployment Insurance Act is receiving consideration but no decision has been made, the Minister of Labour informs questioner (p. 142).

November 24—*Racial discrimination was in no way involved in the discharge of 17 Negro porters by the company operating the limousine service at Dorval airport, the Minister of Transport replies to a question. The issue is one of employer-employee relationships, he says (p. 145).*

Domestic service is one field in which there are always vacancies, the Minister of Citizenship and Immigration says when replying to a question concerning the reported admission to Canada of 51 Spanish immigrants (p. 146).

Second reading given Bill C-42, to amend the National Housing Act to allow extension of loan repayment periods, following lengthy debate (p. 148). The House then went into committee for step-by-step consideration of the Bill (p. 185).

November 25—*Establishment of export financing facilities announced by the Minister of Trade and Commerce. As a result of the "fully adequate" facilities, "labour throughout will benefit from increasing employment in all the industries and regions that profit from rising industrial exports," he says (p. 189).*

Bill C-42, to amend the National Housing Act to extend the loan repayment period and increase the aggregate amount that may be paid out of the consolidated revenue fund for urban redevelopment and the amount of home improvement loans that may be guaranteed, read the third time and passed (p. 198).

The Minister of Labour introduces motion preceding introduction of a measure to provide federal contributions to provincial technical and vocational training programs. The Minister then gives an explanation of the proposal (p. 231).

NEW YEAR MESSAGES



Hon. Michael Starr
Minister of Labour

In extending New Year's Greetings to the people of Canada, I wish to say that the only way to approach 1961 is with confidence.

It is true that we carry with us into 1961 some large problems; and the development of more employment is among the most pressing. It would be untrue and dangerous to believe, however, that our problems are an indication of any underlying weakness in this economy. There is nothing basically wrong with the Canadian economy.

The fact is that we have unemployment in a period of general prosperity—a time when employment, income, exports, and our standard of living generally are at or near record levels. This is a grim paradox indeed for those Canadians who are presently unemployed.

This is not a problem that has come about overnight. It is rather the result of changes that have been taking place for many years now—the advances in technology which are eliminating many unskilled jobs, the mechanization of our farms, the concentration of industry in our larger centres, and changes and increasing competition in our overseas markets.

It has become clear to the Government that two important steps have to be taken. First, it is essential that we raise the level of education and training of the Canadian population. We know that, right now, jobs are being offered in Canada which unemployed people cannot take, simply because they have not sufficient education or training.

It is not too much to say that our whole future depends on a well-trained work force. We must have it if we are to maintain employment, expand our export markets and in general keep up our standard of living.

Accordingly, we are making a determined effort to encourage more training. We are stepping up our assistance to the provinces for the building and operation of technical training schools. We have increased our contribution toward training for unemployed people, to give them the skills they need to find permanent employment. And we will try in every way possible to convince young people—and their parents—of the wisdom and the necessity of getting all the education and training they can.

It has also become very clear that some kind of assistance is needed for the thousands of small businesses in Canada.

Parliament has therefore just passed an Act designed specifically to help these small businesses. This Act will allow the Government to guarantee loans made to small businesses that wish to modernize, to expand, to acquire new equipment and in general to keep up with the times and to take advantage of new opportunities.

This kind of activity will help in turn all the industries that manufacture supplies and equipment, and this will have an immediate effect on employment. We are optimistic that it will stimulate the economy of every town and village across Canada.

Your Government has introduced other measures to stimulate the economy and to fight unemployment. We are making more money available for house building, and for the improvement of homes and businesses. The Municipal Winter Works Incentive Program has been welcomed by more cities and towns than ever before, and is far in advance of any previous year. Up to now, it is providing on-site jobs for more than 75,000 men. We are pressing our "Do It Now" Winter Work Campaign to encourage as much construction work as possible in winter. We are making a concentrated effort to expand our trade in world markets.



Claude Jodoin



Roger Mathieu



A. A. Hutchinson

I can assure you that the Government is alert to take any step that holds the promise of greater prosperity for Canada. Government action, however, is not enough. It will take the combined efforts of all of us—governments, management, labour, and in-

deed all Canadians, working together—to make certain that we all share in the good things which this country can offer so abundantly.

My very best wishes to you all for the coming year.

Claude Jodoin, President, Canadian Labour Congress

We are facing a year of tremendous challenge. A year ago we entered a new decade with a spirit of optimism. Many of the optimistic hopes expressed by organized labour, in common with these in many other sections of society, have not been fulfilled. We must not, however, let this in any way detract from our determination to move forward toward a better life for all people.

One of the most serious challenges we face at the turn of this year comes from economic conditions. We are all aware that many thousands of Canadian families have just gone through this season's festivities with the grim realization that holidays mean little to people who have no work to go to when the holidays end.

The unemployment we are experiencing today is neither entirely new nor peculiar to Canada; but this is no excuse for the suffering and the waste that is resulting. This situation is particularly inexcusable in a country which is young, vigorous, and the possessor of tremendous natural resources. We in organized labour are optimistic about our ability as Canadians to end this waste and suffering and to build a greater Canada.

This is the time for us to raise our sights and demonstrate our faith in our country and its future. We may take justifiable pride in the growth which we have seen in the lifetime of many of us; but we cannot stand still. We must continue growing. We are lagging behind in providing jobs for our growing population. We know that very large number of young Canadians who are at school today will be joining the labour force in the immediate future and we owe a responsibility to these young people. We must face up to the changes which are resulting at a very rapid pace from technical developments in many of our industries.

This is one of the great challenges we face in 1961 and we must make this the year to put the Canadian economy back on its feet.

Large sections of the Canadian labour movement are looking forward to 1961 as the year in which the New Party will take concrete form. This development will, we expect, inject new thinking and new drive into the political life of Canada. We look on it as a development that will at last provide a real democratic alternative to Canadian electors and offer a new opportunity for various sections of the community to work together in common interest.

Labour will undoubtedly continue to play an important role in the building of the New Party but we have no desire to see this a dominating role. At the same time, trade unions will retain their independence and the right to play their full role, if necessary as critics. We have become increasingly aware in recent months of the unsettled feeling on the part of a great many Canadians and of their very deep desire for the sort of new approach that is so urgently needed now. There will be a place and great opportunity for these people in the party labour is helping to create.

Roger Mathieu,

President, Confederation of National Trade Unions

As we reach the end of one year and the beginning of another, it is customary to exchange greetings and to express the hope that Christmas and New Year will be happy occasions, and that the New Year will bring prosperity and happiness.

While respecting this worthy tradition we cannot, however, forget that our wishes, no matter how sincere they may be, might not be realized for hundreds of thousands of Canadians. I am referring to all those who, with their families, are afflicted by the dire calamity of unemployment.

The year 1960, which is about to end, has been economically distressing. Unemployment has increased, the cost of living has risen to a point where it has greatly exceeded the purchasing power of a multitude of Canadian families. In addition, the few social security benefits in force have continued to depreciate in value.

It is a serious thing that the situation has reached this stage, but the most depressing aspect of it all is the fact that the government of our country apparently has not yet even vaguely outlined a policy for recovery.

—Family allowances are now worth only about half of their original value;

—Old age pensions, in spite of the fact that they were readjusted a few years ago, permit the recipient to buy only about three-quarters as much as he could originally obtain with the money;

—Unemployment insurance benefits are no longer paid to tens of thousands of unemployed persons who, under the Unemployment Insurance Act, have used up their rights to benefits;

—People are not well enough informed about the Unemployment Assistance Act, and those who are no longer entitled to regular benefits do not even have a place

Our concern about domestic matters must not cause us to lose sight of international affairs. We have, in this regard, faced some bitter disappointments in the year just ending. These must not discourage us from continuing to work toward a world in which all may live in peace. The Canadian Labour Congress feels very strongly the need for meaningful discussions at the summit level and for effective steps toward orderly disarmament.

This, then, is not a time for complacency. It is a time that calls for courage and imagination to break new paths to greater heights.

to go in order to avail themselves of this Act, which was originally passed for their sake;

—Close to 150,000 Canadian workers employed by our large railway companies have wasted more than a year, first in negotiating, then in pleading their cause before a conciliation officer, and finally before a conciliation board. The board recommended that they be given a 14-cent-an-hour increase, but now an inconceivable law deprives them of their only available recourse to obtain the payment that is their due;

—Meanwhile, manufacturers and business are not obliged to negotiate with anyone nor to submit to arbitration to obtain permission to raise the price of their products. They abuse this privilege, and the result is a lowering of the purchasing power of the consumer, and overproduction, which in turn leads to unemployment;

—At the same time, the bulk of our natural resources continues to be exported to foreign markets where they are transferred into finished products by foreign workers while the true owners of this natural wealth, the Canadian citizens, are forced into unemployment;

—While all this is going on, those in authority do their best to convince us that all is well and to brand as socialistic all suggestions which are made with a view to improving the situation in which we are floundering.

The outlook is not bright, but there is still hope. The union organizations are working hard. As for the Confederation of National Trade Unions, it will continue to appeal to public opinion and to bring increasing pressure on the authorities to adopt and apply a sound policy of full employment, and to administer public affairs

in the interests of all classes in every section of the country, rather than let a privileged minority enrich itself to the detriment of the common good.

During the year, the Confederation of National Trade Unions has helped thousands of workers to unionize. Thus we have provided these people with the only possible means by which they can improve their lot. And during 1961, we plan to make an even greater effort. The men and women who are not yet unionized must be made to understand that it is in their interest to do their own share towards getting out of the mess they are in.

In addition, in 1960, we strongly requested the federal Government to create a national board of economic guidance. With public opinion on our side, we shall continue to request this measure, which is absolutely necessary if economic recovery is to be achieved. We shall never give up on this point, for our cause is just and we are determined to see it succeed.

The working class may count on our movement, and all those who are working for the common good may be assured of finding sincere collaborators in our ranks.

A. A. Hutchinson,
Chairman, National Legislative Committee,
International Railway Brotherhoods

The year 1960 has in many ways proved to be a year of disappointment. High hopes were held at the start of the year that the nations of the world would reach a better understanding with consequent improvement in prospects for the goal of "Peace on Earth."

Circumstances dashed our hopes and again reminded us of the failings of mankind and the results of selfishness and lack of consideration for the weak and the helpless.

In Canada the hoped-for improvement in the economy of the country has not been realized and as a result we have with us the fact of very serious unemployment problems.

Railroad employees have not felt the impact of unemployment to the extent that workers in some other lines have, as there have been some circumstances that helped to cushion the blow of reduction in staff, but in the year 1960 the situation has worsened, and the problem of unemployment on the railways brought about by automation and technological changes has now become acute in all branches and shows every sign of getting worse.

I would now like to pay public tribute to the thousands of working men and women who take an active part in the Confederation of National Trade Unions and who serve the cause of the entire working class with indefatigable energy. Thanks to our education program, the number of these enthusiastic supporters of the cause is constantly rising, and there is no doubt that the future will be brighter than the present.

At the beginning of this New Year, it is my hope that all those who are unemployed and anguished by insecurity will not despair, and that they will nevertheless gather enough courage to do their part in helping those who are fighting the good fight for them.

I hope that all those who still have jobs will be able to keep these. My wish for them is that their present union, or the one to the creation of which they will contribute in 1961, will obtain adequate pay for them, and the security and respect to which they are entitled.

To all workers' families, I extend my best wishes for a happy Christmas and for a more encouraging New Year than the last one.

The federal Government has recognized the general problem of unemployment in Canada and is trying to remedy the matter by various means.

Railway Labour is ready to do its part to any reasonable extent in improving the economic condition of Canada, realizing that the welfare of railway employees depends upon the welfare of the railways and that the railways, in turn, as a service industry, serving all branches of the Canadian economy, are dependent upon the expansion and health of industry generally: manufacturing, forestry, mining, agriculture, fisheries, etc.

Railway employees know that there is no adequate substitute for mass transportation that can supplant railway transportation efficiently and effectively and we are alarmed at the rate of reduction in facilities and services.

It is our hope that the improvements in economic conditions which were so confidently predicted for the year 1960 and which, unfortunately, were not realized may yet come to us in the coming year of 1961.

It is with this hope that we extend to all a sincere wish for a Happy, Bright and Prosperous 1961.

Labour Legislation of the Past Decade

Series of articles will review developments in labour legislation in Canada in 1951-1960 period. This first article covers most important steps taken in the past decade concerning minimum wages, hours of work, paid vacations, holidays

Part 1—Labour Standards

Ten years have passed since publication in the 50th Anniversary Issue of the *LABOUR GAZETTE* of an article, "Fifty Years of Labour Legislation in Canada", which described the most important labour legislation in each decade from 1900 to 1950.

Now, a series of articles by the Legislation Branch of the Department of Labour, of which this is the first, will review developments in labour legislation in Canada

in the past decade. The articles will cover the most important steps that have been taken in the years 1951 to 1960 in respect to labour standards, labour relations and trade union legislation, safety of persons and property, workmen's compensation, equal opportunities for employment, and other matters.

The subject of this first article is labour standards legislation.

Minimum Wages

All the Canadian provinces now have minimum wage laws. Prince Edward Island, the last province to enact such legislation, passed a Women's Minimum Wage Act in 1959 and an Act covering male workers in 1960. To date no orders setting minimum rates have been issued in Prince Edward Island. In all other provincial jurisdictions, minimum wage orders are in effect covering the entire province.

Under the Canadian system of minimum wage fixing, a minimum wage board has authority to fix* standards of minimum wages and to apply the minimum wage so fixed to all employees in the province or to any group or class of employees in an industry or in all industries. In the early years of minimum wage regulation, and particularly when minimum wages were confined to women workers, the Boards found it practicable and advisable to determine minimum rates and other working conditions for individual industries or occupations, with the result that as many as 40 or 50 orders were in effect at one time. In order to facilitate administration and to achieve more uniform standards, these orders were consolidated and reduced in number, individual orders being eventually replaced by general or blanket orders covering all types of employment.

The British Columbia Board of Industrial Relations has adhered to the practice of setting minimum wages on an industry or occupation basis, issuing a separate order for each industry or occupation. Revision

of orders is a continuing process, and wherever practicable orders have been consolidated. Since 1950 the Board has made at least seven new orders governing trades and occupations not previously covered. Currently, about 40 minimum wage orders are in effect.

In the other provinces, the practice is to issue general orders setting rates applicable to most industries, supplemented in some cases by a small number of special orders setting different rates and working conditions for a particular trade, occupation or class of workers. In these provinces the trend in recent years has been towards a widening of the coverage of general orders and a reduction in the number of special orders.

In their setting of minimum rates under general orders, some Boards have allowed variations in rates on a regional or population basis or on the basis of sex. In Alberta, both a regional and a sex differential are provided for.

In Nova Scotia, Ontario and Quebec, rates are set according to zone. In Nova Scotia, the cities and towns are classified, according to population, in Zones I and II. Zone III comprises the rest of the province. In Ontario, the five largest cities constitute Zone I, centres of 3,000 population and over are included in Zone II, and places with under 3,000 population comprise Zone III. In Quebec, Zone I consists of the Greater Montreal area and Zone II takes in the remainder of the province. In Alberta and Manitoba, a distinction is made for minimum wage purposes between urban and rural areas, centres with over 5,000 population in Alberta being classed as urban.

*In most provinces Board orders require the approval of the Lieutenant-Governor in Council. In Manitoba and Newfoundland, the Board is merely empowered to make recommendations to the Lieutenant-Governor in Council concerning minimum rates.

In Nova Scotia, there is a difference in minimum rates of \$2.40 a week between Zones I and II, and of \$4.80 a week between Zones II and III. In Ontario, the difference between zones is \$2 a week; in Quebec, it is 6 cents an hour. In Alberta, the regional differential is \$4 a week; in Manitoba, there is a difference of 5 cents an hour between urban and rural rates.

In Newfoundland, New Brunswick and Saskatchewan, there is no regional differential in rates, any minimum rate set applying throughout the province. The same is true of British Columbia except in a very few cases where an order has been made for a designated area of the province.

Of the provinces which set minimum rates for both sexes (Nova Scotia, Ontario and, with the exception of one order, New Brunswick set rates for women only), only two allow a difference in minimum rates on the basis of sex. In Alberta, the differential between male and female rates is \$2 a week; in Newfoundland, it is 15 cents an hour. In British Columbia, most orders are applicable to both sexes, setting the one rate for both. Exceptionally, however, in the orders governing factories and the fresh fruit and vegetable processing industry the Board has established minimum rates of 75 cents an hour for men and 60 cents an hour for women. These rates were made subject to the Equal Pay Act, i.e., they apply where men and women do different work.

In a few provinces, the Boards have set rates for young workers lower than the established minimum rate, in effect providing a differential on the basis of age.

In Manitoba, a minimum rate of 48 cents an hour is in effect for young workers under 18. This rate is 18 cents lower than the urban adult rate and 13 cents below the rural adult rate.

In Saskatchewan, lower rates for workers under 18, \$2 less than adult rates, have been set since 1957. The current rate for young workers is \$30 a week. For part-time workers under 18, rates are 5 cents an hour less than adult part-time rates.

In Alberta, the Board of Industrial Relations sets a graduated scale of minimum wages for male workers under 19.

Minimum rates in the Newfoundland orders apply to employees over 17. No rates have been set for workers under 17.

In one British Columbia order, that covering metal mining, the Board has fixed a minimum rate for young workers, requiring boys under 18 employed on a casual basis to be paid not less than 60 cents an hour. The adult minimum rate for metal mining is \$1 an hour.

The most significant changes in minimum wage legislation during the past decade have been changes in coverage and the upward revision of minimum rates. Almost without exception, each revision of an order has resulted in an increase in the minimum rate. Developments in each province are discussed below.

Alberta

In 1952 the Alberta Board in effect divided the province into two zones for minimum wage fixing purposes by setting higher minimum rates for its four largest cities—Edmonton, Calgary, Lethbridge and Medicine Hat—than for the rest of the province. (At the same time a maximum 44-hour work week was put into effect in these four cities, in place of the maximum 48-hour week prevailing elsewhere in the province.) The minimum rates set were \$26 a week for men and \$24 for women as against \$25 and \$20 elsewhere in the province.

In 1956, a different division of the province was provided for, the urban rate being applied to all cities and towns with a population of over 5,000, and lower rates, \$4 less in each case, being set for rural areas. The rates set in 1956 remain in effect.

In Alberta, the minimum rates set are weekly rates, with an hourly part-time rate for workers who normally work less than 40 hours in a week. Current rates for men are \$30 a week in centres with over 5,000 population and \$26 in the rest of the province. Corresponding women's rates are \$28 and \$24 a week. Learners' rates, applicable for a three-month learning period, are set for women workers only. Not more than 25 per cent of the total female staff in an establishment may be paid learners' rates.

Lower rates than the full minimum are set for young male workers under 19, according to age. Before 1956 these rates were set for workers under 21, but in that year the age of male workers eligible for the full minimum rate was lowered from 21 to 19 years. Consequently, rates for young male workers now apply to those under 17 years, those between 17 and 18, and those between 18 and 19 years.

In addition to the four general orders, the Board has made a number of orders for special industries or classes of employees, many of them combined hours of work and minimum wage orders. These orders permit the working of extended hours in the industry or occupation concerned (often 10 hours in a day and 208 hours in a month), and lay down the

overtime rate (usually time and one half the regular rate) that must be paid after the limits prescribed. Under the general orders, time and one half the regular rate must be paid for work done after 9 and 48 hours, or after 9 and 44 hours in the four largest cities.

British Columbia

In their setting of minimum rates during the fifties, the British Columbia Board continued a policy first begun with the setting of a 75-cent rate for carpenters in 1938 and 1939, i.e., the setting of minimum rates based on skills. These rates were considerably higher than the basic minimum rates set previously and were more akin to the minimum rates set in industrial standards schedules in some of the other provinces.

In response to requests from employers and trade unions, and taking into consideration the prevailing rates in the trade concerned, the Board set minimum rates that reflected the basic skills of the particular classification of tradesmen, e.g., \$1.25 an hour for machinists and for journeymen in the refrigeration trade. For the sheet metal trade the rate, first set at \$1 an hour in 1948, was raised to \$1.25 in 1952 and later to \$1.50. In 1955 a \$1.50 minimum rate was set for tradesmen in all branches of the construction industry and a rate of \$1 for other employees. When the construction order was again revised in 1960, a rate of \$2 an hour was established for tradesmen (the highest rate in effect in the province) and \$1.30 for other workers. Comparable rates are \$1.50 an hour for electronic technicians and \$1.75 an hour for journeymen-tradesmen in the shipbuilding industry.

The minimum rates for factories, shops and offices, etc., are more in line with the rates set under general orders in the other provinces; many of the British Columbia orders, however, set a comparatively high minimum rate. For factories, rates of 75 cents and 60 cents an hour for men and women workers, respectively, are in effect. The rate for shops, hotels and restaurants is 65 cents an hour, and the rate for offices and laundries is 75 cents an hour.

On the other hand, a rate of \$1 an hour has been set for geophysical exploration, logging and sawmills, metal mining, cook and bunkhouse occupation in unorganized territory, bus operators, trucking, patrolmen, and the woodworking industry. The minimum rate for first aid attendants is \$1.25 an hour and for pipeline construction and oil well drilling and servicing, \$1.30 an hour.

During the decade the Board for the most part discontinued its former practice of setting weekly minima in favour of setting an hourly rate. In revisions of orders for shops, offices, hotels and catering, elevator operators and public places of amusement, weekly and part-time rates were changed to hourly rates. In only a few orders, those covering barbering, hairdressing, hospitals, personal service occupations and the undertaking business, are weekly and part-time rates now set. In hairdressing a weekly rate of \$35 is set for employees whose work week consists of 39 hours or more, and an hourly rate of 90 cents is applicable to those who work less than 39 hours. In the other occupations, weekly rates apply to those who work 40 hours or more, hourly rates to those working less than 40 hours.

The Board continues to set lower rates for learners in certain industries. Learners' rates were dropped, however, from the hotel and catering and hairdressing orders in 1952 and from the order covering amusement places in 1960. A definite trend in the setting of learners' rates since 1956 has been a reduction in the learning period. For factories, shops, laundries and woodworking, the learning period was reduced from six months to six weeks, and for offices it was reduced from four months to two. The only other orders in which learners' rates are set are those governing hospitals and automotive repair (parts department). In these orders the learning period remains six months. Before employing a worker at learners' rates, an employer must obtain a permit from the Board.

By amendments to the Minimum Wage Acts in 1953, the Board was granted further powers with respect to the setting of overtime rates. Previously, the Board had had authority only to fix an overtime rate payable after 44 hours, i.e., in cases where, under powers conferred by the Hours of Work Act, it allowed the statutory weekly limit of 44 hours to be exceeded. The amendments enabled the Board to set an overtime rate payable after a lesser number of weekly hours than 44.

As a result of these amendments, uniform working conditions could be established on large construction projects, where some workers might be paid overtime rates after 40 hours according to the terms of a collective agreement and others, working for another employer and not covered by a collective agreement, might be paid overtime after 44 hours, as required by a minimum wage order.

Under this authority the Board has required payment of the overtime rate (time and one half the regular rate) after a 40-hour week in orders covering pipeline construction (1956), shipbuilding (1960), and the construction industry (1960). Normally, under most orders, where overtime is allowed under permit, payment of the overtime rate is required after 8 hours in a day or 44 hours in a week.

In two or three instances the Board has set punitive overtime rates as a means of exercising some control over the working of excessive hours. In fresh fruit and vegetable processing in the busy season (June 1—November 30), during which time the industry is exempted from the Hours of Work Act, time and one half the regular rate must be paid for the first two hours worked after 9 in a day, double time after 11 hours and, if overtime is not calculated on a daily basis, time and one half after a 54-hour week. For the rest of the year the usual overtime conditions (time and one half after 8 and 44 hours) apply. This method of regulation has been the one used in the trucking industry since 1948. It was tried briefly in the taxicab industry but was abandoned in 1952 in favour of a requirement that each taxi driver should be paid his regular rate plus an additional 30 cents an hour for all hours worked in excess of 9 and 48 hours.

The Board no longer sets maximum charges or deductions which may be made for board and lodging in its orders governing hotels and catering, resident janitors and elevator operators. Instead, the orders stipulate that an employee may not be required to partake of meals or make use of lodging as a condition of employment, and give the Board supervisory powers over the adequacy of any services provided. If the Board finds that services are inadequate or charges are excessive, it may specify the maximum charges that may be made.

Manitoba

In 1957 the Manitoba Employment Standards Act was enacted, replacing the former Minimum Wage Act, the Hours and Conditions of Work Act and the Factories Act.

As regards minimum wages, a new feature of the Act is its provision for the appointment of one or more Minimum Wage Boards, each to perform its duties within the area for which it may be appointed. Only one Minimum Wage Board is presently functioning.

The Board's powers under the new legislation are confined to making recommendations regarding minimum wages and do not extend to the regulation of other working

conditions. In deciding upon its recommendations, the Board is to be guided by "the cost to an employee of purchasing the necessities of life and health" and, in determining the amount needed, it may conduct inquiries and hear representations from interested persons.

Minimum rates were raised in 1952, 1957 (for women only) and 1960. In 1952 weekly and part-time rates for women were replaced by hourly rates. Since 1957 a single rate has been set for boys and girls under 18.

A significant change in 1960 was the removal of the differential based on sex. The previous rates for women were 54 cents an hour in rural areas and 58 cents in urban centres. The rate for men was 60 cents an hour. The new order set the same rate for both sexes, allowing, however, a 5-cent differential between urban and rural rates, which are now 66 cents and 61 cents, respectively. This differential, according to the Board, is justified because of the difference in transportation costs.

In 1952 higher limits were set on the amount of overtime that might be worked by women. These limits are 3 hours in a day, 12 hours in a week, and 24 hours in a month. No employee under 15 is permitted to work any overtime. There are no restrictions on overtime for men.

Minimum rates in Manitoba apply to an 8-hour day and 44-hour week for women and to a 48-hour week for men. For time worked beyond these limits an overtime rate (time and one half the minimum rate) must be paid. This provision has somewhat limited application since it applies only to employment which is not within the scope of the hours provisions of the Employment Standards Act. Part III of the Employment Standards Act (hours of work legislation), which applies to the major industries in the chief industrial areas of the province, requires time and one half the *regular* rate to be paid for work done after 8 and 48 hours (44 hours for women).

A new provision regarding overtime was added to the order in 1957. This states that, where men and women are doing identical or substantially identical work in an establishment, the employer may apply to the Manitoba Labour Board for an exemption from the obligation of paying employees of one sex on a different basis from that applicable to the other sex. If approval is given, the employer would be permitted to pay women employees the overtime rate after 48 hours instead of after 44.

Somewhat different provisions regarding uniforms were added to the order in 1952. Where the wearing of a uniform is re-

quired, it must be provided by the employer without charge to the employee. Where, however, an employee is paid more than the minimum overtime rate, a charge may be made, subject to the provision that no charge may be made for furnishing, laundering or maintaining uniforms that would bring an employee's earnings below the minimum hourly rate. Further, the Minister has discretion to fix or limit the amount of charges or may prohibit the making of any charge.

A new provision in 1957 had to do with deductions for meals. It stated that an employer who is engaged in the business of supplying meals to customers may not charge an employee more than half what a customer would pay for the same meals. Other employers may not deduct more than 35 cents a meal or \$7 for a week's board, whichever is lesser.

In other amendments the Minister was given general supervision over the payment of wages and authority to require weekly payment if he considered it desirable. Women employees may not be paid less frequently than twice a month. Wages must be paid within three days of the completion of the pay period in which they were earned, unless written permission to do otherwise is obtained from the Minister. An employee discharged by his employer must be paid the wages due him within three working days after his employment is terminated.

More supervision of home work was provided for in 1957. Any employer intending to give out home work must register with the Minister. The orders do not set a minimum wage for this work but the Minister, in his absolute discretion, may impose "conditions and limitations" upon the work in so far as payment is concerned. Formerly, under the Factories Act, the employer was required to keep a register of home work given out but full particulars of the type and amount of work done by each employee and the wages paid must now be recorded.

As a means of informing workers of the minimum rates to which they are entitled, employers were required, under the order as revised in 1957, to furnish a copy of the minimum wage order to each employee. This requirement replaced a provision requiring posting of the order. As amended in 1960, the order now provides for distribution to each employee or posting, or both, of a summary provided by the Minister, at the request of an officer of the Department of Labour. As before, the requirement does not apply to employees covered by collective agreement, presumably on the supposition that union members

will be made aware of the statutory conditions covering their employment by their union.

Newfoundland

In Newfoundland, a new Minimum Wage Act was passed in 1950, repealing the Labour (Minimum Wage) Act, 1947.

The first steps in minimum wage-setting were taken in 1953, when a general order was made for male workers, excluding only farm workers and market gardeners. This order set a minimum rate of 50 cents an hour for hourly-paid male workers over 18 and required payment of time and one half the minimum rate after 10 hours on a weekday or for any work done on Sunday.

In 1955 a general order for women workers was issued and the male order revised to lay down the same conditions for both sexes, apart from a difference in the minimum rate. The minimum rate for men remains 50 cents an hour; the rate for women is 35 cents. Both orders apply to employees over the age of 17. Where a worker is paid at an hourly rate, overtime (time and one half the minimum rate) is payable after eight hours on a weekday and for any Sunday work. Where an employee is paid a fixed weekly or monthly wage, he must be paid the overtime rate after 48 hours in a week.

The Newfoundland Board is required by statute to review its orders every two years.

New Brunswick

The first orders for women workers in New Brunswick set weekly and part-time rates but these were changed to hourly rates in 1950, the first such rate being 35 cents an hour for a 48-hour week or less. The minimum rates in the two orders for women (a general order and an order for hotels and restaurants) have been raised from time to time and are now 55 cents an hour for hotels and restaurants and 60 cents an hour for other workplaces. Overtime at time and one half the minimum rate must be paid after 48 hours or the hours normally worked in the establishment, if less than 48.

Only one order is in effect for male workers. This order sets a minimum rate of 65 cents an hour for the canning industry.

Nova Scotia

In 1951 a new Women's Minimum Wage Act was passed in Nova Scotia, which, while similar in principle to its predecessor, was more in line with the Acts of the other provinces. More specific provision was made for inspection, and the Minimum Wage Board was given wider powers,

including power to regulate the making of deductions, to fix the time and manner of payment of wages, and to exempt any group of employees or employers from the Act or a minimum wage order. Orders now required the approval of the Lieutenant-Governor in Council, and posting of the orders by employers was required.

One of the new features of the Act was its application to the whole province; the previous statute had been restricted to the cities and incorporated towns. Minimum wage orders continued to apply to the cities and towns until 1958, when employment outside the towns was covered for the first time.

As in other provinces, minimum wage orders were consolidated. In 1951 one general order was issued, replacing 10 separate orders covering as many different industries. Since 1951 three special orders have been made, one covering summer employment in hotels within 20 miles of a city or town (now incorporated in the general order) and the others, which remain in effect, covering beauty parlours and the fish-processing industry.

Minimum rates were raised by \$1.80 a week in 1951 and were again increased, along with the change in zoning mentioned above, in 1958. Rates are now \$21.60, \$19.20 and \$14.40 a week for the three zones into which the province is divided.

In 1957 new provisions regarding the payment of overtime were laid down in the general order and the order for beauty parlours. Previously, payment of overtime (at time and one half the minimum rate) was required for work done after 48 hours in a week or after the regular work week in an establishment, if less than 48, but only with respect to employees who were being paid at the minimum rate. The amendments extended the application of the overtime provision to employees whose normal rate of pay was *above* the minimum. That is, all employees covered by the orders were now entitled to overtime pay after working 48 hours or normal hours, if less.

Learners' rates were dropped from the general order and the order for fish processing in 1958 but were restored in amendments made the same year. In place of learners' rates for a six-month learning period (the minimum rising at the end of three months), the general order now sets one rate of \$18 a week payable for a probationary period of 90 days following commencement of work for all workplaces in Zones I and II (the cities and towns). In Zone III (the rest of the province) the minimum for experienced workers and learners alike is \$14.40 a week. In the

fish-processing industry a learners' rate of 37½ cents an hour may be paid during a 90-day probationary period. The full minimum rate for the industry is 45 cents an hour. For beauty parlours the learning period was reduced from 18 months to nine months.

A further change in 1958 was that, instead of a provision limiting the deductions that could be made from the minimum weekly rate where board and lodging are furnished by the employer, the general order set out the maximum charges that an employer may make for these services.

Ontario

Minimum rates in Ontario, which are applicable to women only, were raised in 1955 and again in 1960. These rates, which are set for three zones, apply to a work week of not more than 48 hours or the prevailing work period in an establishment, if less than 48 hours. Hours worked after the weekly limit must be paid for on a *pro rata* basis.

In 1955 current rates, which since 1947 had been \$16.80, \$15.80 and \$13.80 a week respectively for the three zones, were raised to \$22, \$20 and \$18. In 1960, a further increase of \$8 a week was put into effect, making the present minimum rates \$30 in Zone I, \$28 in Zone II and \$26 in Zone III. Increased deductions for board and lodging, when supplied by the employer, were also authorized. Learners' rates, which apply during a period of six months, were increased correspondingly. An employer may not class more than 20 per cent of his female employees as inexperienced workers.

Prince Edward Island

In Prince Edward Island, the Government, acting on a resolution of the Legislature, appointed a committee to study minimum wage legislation in 1956. Both Acts which have since been enacted, one covering female workers and the other covering males, provide for the setting of minimum rates by a board established under other legislation, the Labour Relations Board appointed under the Trade Union Act.

Both Acts contain the standard provisions found in other provincial minimum wage legislation. The Act respecting a minimum wage for men stipulates that orders of the Board setting minimum rates for men are subject to review by the Minister of Labour. No minimum wage orders have yet been issued.

Quebec

During the past decade, the Quebec Minimum Wage Commission continued its policy of simplifying minimum wage orders and reducing their number. Workers formerly covered by separate orders (which were permitted to expire) were made subject to General Order 4, the blanket order covering the majority of unorganized workers in the province. In 1950 a separate order (No. 41) was issued for employees of municipal and school corporations, and in 1957 a new order (No. 40) was made for employees of hotels, restaurants, hospitals and real estate undertakings. These three orders—Nos. 4, 40 and 41—and the forestry order (No. 39), which has been in effect for many years, are all the minimum wage orders now in effect.

The order for municipal and school corporations sets the same minimum rates as Order 4, except for a few occupational groups. Minimum rates for employees in hotels, restaurants, hospitals and real estate undertakings are somewhat lower than those fixed by Order 4. Their current minimum is 64 cents an hour in Zone I and 60 cents in Zone II.

A reduction in the number of zones for which minimum rates are set has had the effect of making workers in the smaller centres eligible for a higher minimum rate, as well as of narrowing the differential between the highest and lowest minimum rate.

In 1953 the number of zones was reduced from four to three, by combining the former Zones III and IV (places with from 2,000 to 10,000 population, and places with under 2,000 population, respectively) to form a new Zone III.

In 1957 a change in the size of towns included in Zone II—those with 6,000 population and over instead of 10,000 and over—made a large number of workers eligible for a higher minimum rate.

In a further revision, effective May 1, 1960, the number of zones was reduced to two, Zone I now comprising the Greater Montreal area, and Zone II the remainder of the province.

In 1953 Order 4 was revised and rearranged in a more concise form on the basis of a classification of workplaces according to the length of the "regular work week" rather than, as before, on the basis of categories of workers. Minimum hourly rates applied to the hours in the "regular work week", which varied with different establishments. For any work done after the hours in the regular work week payment of an overtime rate was required.

Under this arrangement, 48 hours constituted the regular work week for most establishments, with establishments having a 54-hour regular work week, a 60-hour regular work week or no regular work week being listed as exceptions. (Establishments with a 48-hour work week were not listed, all those for which a longer work week was not fixed being deemed to have a work week of 48 hours). Workers having no regular work week were not entitled to payment of overtime.

In 1953 provision for the payment of overtime on a daily basis (after 12 hours) was discontinued, and a significant feature of successive revisions of Order 4 and the other orders has been the progressive reduction of the regular work week.

In 1957 the classification of the 60-hour regular work week was done away with, and in the latest (1960) revision the 54-hour regular work week is no longer prescribed for certain workplaces. The result is that fewer exceptions are now authorized from the general standard of 48 hours. In 1960 the regular work week of employees of municipal and school corporations was reduced from 54 to 48 hours, and that for employees in hotels, restaurants, hospitals and real estate undertakings from 60 to 54 hours.

A further change in 1960 was in regard to the rate of overtime pay set by the orders. Since 1946, when the Minimum Wage Commission was given specific authority to fix overtime rates of pay for hourly-paid workers not governed by a collective agreement, it had set an overtime rate for these workers of time and one half the *regular* rate, and, for other employees, an overtime rate of time and one half the *minimum* rate. The orders now set one rate for overtime work (i.e., for hours worked in excess of the regular work week)—time and one-half the *minimum* rate. As before, employees paid on a weekly, monthly or yearly basis and receiving at least a specified minimum amount are not eligible for overtime pay.

A new departure in 1953 was the setting of minimum rates for inexperienced employees, defined as employees who "in addition to apprentices, are not occupied at skilled labour or at labour requiring training and who, because of their restricted ability, cannot furnish the output of a skilled worker." The number of such employees was limited to 20 per cent of the work force of an establishment. Previously (from 1946-1953), 75 per cent of the workers in a factory or shop were required to receive the minimum rate, and lower rates were

set for the remaining 25 per cent. As enacted in 1942, Order 4 set three different rates for work in industrial or commercial establishments, applying to 60, 25 and 15 per cent, respectively, of the work force.

The inexperienced workers' rates set in 1953 were not, strictly speaking, learners' rates, since they were not set in relation to a definite learning period, i.e., inexperienced workers were not required to get periodic increases. They were rather rates set for workers from whom skilled work was not expected or required.

These inexperienced workers' rates and the 20 per cent quota were removed from the orders in 1960, the only lower rates now prescribed being for piecework employees and for employees on probation in hospitals in their first six months of employment. Such employees must now be paid at least 56 cents an hour in Zone I and 52 cents in Zone II.

Minimum rates under Order 39 governing forest operations have been progressively raised, and the order has been greatly simplified.

In 1950 daily instead of monthly rates were fixed. In 1958, instead of rates set on an occupational basis, new general hourly, daily and weekly rates were set for all workers other than pieceworkers, the determining factor being the extent to which the working hours of an employee could be controlled. For employees whose hours were verifiable, the order set a minimum rate of 75 cents an hour; for those whose hours could not be verified the rate set was \$7 a day; and for employees without a regular work week a minimum of \$42 a week was prescribed. Corresponding rates for inexperienced or handicapped workers were 50 cents an hour and \$5 a day. In addition to these changes, the regular work week for woodworkers was reduced from 60 to 54 hours.

A major change in 1960 was that a new daily minimum of \$9 was set for pieceworkers. Previously, 11 different rates were prescribed, varying with the type of work performed. A later amendment, however, reinstated per cord piecework rates in pulpwood operations. Rates of workers hired on a fixed wage basis were raised to 90 cents an hour, \$8 a day or \$48 a week, depending on the extent to which hours may be controlled.

Rates for inexperienced workers, defined as in Order 4, were dropped but slightly higher rates than those set previously (60 cents an hour for employees whose hours are verifiable and \$6 a day for those whose hours are not verifiable or who have no

regular work week) were set for pieceworkers who have not worked 12 working days.

As in other orders, the rate set by Order 39 for overtime is time and one half the minimum rate. Previously, forestry workers were entitled to their regular rate for overtime.

Saskatchewan

In Saskatchewan, the extension of the coverage of the Minimum Wage Act and orders to places with a population of under 300, effecting province-wide coverage, and the removal of the differential between urban and rural areas were important developments in the past decade.

At first applied only to cities, the scope of the Saskatchewan Act was progressively extended to cover additional towns, villages and hamlets until, by a final step in 1953, it was made applicable to the entire province. The differential between urban and rural rates, although narrowed to \$1 a week in 1957, was maintained until 1960, when the orders were amended to establish one minimum of \$32 a week for all employees of 18 and over in the province, except those covered by special orders.

Since 1950 the Act has been amended several times, adding to the Board's powers to determine minimum wages and other working conditions and providing a new and alternative basis upon which minimum wage standards may be set.

An amendment in 1957 empowered the Board to determine the minimum wage on the basis of an amount which it deemed fair and reasonable, having regard to the wages which it considered to be generally prevailing in the employment affected. The amendment was introduced "with a view to providing a greater measure of protection not only for employees but also for employers who pay fair wages." This method may now be used by the Board, as it deems fit, in preference to the criterion long set out in the Act—that the Board should base the minimum wage on the amount which it deems adequate to furnish the necessary cost of living to the employees concerned.

To the Board's already extensive powers to determine working conditions was added power to fix the maximum number of hours that may be worked without a meal period, to require employers to provide, repair and launder uniforms at their own expense, to order that rest periods must be counted as time worked, and to require employers to furnish pay statements on each regular pay-day and on termination of employment.

The Board has laid down all these requirements in its orders, the requirement concerning pay statements having been set out in a new order in 1957.

In Saskatchewan, the practice of setting weekly minimum rates for full-time employees and hourly rates for part-time workers has been continued, part-time workers being defined as those who work less than 36 hours in a week. Proportionally higher than the rates established for full-time workers (currently 85 cents an hour as against \$32 a week), the part-time rate is designed to discourage the practice of providing only part-time work.

As already noted, rates \$2 less than the full minimum rates are set for workers under 18. The present rate for young workers is \$30 a week.

Provision for overtime is contained in the Hours of Work Act and orders, and the

Minimum Wage Board is not concerned with it.

As a result of a change made in 1960 in the orders covering hotels, restaurants, educational institutions, hospitals and nursing homes, any employer who requires or permits a woman worker to finish work between 12.30 and 7 a.m. must provide free transportation for the worker to her home. There are similar provisions governing night work of women in Alberta and Manitoba (covering the hours between midnight and 6 a.m.). In Ontario, where permission is granted to proprietors of restaurants or other employers to employ women 18 years of age and over during the night, permits are subject to certain conditions regarding the conveyance of the worker to her home.

The following table presents a comparison of the minimum rates in effect in 1950 and 1960 for women workers in factories, shops and offices in the various provinces.

A COMPARISON OF MINIMUM RATES FOR WOMEN IN FACTORIES, SHOPS AND OFFICES IN 1950 AND 1960

	1950	1960
Newfoundland.....	nil	35¢ per hour
Nova Scotia.....	\$15, Zone I (per week) \$14, Zone II \$13, Zone III	\$21.60, Zone I (per week) \$19.20, Zone II \$14.40, Zone III*
New Brunswick.....	35¢ per hour	60¢ per hour
Quebec.....	35¢, Zone I (per hour) 32¢, Zone II 28¢, Zone III 25¢, Zone IV	70¢, Zone I (per hour) 64¢, Zone II*
Ontario.....	\$16.80, Zone I (per week) \$15.80, Zone II \$13.80, Zone III	\$30, Zone I (per week) \$28, Zone II \$26, Zone III
Manitoba.....	\$19.50, urban (per week) \$18.50, rural	66¢, urban (per hour) 61¢, rural
Saskatchewan.....	\$21, cities and 9 larger towns (per week) \$18.50, smaller towns	\$32 (per week)
Alberta.....	\$20 (per week)	\$28, places over 5,000 (per week) \$24, rest of province
British Columbia.....	40¢ per hour, factories \$18 per week, shops and offices	60¢, factories (per hour) 65¢, shops 75¢, offices

*For difference in definition of zones in Nova Scotia and Quebec between 1950 and 1960 see pages 1240, 1241, 1245, 1246.

Hours of Work

In 1950 five provinces, Alberta, British Columbia, Manitoba, Ontario and Saskatchewan, had hours of work legislation of general application which either set absolute limits on hours or required the payment of an overtime rate after a specified number of hours of work. Hours were limited in Alberta and Ontario to 8 in a day and 48 in a week and in British Columbia to 8 and 44. In the other two provinces, the second method of regulating hours was

followed, and an overtime rate was payable after 8 and 48 hours (44 for women) in Manitoba, and after 8 and 44 hours in Saskatchewan (by administrative regulation, 8 and 48 in the smaller centres). All of the Acts, of course, provided for some exceptions or variations.

In the ensuing ten-year period there were few important changes in hours legislation. Hours were reduced to some extent in Alberta and Newfoundland, coverage was

extended in Saskatchewan and Manitoba, and authority to limit daily hours was granted in Saskatchewan.

In Alberta, an administrative order in 1952 reduced the weekly limit on hours from 48 to 44 in the cities of Edmonton, Calgary, Lethbridge and Medicine Hat. In 1953, in Newfoundland, an amendment to the St. John's Shops Act set a 44-hour weekly limit on hours for shop employees in that city and a six-mile radius, with provision for longer hours by agreement upon payment of an overtime rate. A 1959 amendment to the same Act, effective from January 1, 1960, limits hours of shop employees to 40 in a week unless time and one half is paid. The same requirement was laid down in 1960 for shop workers in the Exploits Valley district.

By a 1951 amendment, which went into force on March 1, 1952, the coverage of the Saskatchewan Hours of Work Act was extended to all places covered by the Minimum Wage Act, which in effect meant all workplaces in centres with a population of over 300. As a result, employees in workplaces other than factories, offices and shops in the smaller places and certain categories of workers such as janitors and long-distance truckers, who had been previously excluded, were now covered and entitled to overtime rates for work beyond the prescribed limits. The following year (1953), when the Minimum Wage Act was made applicable to all parts of the province, the Hours of Work Act was correspondingly extended. Later in the same year the Act was declared not to apply to the northern part of the province, the area north of Township 62, except for the village of Creighton and the hamlet of Lac la Ronge. Since that time Uranium City, although in the exempted northern area, has been brought within the scope of the Act.

In Manitoba, in 1953, the Hours and Conditions of Work Act (now Part III of the Employment Standards Act), which applied in the chief industrial areas of the province, was extended to include Snow Lake and Lynn Lake, two northern local Government Districts.

In 1958, the Saskatchewan Act, which previously had not placed any absolute limitation on working hours, was amended to authorize the Lieutenant-Governor in Council to issue regulations applicable to any class of employment limiting working time in any one day to 12 hours. In 1959, a regulation was made prohibiting employers in highway construction and maintenance

work from requiring employees to work more than 12 hours in a day except by special permit.

In other legislation, in addition to the general hours of work Acts, there are provisions limiting hours. In New Brunswick and Quebec, factory Acts place some restrictions on working hours of women and boys under 18. The Nova Scotia Factories Act limits hours of boys and girls under 16 to 8 in a day and 48 in a week. Mining Acts in New Brunswick and Nova Scotia, which set a maximum eight-hour day for underground work in mines, provide the only statutory regulation of hours of work of miners in those provinces; hours of work Acts apply to mining in other provinces. In New Brunswick, hours of workers on construction work done under contract with the provincial Government must be limited to 8 and 44.

There is also some indirect regulation of hours by virtue of provisions in minimum wage orders requiring the payment of an overtime rate after a specified number of hours of work.

Industrial standards legislation in Alberta, New Brunswick, Nova Scotia, Ontario and Saskatchewan, and the Collective Agreement Act in Quebec, all introduced in the thirties, continue to provide an important method of regulating hours of work, as well as of establishing minimum rates, in some trades and industries. In Manitoba, the Fair Wage Schedule issued annually under the Fair Wage Act sets the regular work week and establishes minimum rates for private as well as public construction work.

The use of this method of regulation has not increased significantly in the last ten years, the number of schedules and decrees now in effect being only slightly greater than in 1950. Schedules or decrees regulate working conditions in the construction trades in defined areas in each of the six provinces, a few new trades and areas now being covered; province-wide standards are established for the main branches of the garment industry in both Ontario and Quebec; and decrees or schedules cover the barbering and hairdressing trades in many areas. The trend has been to reduce regular working hours, a 40-hour week now being common for the construction trades in the larger centres. A 37½-hour week has been established for the ladies' cloak and suit industry in province-wide orders in both Ontario and Quebec.

Vacations With Pay

In 1950 legislation requiring employers to grant their employees an annual paid vacation was in force in six provinces. Between 1950 and 1960 there was a further extension of this new field of legislation. Vacations with pay were provided for by law in two other provinces, a federal Annual Vacations Act was enacted, and a number of amendments, including a lengthening of the vacation period in three provinces and various changes to facilitate administration, were made in most of the provinces.

New Brunswick passed its Vacation Pay Act in 1954, bringing it into force on June 30, 1955. Its application was limited to two industries—mining and construction—where the enforcement of a legal standard appeared to be necessary. In introducing the Bill, the Minister of Labour indicated that surveys had shown that, where there was year-round employment, vacations with pay were quite generally granted without legislation. In 1958 the application of the Act was extended to the canning and packing industries.

The Nova Scotia Vacation Pay Act, which went into force on January 1, 1959, was of general application, exempting only employees in lumbering and commercial fishing, farm workers and domestic servants.

The federal Annual Vacations Act went into effect on October 1, 1958, providing for an annual vacation with pay for workers in undertakings within federal jurisdiction. These include operations that are interprovincial or international in nature, such as railway, ship, ferry, bus, trucking, telegraph, telephone, pipeline, tunnel, bridge and canal operations, operations relating to inland and maritime navigation, longshoring and stevedoring. Also included are aerodromes and air transport, radio and television broadcasting stations, banks and banking, certain mining operations, and federal Crown corporations and works (such as grain elevators, and flour, feed and seed cleaning mills) that have been declared to be for the general advantage of Canada.

The New Brunswick and Nova Scotia Acts followed the lead of a number of the other provinces (including Ontario and Quebec) by providing for a minimum vacation period of one week after a year's service. The annual vacation provided for in the federal Act is one week in respect of a completed year of employment for an employee who has worked for less than two years with the same employer, and two weeks for an employee who has worked for the same employer for two years or more.

In both New Brunswick and Nova Scotia, provision was made for a system of vacation stamps to enable workers in the construction industry (and in the other industries covered in New Brunswick) to receive the benefits of a vacation with pay.

As regards the length of the annual vacation, the Manitoba Vacations with Pay Act, which since 1947 had provided for a vacation of one week after a year's service, was amended in 1951 to provide for an additional week after three years with the same employer.

In 1956 the British Columbia Legislature replaced the Annual Holidays Act with a new statute of the same name, effective from July 1, 1957, providing for a two-week vacation with pay instead of one week. British Columbia thus became the second province to provide for a two-week vacation after one year of service, Saskatchewan having set this standard in its first vacations with pay legislation in 1944.

In 1958 the Saskatchewan Annual Holidays Act was amended to provide for an annual vacation of three weeks after five years service, with vacation pay at the rate of 3/52 of the total wages earned during the previous year of employment. This provision applied only where a worker had been in continuous employment with the same employer, and to enable persons whose employment with the same employer had not been continuous to enjoy the same benefits, the Act was further amended in 1959. The amending Act stated that an employee was entitled to a three weeks vacation with pay after five "accumulated" years of employment, provided that no break in his service had exceeded six months or 182 days.

By an amendment in 1959, Manitoba became the third province to provide for a two-week vacation after one year's service with an employer. As already noted, the former provision was for one week after one year and two weeks after three years of service.

In 1950 a change in the definition of "working year" in the British Columbia Act reduced the period of service held to constitute a year of employment. Set at 280 days in the original (1946) Act, the qualifying period was reduced to 250 days the following year. The 1950 amendment defined "working year" to mean one calendar year's continuous service, comprising not less than 225 days of actual work.

In Alberta, the 275 days prescribed in the original (1946) vacation orders were likewise reduced. From 1949 on, annual

vacations were calculated on the basis of one-half day for every 23 days worked after a year of employment, and one day for every 23 days worked after two or more years' service. This provision was replaced in 1958, making 225 days of actual work the requirement for a year's employment.

For purposes of comparison, a year's service in New Brunswick is considered to consist of 225 working days or shifts. In Manitoba, an employee is held to have completed a year's service if he has worked 95 per cent or more of the regular working hours during the year. In Nova Scotia, the employee must have worked 90 per cent or more of the working hours during the year.

Several of the Acts were amended to provide that continuity of service was not to be affected by changes in the management of the undertaking. The Alberta Labour Act was amended in 1950 to provide that, where a business was sold, leased or transferred, the service of the employees concerned was to be deemed to be continuous for the purposes of computing their vacations with pay. British Columbia and Manitoba amended their Acts to the same purpose in 1956; Saskatchewan enacted a similar provision in 1957; and a comparable clause was inserted in the 1958 federal Act.

Although worded differently, a provision added to the Quebec Minimum Wage Act in 1947 has the same intent. It states that vacations with pay granted by a minimum wage order according to the duration of an employee's service are to be calculated according to the period during which he has been employed at the same enterprise "without regard to changes of ownership of such enterprise."

In 1959 an amendment was made to the Manitoba Act to prevent an employee's absence from work because of an accidental injury for which he received workmen's compensation from breaking his continuity of service. To ensure that an employee may not lose any entitlement to a vacation accumulated before such an injury, the Legislature provided that the Manitoba Labour Board may find that he has completed a year's service and is eligible for an annual vacation if he has worked for his employer during 12 months, which were not continuous but were interrupted only by the period during which he was in receipt of compensation.

In 1950 the British Columbia Act was amended to provide that vacation pay should be 2 per cent of total annual earnings rather than regular pay, as before (now, with the longer vacation period, 4

per cent of earnings). In most of the provinces vacation pay is a percentage of annual earnings (2 per cent for a one week's vacation and 4 per cent for a two weeks' vacation), but in Alberta and Manitoba it is the employee's regular pay for a week's work or for two weeks' work, as the case may be. In Quebec, an employee is entitled to his regular weekly pay for his annual vacation if he is engaged and paid by the week or any longer period; if he is paid on any other basis, e.g., by the hour, his vacation pay is 2 per cent of his annual earnings.

Several significant changes were made in connection with the vacation stamp system.

In Manitoba, where June 30 was the normal cut-off date for the redemption of stamps issued in the previous year, provision was made in 1956 for a person who was unemployed during the winter months to cash his vacation stamps at any time after November 30 in any year if he could establish that he had exhausted his unemployment insurance benefits and was available for work.

For the same reasons Alberta in 1958 changed its redemption date from June 1 to January 15, enabling workers to obtain the cash equivalent of their vacation credits at any time within the 12 months beginning on January 15 in each year.

In Nova Scotia, an employee may cash his stamps at any time after the anniversary date of his employment.

In a revision of the Quebec vacation orders in 1957, the use of the stamp system was authorized for manual workers in the building construction industry throughout the province. Previously, its application had been limited to the Montreal and Hull areas.

Because of the administrative problems involved in the operation of a system of stamp books, the Manitoba Legislature provided in 1959 for the payment of vacation pay to construction workers by cheque, effective from July 1, 1960.

Under the new scheme, which like the stamp system will apply only to construction workers in the Greater Winnipeg area, the employer will periodically pay to the Minister of Labour amounts equal to the total vacation pay credits due to each of his employees at the time the payment is made, at the same time furnishing the Minister with the name, address and unemployment insurance number of each employee. The employer is also required to notify the employee of the amount paid. The Minister will deposit the amounts received with the Provincial Treasurer. As

soon as practicable after June 30 in each year, a cheque will be sent to each employee for the amount of vacation pay to his credit in the records of the Department of Labour, less a charge for administration costs.

In 1957 the reference in the Alberta legislation to vacation with pay stamps was changed to "vacation with pay stamps or other credits," thus enabling the Board to provide, if it so decided, that credits might be placed in vacation books by a method other than stamps, e.g., by a meter machine. To date the Alberta Board has not adopted the new system. In Quebec, employers are now permitted to use meter machines for vacation credits instead of stamps. This method, authorized in 1958, is used by a number of larger firms.

The British Columbia Act as replaced in 1956 made provision for a system of vacation credits but a stamp system has not so far been introduced in that province. Saskatchewan is the only other province in which the stamp system is not used.

All the Acts set a fairly lengthy period within which an earned vacation must be given, ranging from four months in New Brunswick to twelve months in Alberta and Quebec. In the remaining Acts the period specified is ten months. The employer, as a general rule, is free to decide at what time within the specified period the vacation is to be taken, and, in those jurisdictions where a two or three weeks vacation is provided for, whether it is to be taken in one or more periods. The Alberta orders state, however, that the vacation (which must be at least one week after one year and two weeks after two or more years of service) is to be in an unbroken period, and the Saskatchewan Act, as amended in 1960, makes it clear that the personal wishes of the employee are to be taken into account.

The new Saskatchewan provision is that, if an employee, not later than the day on which he becomes entitled to an annual vacation (that is, after a completed year of employment), gives his employer written notice indicating how he prefers to take his vacation, the employer must permit him to take it in the manner indicated. (The Act stipulates that the vacation may be taken in periods of not less than one week each.) This provision does not apply, however, where the Minister approves a general plant shutdown for the purpose of giving all employees a vacation at the same time.

The employee must receive advance notice of the date on which his vacation is to begin in Manitoba (no period specified); Alberta (where the date is not mutually

agreed upon, at least one week's notice); New Brunswick (one week); Nova Scotia (one week); Quebec (15 days); and in Saskatchewan and under the federal Act (not less than two weeks). In the Saskatchewan and federal jurisdictions, as in Alberta, notice is required unless the starting time of the vacation has been agreed upon by employer and employee, or, alternatively, in Saskatchewan, by employer and trade union. In Saskatchewan, written notice is required.

Six of the Acts stipulate that any public holiday (as defined) occurring within the vacation period is not to be counted as part of the annual vacation and that the employee is entitled to an additional day for any such holiday. The federal and Saskatchewan laws stipulate further that the employee is to be paid, over and above his vacation pay, the wages to which he is entitled for the holiday.

In 1958 an amendment to the Saskatchewan Act made provision for a system which, if established by regulation, would enable employees to postpone a week of their annual vacation each year for a maximum of four years. Under such an arrangement, which would permit the accumulation of a vacation of up to seven weeks, some form of guarantee would be required for the payment of vacation pay, such as the deposit of vacation pay in a trust account or the furnishing of a bond. The system would in no case be mandatory, since it would not apply with respect to any employee "unless he and his employer have, with the approval of the Minister, agreed that it shall apply." There is no comparable provision in any of the other Acts.

All the Acts except that of Manitoba provide for the payment of vacation pay on termination of employment but a number of them specify that a worker must have completed a minimum period of service in order to qualify. A provision in the Saskatchewan Act requiring a worker to have been employed for at least 30 days in order to become eligible for vacation pay on termination of employment was removed in 1958.

A minimum period of 30 days is laid down in the federal and Alberta legislation; in Nova Scotia and Ontario, the period specified is three months. In Ontario, however, the three months requirement applies only where a worker voluntarily leaves his job, and if the employment is terminated by the employer the employee must be given vacation credit for any time he has been employed. The British Columbia Act

excludes any person who has not completed five days of actual work in a calendar year.

As a safeguard to an employee's entitlement to an annual vacation or vacation pay, the Saskatchewan Act was amended in 1955 to provide that where notice of termination of employment has been given (a week's written notice is required under the Minimum Wage Act in case of discharge or layoff of an employee with three months service or more), the employer may not permit an employee to take any part of his vacation during the period of notice. Further, payment of vacation pay is not to constitute payment for the period of notice.

In line with the changes in the Saskatchewan Act providing for annual vacations on the basis of accumulated as well as continuous service, an employer may, at the request of an employee, withhold payment of any vacation pay owing to him on termination of employment if the employee's services have been terminated because of shortage of work and it seems likely that he will be re-hired within 182 days. If, however, the employee asks for his vacation pay during the 182-day period, the employer must comply with his request within seven days.

In Quebec, provision for a paid vacation allowance for forestry workers was made in 1958. Any worker who works at least 75 days in a four-month period for the same employer is now entitled on termination of employment to a vacation allowance of 2 per cent of his earnings for the period of his employment.

All the Acts (except that of New Brunswick) exclude certain groups (e.g., farm workers, domestic servants,* members of family undertakings, professional workers), and some (federal, Nova Scotia and Saskatchewan) permit further exemptions by Order in Council.

In some instances the vacation provisions of a collective agreement may supersede the provisions of the Act, if approved by the Minister of Labour. In 1951 the British Columbia Act was declared not to apply to an employer and his employees covered by a collective agreement containing vacation provisions approved by the Minister of Labour, provided that the employees' representatives were authorized to bargain in accordance with the labour relations Act.

Similarly, recognizing that the parties to a collective agreement might wish to continue alternative vacation arrangements,

*Domestic servants are within the scope of the Manitoba and Saskatchewan legislation.

Parliament wrote a provision into the federal Act giving the Minister authority to approve vacation provisions in agreements signed after the coming into force of the Act.

The New Brunswick and Nova Scotia Acts state that, where annual vacation provisions established by any other Act, agreement, contract of service or custom are "as favourable to an employee" as the provisions of the Act, the provisions so established are to prevail.

Several Acts stipulate that vacation pay is to be deemed wages. A provision that an annual vacation or its equivalent in vacation pay was to be deemed wages was inserted in the British Columbia Act in 1956. A similar provision is found in the federal and Saskatchewan Acts, the federal legislation providing that "for all purposes" vacation pay is to be deemed wages. Presumably, under such a provision vacation pay could be included with other wages as a preferred claim in case of bankruptcy.

Penalties for violation are set out in all the Acts, and all except the Act of Manitoba empower the magistrate levying a fine to order payment by the employer of the vacation wages due.

The Quebec provision is unique. A Quebec employer who does not grant an employee his vacation within the 12-month period specified is liable to a fine which is double the vacation pay due to the employee. The fine must be paid to the Minimum Wage Commission, which is authorized to pay half to the employee.

Time-limits for prosecutions are laid down in several Acts. The period within which action must be taken under the Alberta and federal Acts is one year. The same time-limit was fixed in the Saskatchewan Act in 1956 but a 1958 amendment extended the period to three years. In Quebec, a civil action arising out of the Minimum Wage Act or an order under it must be instituted within six months from the date of commission of an alleged offence.

Recent amendments to the Manitoba and Alberta Acts give the employee his own remedy, apart from the Act, for the recovery of vacation moneys due him. A 1956 amendment in Manitoba stated that vacation wages payable under the Act were to be held to be a debt due from the employer to the employee and as such were recoverable by court action.

The Alberta amendment in 1960 permits an employee to take legal action to recover vacation pay while he is still employed or within 12 months after termination of employment, if no prosecution has been

initiated under Section 43 of the Act (usually on the information of the Department of Labour). Action by the employee is limited to amounts of vacation pay accruing over a period of two years.

In Alberta, the provisions in industrial standards schedules dealing with vacations with pay supplement the vacation legislation already described.

In 1950 the Alberta Labour Act was amended to include vacations with pay among the subjects that might be negotiated at a conference between employers and employees in any industry and dealt with in an industrial standards schedule. It provided, however, that any vacation-with-pay plan formulated by such a conference should not be less favourable to employees than the vacation provisions set out in orders of the Board of Industrial Relations.

The vacation provisions in a number of schedules, while limited in application to a particular industry and area of the province,

set a higher standard than that set by the Board, providing for a vacation of two weeks after a year's service. As already noted, one week's vacation after a year's service and two weeks after two years is the general requirement laid down by the Board.

In Quebec, workers governed by a decree under the Collective Agreement Act are subject to the vacation with pay provisions set in the decree. The Department of Labour or Minimum Wage Commission has no jurisdiction with respect to the administration and enforcement of a decree, which is under the supervision of the parity committee concerned. More than 100 decrees are presently in force covering more than 250,000 employees. The Minimum Wage Act (under the authority of which vacation orders are made) does not apply to workers whose working conditions are regulated by decree.

Public Holidays

In Canada, payment for public holidays is regulated to a greater extent by collective agreement than by statute. Only two provinces, Manitoba and Saskatchewan, have provisions of general application dealing with public holidays. Under the Saskatchewan provisions, which go back to 1947, employees are entitled to a specified number of paid holidays as a matter of right, and, if required to work, must be paid at a premium rate for work done on the holiday, in addition to their regular pay. The Manitoba provisions, which were enacted in 1951, prohibit work on specified public holidays unless an overtime rate is paid. Provisions prohibiting work on specified public holidays except with a permit from the Advisory Committee, stipulating that certain holidays must be observed as paid holidays, or requiring the payment of an overtime rate (frequently double time) for work done on specified holidays, are now regular features of the decrees under the Quebec Collective Agreement Act and of industrial standards schedules in some provinces. These provisions, while regulating a considerable portion of industry, particularly in Quebec, cover only certain trades and areas in the province concerned.

Provisions in minimum wage orders in Alberta, Manitoba and Nova Scotia deal with the question of pay for public holidays but only to the extent of prohibiting deductions from the minimum wage for time not worked on a holiday. The Factories Act of British Columbia makes it mandatory for factories, with the exception of certain con-

tinuous industries, to close on specified holidays unless granted special permission for employment, but does not deal with the question of pay for the holidays. There is also legislation in British Columbia and Newfoundland requiring shops to be closed on listed holidays.

In Saskatchewan, the Minimum Wage Board, acting under authority conferred on it by the Legislature in 1947 to require payment for public holidays, requires full-time employees who do not work on any of eight listed public holidays to be paid their regular pay. If they are required to work, they are to be paid for the holiday and, in addition, time and one half their regular rate for all work done (in effect, two and one half times the regular rate), except in hotels, restaurants, hospitals, etc. In such workplaces, employees who work on a holiday are required to receive, in addition to their regular daily wage, wages at their regular rate or equivalent time off at regular rates within four weeks. The eight listed holidays are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. When Christmas or New Year's Day falls on Sunday, the requirements set out above apply to the following Monday. They also apply when the Monday following Remembrance Day is declared a holiday.

An amendment made to the Saskatchewan Minimum Wage Act in 1960 was designed to make the public holiday provisions more flexible by permitting an employer and trade

union to make an agreement substituting another working day for any of the eight holidays named in the Act. Such an agreement may be concluded only by a trade union which represents a majority of the employees in an appropriate bargaining unit.

The enactment of the Manitoba provisions in 1951 was, apart from the increasing regulation of public holidays under decrees and industrial standards schedules, the major development in this field during the decade. These provisions, first placed in the Hours and Conditions of Work Act, are now part of the Employment Standards Act.

In Manitoba, in all employment except farming, workers are entitled to time and one half their regular rate if required to work on seven public holidays—New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. For workers employed in a continuously operating plant, a seasonal industry, a place of amusement, a gasoline service station, a hospital, a hotel, a restaurant, or in domestic service, compensatory

time off may be substituted, in accordance with custom or agreement. Domestic servants may be granted two half-days off in lieu of a holiday.

An additional holiday was provided for in 1951 with the passing of the Remembrance Day Act, under which November 11 is set apart as a day of remembrance, with a general prohibition upon work, except in emergencies. Except in farming and certain essential services, work may not be performed except by permit from the Minister of Labour. Overtime provisions are not applicable on Remembrance Day. Any employee other than a watchman, furnace tender or janitor who is required to work must be granted compensatory time off without loss of pay within 30 days.

The list of essential services exempted is quite lengthy and includes hospitals, restaurants, drug stores, dairies, bakeries, transportation, and the work of janitors, watchmen, policemen, firemen and domestic servants. In 1953, newspapers, which had been only partially exempted previously, were entirely excluded.

Weekly Rest

Prior to 1950, weekly rest legislation had been enacted in seven provinces—Alberta, British Columbia, Manitoba, Nova Scotia, Ontario, Quebec and Saskatchewan. The provisions, however, varied widely in scope. In the period under review, weekly rest legislation was introduced in New Brunswick, the coverage of the Manitoba and Saskatchewan Acts was extended, and the weekly rest provisions in the Alberta Labour Act were clarified.

The New Brunswick Weekly Rest Period Act, passed in 1954, requires employers to give their employees a weekly rest of at least 24 consecutive hours, to be taken, if possible, on Sunday. Where a weekly rest is impracticable, the Minister may permit rest periods to accumulate and to be taken later, either part at a time or all together. The only groups excluded from the Act are farm workers, employees required to cope with an emergency and part-time workers who are not usually employed more than five hours in a day. Other groups may be exempted by the Lieutenant-Governor in Council.

In 1950, the Saskatchewan One Day's Rest in Seven Act, which had applied only in the cities and by administrative order had been extended to 21 listed towns, was re-enacted to make it applicable to the employees of any employer covered by an order of the Minimum Wage Board. Since minimum wage orders at that time covered

all centres with a population of 300 or more, the One Day's Rest in Seven Act was made applicable in these areas. In 1957, the weekly rest requirement was extended to all parts of the province by Order in Council, and in 1960 the Act itself was amended to provide for province-wide coverage. Provision was also made for the Lieutenant-Governor in Council to exclude any specified class of employees, subject to such conditions as may be prescribed.

In 1951, the Manitoba One Day's Rest in Seven Act was repealed and its provisions incorporated in a new statute, the Hours and Conditions of Work Act, with some extension of coverage, both geographically and industrially. Instead of being limited to the cities, the weekly rest provisions now applied to the chief industrial areas in the province. In 1957, the Hours and Conditions of Work Act and its weekly rest provisions were in turn incorporated in the Employment Standards Act with no change in coverage.

The Alberta legislation was re-worded in 1957 to require that an employee be given a day off "immediately following each period of not more than six consecutive days of work" unless the Board of Industrial Relations orders that hours of rest be allowed in two periods or that a longer period than 24 hours be granted. Under the previous wording requiring an employer to grant an employee a day's rest "in each

period of seven consecutive days," it was possible for an employee to work 12 days without a day off.

The Alberta Labour Act permits the Board to make special provision for days of rest in continuous industries and authorizes the granting in such operations of a consecutive rest period every four weeks or in relation to some other work period fixed by the Board. Under this authority the Board has made special provision for accumulated days of rest in the highway construction, geophysical exploration, oil well drilling, oil well service and pipeline

construction industries, and for cooks, night watchmen, etc., in lumber camps.

In British Columbia, weekly rest requirements are laid down in minimum wage orders by the Board of Industrial Relations, acting under its authority to regulate "conditions of labour and employment." A change in the British Columbia orders during the decade is the now almost universal requirement that employees must be given a 32-hour weekly rest, unless a different arrangement is approved by the Board. This provision was either inserted in a number of orders for the first time or substituted for a 24-hour rest requirement.

Changes in General Assistance Legislation from November 1959 to October 1960

Terms of Unemployment Assistance Act 1956 now effective in all provinces and territories. Several provinces amend general assistance legislation, mothers' allowances legislation, and legislation affecting living accommodation for aged

The terms of the Unemployment Assistance Act, 1956, became effective in all provinces and territories with the signing of an agreement with the Yukon Territory on November 1, 1959, to be retroactive to January 1, 1959. Under this Act the federal Government pays to the provinces 50 per cent of the cost of financial assistance to the unemployed, irrespective of their employability. Reimbursement is made to the province within the existing provincial framework of general assistance.

Several provinces made major changes in their general assistance legislation in 1960. A new Act was passed in New Brunswick and major amendments were introduced in Quebec and Nova Scotia, and, although not yet proclaimed, in Alberta. Several changes were made in the Newfoundland legislation and minor amendments in Saskatchewan and Ontario. The greater part of the Social Allowances Act of Manitoba, passed in 1959, was proclaimed effective as of February 1, 1960.

New Brunswick

The Social Assistance Act passed by the New Brunswick Legislature completely reorganized the administration of assistance to needy persons. The statute repealed the Mothers' Allowances Act, The Legal Settlement Act, the Support of the Poor Act and The Municipal Homes Act. Much of the content of these Acts was, however, consolidated and included in the Social Assistance Act.

Part I of the Act, effective April 1, 1960, provides for the payment of provincial allowances to needy mothers (discussed below in "Changes in Mothers' Allowances") Part II, effective July 1, 1960, enables the province for the first time to share with the municipalities in a general assistance program. This Part also sets out the duties and responsibilities of the municipalities and of the province in the provision of aid to needy persons, including those in need of care in municipal homes.

Regulations under the Act set out administrative and food standards to be observed by the municipalities as a condition of provincial aid. Under the formula of aid the province reimburses each municipality to the extent of one dollar per capita of the population plus 70 per cent of expenditures made in excess of that amount, provided the minimum standards of food allowances are met. The province also pays 50 per cent of the cost of administration of aid to persons in need, on condition that municipal standards of administration, including the qualifications of the Director of the department or agency as specified in the Regulations, are observed.

Legal settlement is the device used to establish the financial responsibility of a municipality, and this is reduced from three years to one year under the new Act.

Quebec

In Quebec, the program of general assistance, was revised through an amendment to the Quebec Public Charities Act, effective January 1, 1960, with Regulations.

The amendment gives greater administrative and financial responsibility to the province and, depending on the program, reduces or eliminates municipal responsibility; widens coverage to include additional classes of persons; includes welfare organizations such as social agencies in the definition of public charitable institutions; and eliminates municipal domicile in those categories for which the municipality has no financial responsibility. The amendment also transfers houses of refuge from the jurisdiction of the Minister of Health to that of the Minister of Social Welfare.

The Regulations set out categories of persons eligible for assistance, prescribe means tests, specify rates of assistance and the distribution of costs of maintenance of children in care of social agencies or institutions.

The province does not require a municipal contribution toward the cost of aid to employable and unemployable persons in their own homes. Aid to persons unfit for work for at least 12 months is administered and paid by the Quebec Social Allowances Commission of the Department of Social Welfare. Aid to employable persons continues to be administered by municipal welfare departments or by recognized social agencies, but with full reimbursement by the province. All applications, however, must be forwarded to the Social Assistance Services, Department of Social Welfare, for the purpose of enquiry and approval or for modification of the decision reached by the agency concerned.

Supplementary assistance may be paid by the province to recipients of government allowances and of old age security and also to special cases, that is, to persons who do not meet the conditions of eligibility but are in need, and to whom payments are considered within the spirit of the law. "Urgent assistance" up to \$100 may be given by a welfare organization with full reimbursement by the province to persons not otherwise eligible where aid is required under some special circumstances, such as to prevent eviction.

Municipalities in Quebec are no longer required to contribute to the cost of aid given to persons in homes for special care or in private nursing homes. The costs are now shared on a basis of two thirds by the province and one third by the institution. Substantial increases in the maximum per diem rates payable by the province to the institution were authorized by Order in Council No. 474 of March 30, 1960. In the case of other persons, including children receiving institutional care, where the

cost is shared by the province, the municipality and the institution, the municipal contribution has been reduced from 24 per cent to 12 per cent for cities and towns and from 15 per cent to 8 per cent for municipalities governed by the Municipal Code.

Domicile is a factor in cases where the municipality has some financial responsibility. The amendment gives the right of appeal to municipalities in matters of domicile, eliminates the continuity of domicile, and enables a married woman separated from or abandoned by her husband to establish her own domicile as if she were a widow. Domicile is, as formerly, the place of last residence for 12 consecutive months, but is now lost after 12 consecutive months absence from the municipality.

Provision is made for the confidentiality of municipal documents. No list or identifying information about recipients of aid may be published or disclosed to any person other than those concerned with granting assistance.

Nova Scotia

In Nova Scotia an amendment to the Social Assistance Act, 1958, repealed The Mothers' Allowances Act and incorporated aid to needy mothers in Part I, Provincial Assistance, to become effective April 1, 1960 (see section on Mothers' Allowances below.)

The amendment also provided, on a date to be fixed by the Governor in Council, for the payment of provincial allowances to disabled persons between the ages of 18 and 65 who are not eligible to receive an allowance under The Disabled Person's Allowances Act or the Blind Persons Allowances Act. This section was subsequently proclaimed to be in force from July 1, 1960.

Alberta

Alberta, by an amendment to The Public Welfare Act, R.S.A. 1955, which is yet to be proclaimed, added a new part to the Act: Part III, Social Allowances, which would provide for provincial social allowances to needy mothers with dependent children, now aided under the Mothers Allowances Act, and to persons, who, because of their age or by reason of physical or mental ill health or incapacity that is likely to last more than ninety days, cannot earn a sufficient income to pay for basic necessities. Persons who are receiving old age security, old age assistance, blind or disabled persons allowances may also be eligible for an allowance if need is proven.

The amendment also made an addition to Part I of the Act under which a municipality would be required to pay to the Minister of Public Welfare any moneys recovered from an indigent person or his estate in excess of the amount contributed by the municipality.

Newfoundland

In Newfoundland an amendment to the Social Assistance Act repealed and replaced Section 20 of the Act, which dealt with the collection as a debt to the Crown of any assistance obtained by misrepresentation or fraud. The new section tightened this provision by adding assistance obtained by non-disclosure of facts or any other cause.

Regulations under the Act gazetted March 29, 1960 make it clear that, where a husband and wife or either of them is under the age of 21, social assistance payable by reason of mental or physical incapacity or other exigency is to be at the usual rate for adults.

Under Regulations gazetted September 28, 1960, effective October 1, 1960, changes were made concerning allowable income. For persons requiring assistance for reasons other than unemployment, the allowable annual income was raised from \$360 to \$440 for a family of adults and from \$440 to \$800 for a family of adults and children. The means test for persons whose only claim to social assistance is unemployment was adjusted to include income for the 60 days preceding application as well as the preceding 30 days, as formerly specified. Income for one adult may not exceed \$35 for the preceding 30 days, or \$100 for the preceding 60 days. For each additional person in the family, amounts are increased by \$10 for the 30-day period and by \$20 for the preceding 60 days. There was also an extension of deductions that may be made in calculating income.

These Regulations also provide that from June 1, 1960, the boarding allowance for an ambulatory person be raised from \$60 to \$75 a month, and for a person who is bedridden, from \$75 to \$100 a month.

Additional Regulations gazetted October 25, 1960, make provision for "centralization assistance" to the shareholders of a community, when all the inhabitants wish centralization, that is, to abandon a community voluntarily and move to new communities under the guidance and with the assistance of the Department of Public Welfare. The resolution to move the community must be passed unanimously at a public meeting and a committee of three elected by the householders to conduct negotiations with the Department through

the local welfare officer. The Social Assistance Board may grant each householder who applies for such assistance an amount up to \$600. The applicant may claim assistance to pay for building materials, transportation of persons and property, hired labour, and the purchase of land upon which to erect a dwelling house in his chosen community.

Saskatchewan

Saskatchewan amended The Social Aid Act to clarify the policy and procedures to be followed in the movement of indigent persons from one municipality to another; and to authorize municipalities to pay members of appeal committees up to \$4 a day in addition to any other remuneration that they receive while attending meetings, and 10 cents a mile in travelling to and from meetings.

Regulations gazetted December 18, 1959, amending previous Regulations, permit the Director to approve room and board for needy persons in excess of the maximum if extreme hardship would otherwise result, and to give an additional allowance of up to \$10 a month for comforts. A comforts allowance of up to \$10 for persons in nursing homes was also allowed. The amendment permits a clothing replacement allowance in the case of an employable person only after he has been receiving aid for three months.

Ontario

Ontario amended The General Welfare Assistance Act to replace the term "supplementary allowance" with "supplementary aid" to correspond with the terminology used in the agreement between Ontario and the federal Government under The Unemployment Assistance Act.

That part of the 1959 amendment providing for the extension of terms of the General Welfare Assistance Act to Indian bands was proclaimed effective January 1, 1960. Twenty-two Indian bands have been approved for purposes of the Act. These are listed in O. Reg. 51/60, gazetted March 12, 1960, O. Reg. 100/60, gazetted May 7, 1960, and O. Reg. 222/60 gazetted August 20, 1960.

Regulations gazetted November 28, 1959 (O. Reg. 267/59) revoke former provisions and provide a penalty for late returns by municipal welfare administrators of statements of account covering assistance granted during the month. If the required statement is not submitted to the Minister within three months next following the first day of the month to which it relates, the payment by

the province to the municipality based on the statement is reduced from 80 per cent to 30 per cent.

These Regulations also revoke Regulation 26 of the Regulations of June 1957, dealing with premiums for medical care. The premium for medical care payable on behalf of each person granted assistance during the month, which must be shown on the monthly statement of account, has been raised from \$1.05 to \$1.25. As formerly, the province pays the full amount to the Ontario Medical Association, and, as medical care premiums are shareable on the same basis as other assistance payments, 20 per cent of the amount shown for each monthly statement is recovered by the province from the municipality.*

Manitoba

The Social Allowances Act, 1959, of Manitoba, with the exception of the sections relating to mothers with dependent children, Indians and appeal, was proclaimed effective February 1, 1960. (For changes made by the Act, see L.G., Nov. 1959, p. 1157).

Changes in Mothers' Allowances Legislation

Five provinces have made some change in their legislation affecting mothers with dependent children.

New Brunswick and Nova Scotia both repealed their Mother's Allowances Acts and since April 1, 1960 have provided allowances to needy mothers under Part I of their respective Social Assistance Acts. These allowances are administered and financed provincially as under the former Acts. Eligibility requirements have been broadened and, in New Brunswick, a change in rates made. In Nova Scotia length of residence is no longer a factor; the only requirement now is that the applicant be living in the province. The new Act does not exclude Indians from assistance under the Act.

* NOTE—As this article was going to press, Regulations under The General Welfare Assistance Act, 1958 (O. Reg. 293/60) were received, published in the Ontario Gazette, November 12, 1960. These revoke former Regulations, with the exception of those concerning Indian bands. In brief, the new Regulations define the categories of persons covered, and set maximum rates of allowances which the province will share with the municipality. Rates of assistance are set out in detail together with a schedule giving the amount payable for food, clothing and household sundries for heads of families with dependents. A specified amount to include food, clothing and household sundries, termed the "pre-added budget," replaces the former separate amounts for each of these items, and includes as well the milk allowance, formerly expressed in terms of quantity.

In New Brunswick several changes were made: the definition of "foster-mother" has been expanded to include a sister-in-law of the child; the qualifying time for a mother deserted by her husband has been reduced from two years to one; the maximum monthly allowance payable to a mother or foster mother has been raised from \$80 to \$90; and residence requirements have been simplified in that the former provisions applicable to the child have been eliminated, and it is now required only that the mother be resident for at least one year immediately prior to her application.

Alberta, at the spring session of the Legislature, passed an Act to amend The Public Welfare Act, which would, on proclamation, make allowances to needy mothers payable under Part III of the Act. Administration and payment of allowances will remain a provincial responsibility.

When Manitoba's Social Allowances Act, 1959 is fully proclaimed, several changes will be made in allowances to needy mothers (L.G., Nov. 1959, p. 1158). However, the proclamation of most of the Act, effective February 1, 1960, had the effect of eliminating the citizenship requirement for an allowance payable on behalf of a dependent child otherwise eligible and of raising the age of children who may benefit to 16 years. Mothers' allowances, still payable under The Child Welfare Act in Manitoba, have since February 1, 1960 been administered under Regulations (Manitoba Regulation 7/60) which apply also to provincial social allowances payable to other categories under The Social Allowances Act. The rates for basic necessities remain unchanged.

In Newfoundland, Regulations under The Social Assistance Act, gazetted February 2, 1960, were amended to provide that, in families receiving a cash allowance, unmarried children over 16 years of age who are not attending school may qualify for assistance in kind in their own right. Regulations gazetted March 29, 1960 make it clear that a mother, father or foster mother under 21 years of age who qualifies for an allowance for a dependent child is entitled to a food and clothing allowance at the same rate as persons over 21 years of age.

Increases in food and clothing rates for children under 16 years of age and in the amount of allowable income were made under Regulations gazetted September 28, 1960. Food rates for children, except those receiving aid in kind, have been raised from \$8 to \$10 a month and the clothing rate has been raised to a flat \$5 a month from \$2 for each child under 6 years of age

and \$3 for each child between 6 and 16 years of age. The allowable income for a family of adults and children has been raised from \$440 to \$800 a year.

Living Accommodation for the Aged

In recent years an increasing number of low-rental housing projects for the elderly and some hostel accommodation have been partially financed through long-term low-interest loans made under section 16 of the National Housing Act. Such loans may cover up to 90 per cent of the cost of a project and may be amortized over a period of up to 50 years. The interest rate on loans made under section 16 was reduced from $5\frac{7}{8}$ per cent to $5\frac{1}{4}$ per cent per annum by Order in Council P.C. 1960—13/9, gazetted on October 12, 1960. Other changes are forecast in the Speech from the Throne.

During their 1960 sessions, the legislatures of Newfoundland, Prince Edward Island, New Brunswick, Quebec, Ontario, and British Columbia passed legislation affecting living accommodation for the aged; new or amended regulations came into effect in New Brunswick, Ontario, Manitoba, Saskatchewan, and Alberta.

Newfoundland

The province of Newfoundland is authorized by the Senior Citizens (Housing) Act, 1960 to guarantee the repayment of loans made under section 16 of the National Housing Act, when they are made to limited-dividend companies constructing hostels or housing for the elderly. Such a guarantee is required by Central Mortgage and Housing Corporation when it makes loans for hostel accommodation. Payment of the cost of operating hostels or housing projects may also be guaranteed by the province under the new Act.

Prince Edward Island

In Prince Edward Island, through the Provincial Homes for the Aged Act, 1960, the institution formerly known as the Provincial Infirmary has been designated as the Home for the Elderly, and the Provincial Infirmary Act under which it formerly operated has been repealed. The home is operated by the Department of Welfare and Labour. When the transition to a home for the aged is completed, care will no longer be provided for the mentally ill. The home will, however, continue to offer some nursing care.

New Brunswick

Municipal homes in New Brunswick, which were formerly governed by the Municipal Homes Act, are now operated under the Social Assistance Act, 1960. The earlier Act has been repealed.

The municipal homes care for needy persons of all ages, except those who are responsible for and have children in their care. Under the new statute the province contributes for the first time to the maintenance of needy persons in municipal homes. Each municipality is reimbursed to the extent of \$1 per capita of its population, plus 70 per cent of its expenditures for social assistance in excess of this amount, including payments made for maintenance in municipal homes.

The Act also authorizes the inspection of municipal homes by boards of commissioners appointed by the municipalities responsible for the homes and sets out the duties of the commissioners.

Regulations under the Social Assistance Act require municipal homes to meet standards outlined in Regulations issued in 1958 under the Health Act. The latter provide for the licensing and inspection of private places offering accommodation for more than two aged and infirm persons, and standards in them govern, among other things, accommodation, fire protection, personnel, medical care, nutrition and record keeping. Changes made in these Regulations under the Health Act (Order in Council 60-249, gazetted March 30, 1960) tightened fire prevention measures for licensed homes.

Quebec

Through an amendment to the Quebec Public Charities Act and by new Regulations issued under it, the province has increased its contributions toward the cost of maintaining needy persons in public charitable institutions, including homes for the aged. The Province now pays two thirds of maintenance costs, the remaining one third being paid by the institution providing care.

Prior to the amendment, cities and towns were contributing 24 per cent of the cost of maintaining their residents in homes for the aged, and rural municipalities 15 per cent of such costs. Under Order in Council 474-60, which became effective on April 1, the provincial contribution may not exceed \$2.20 per day for persons able to take care of themselves and \$3 per day for those requiring occasional supervision. Rates for totally disabled persons may be up to \$6 per day.

Ontario

Residents of municipal homes who have incomes or assets exceeding amounts to be set by regulation are required through an amendment to the Ontario Homes for the Aged Act to pay for their maintenance in the homes. The Act did not formerly include such a requirement.

Several changes had been made in regulations under the Homes for the Aged Act and the Charitable Institutions Act. Through O. R. 242-59, gazetted October 24, 1959, maximum limits have been set on the amounts that may be included in maintenance costs for medical services provided to residents of a municipal home. These are \$2 per bed each month if the home has a bed care unit and \$1.75 per bed if it does not have such a unit. Similar maximum limits have been set for charitable institutions by O.R. 241-59, gazetted on the same date. In both cases provincial grants are, of course, based on maintenance costs.

Provincial maintenance grants to charitable institutions equal 75 per cent of the amount paid by the institutions for the maintenance of their needy residents. The grant is based on "the average daily cost of maintenance," which is the average daily cost of maintaining a resident during the preceding calendar year. The maximum cost on which a grant may be based has been increased from \$3.30 to \$3.40 per day by O.R. 241-59, mentioned above.

A provincial grant is no longer paid on behalf of any resident of a charitable institution who is not contributing to his own support, if the provincial supervisor who inspects charitable institutions decides that the resident is able to contribute. Also, if any resident is able to contribute more than he is providing, the additional amount that he could pay is considered as paid in computing a grant. These provisions are contained in O.R. 16-60 gazetted January 23, 1960.

Manitoba

New regulations have been issued under the Manitoba Elderly Persons Housing Act, 1959. It is under this Act that the province makes capital grants and guarantees the repayment of loans to municipalities and voluntary organizations constructing housing projects or homes for the aged.

Under the Regulations (Manitoba Regulation 96-59) gazetted January 9, 1960, applications for capital grants must be accompanied by a capital and operating budget for the proposed project and a scale plan showing rooms for the accommodation of residents, with the number of beds in each room. A proposed capital and operating budget is also required with each application for a provincial guarantee. The value of the land and buildings for which the

loan that is to be guaranteed has been made, the name of the lender, and the interest rate on and method of repayment of the loan are also required. Any organization applying for a guarantee must be incorporated and a loan must be secured by a mortgage on the property for which it is granted. The sponsor of any project for which a guarantee is granted must also submit an operating budget each year until the loan is repaid.

Saskatchewan

The provincial maintenance subsidy paid annually to hostels or homes for the aged in Saskatchewan has been increased from \$40 to \$60 per bed by Order in Council 720-60 gazetted May 6, 1960. To be eligible for this grant, homes must be licensed by the Department of Social Welfare and Rehabilitation. The annual subsidy paid for low-rental housing remains at \$40 for each self-contained unit.

Alberta

Order in Council 602,60, gazetted May 14, 1960, sets the rates to be charged in municipal homes for the aged in Alberta. These rates will apply in the 50 municipally operated homes being built throughout the province at the expense of the provincial Government (L.G., Nov. 1959, p. 1160). Under the Regulations, residents maintained in homes will be charged \$60 per month if they live in double bedrooms and \$65 a month for single rooms.

However, persons whose only income is derived from Old Age Security plus the Alberta Supplementary Allowance will not be charged more than \$60 per month under any circumstances. Those who have not established residence in Alberta for welfare purposes may be charged \$65 and \$70 for residence in double and single rooms respectively.

British Columbia

The British Columbia Municipal Act has been amended to require municipalities to grant tax exemptions to low-rental housing projects and homes for the aged built by non-profit organizations with the aid of provincial capital grants under the Elderly Citizens Housing Aid Act. The exemption covers both land and buildings but does not extend to local improvement charges.

—Research and Statistics Division,
Department of National Health and Welfare.

12th Meeting, Apprenticeship Training Advisory Committee

Committee stresses importance of immediately establishing more apprenticeship programs and training facilities in Canada to meet future demands for skilled tradesmen. Not even enough apprentices being trained to meet current wastage

In the eight Canadian provinces where the Federal-Provincial Apprenticeship Agreement is active there were 19,162 apprentices registered on September 30, an increase of 967 from the previous year, the Apprenticeship Training Advisory Committee was advised at its 12th meeting, held in Ottawa in November.

The Committee stressed the importance of immediately establishing more apprenticeship programs and training facilities in Canada to meet future demands for skilled tradesmen. The Committee was told that there is evidence that not enough apprentices are being trained currently to meet normal losses in industry occasioned through retirements, upgrading and other similar factors, let alone provide for future needs.

Committee members believed that some method must be devised to bring forcibly to the attention of employers that their biggest asset is their skilled manpower; and to convince young persons that apprenticeship offers one of the best ways of entering upon a successful career in industry.

Deputy Minister of Labour A. H. Brown told the Committee that there is a growing recognition of the importance and urgency of training as a prerequisite to employment. Training is one of the main components in bringing about the effective utilization of the labour force, he said.

Mr. Brown told the Committee that at two recent conferences he had attended—the Dominion-Provincial Conference and the Prime Minister's Conference on Unemployment—he was pleased to note that the importance of education was greatly stressed and to hear delegates support the type of training that is being provided through the Dominion-Provincial Apprenticeship Training Plans.

It was important for persons concerned with training to improve the quality of their programs wherever possible, he said, and for apprenticeship to be studied continuously to see if it is meeting present-day industrial requirements.

Discussing the interprovincial examinations that have been developed and used in a number of trades, the Vocational Training Branch reported that by the end of June, 1,336 apprentices across Canada had written the motor vehicle repair examination; 1,053 of them had been successful. More than

600 interprovincial seals had been issued and affixed to the certificates of the successful apprentices.

In the electrical construction trade, 266 apprentices wrote the examinations and 147 were successful. There were 39 seals issued.

Revision and reassessment of the interprovincial plumbing examination, which has been in use for almost a year, is taking place in preparation for official use in 1961. Examinations for the carpentry and sheet-metal trades are being prepared in Nova Scotia and Manitoba respectively and should be ready for a trial period soon.

Since the last meeting of the Committee, trade analyses have been completed in the steamfitting, radio and television servicing, cooking and toolmaking trades, bringing the total of trades analysed to 16. Work is progressing on the analysis of the refrigeration and air conditioning trade and it should be completed by the end of the year.

The analyses list the body of information that a qualified journeyman in each trade should know, and may be used as the basis for a course of study, and for on-the-job training. They are designed to bring about standardization of the trades across Canada so that the level of proficiency in a trade will be the same in all parts of the country.

The Committee unanimously approved a resolution recommending that the Vocational Training Advisory Council consider steps to raise the standard of vocational industrial instructors—those who teach apprentices related classroom work. The recommendations:

—That an instructor be required to hold a secondary school graduation diploma; be a qualified journeyman in his trade; must acquire, after qualifying as a journeyman, a minimum of three years practical trade experience in his trade; must have a minimum of one full school year of professional training or equivalent as a trade instructor; and must periodically return to his trade as a journeyman in a recognized firm for a minimum of one summer every three years. It was recommended that the departments of education in Canada be requested to consider this period in industry as a prerequisite for purposes of classification of the instructor.

The Committee agreed that one of the most serious problems still facing the

apprenticeship program was school drop-outs. Canadian youth, it was reported, in many cases lack the necessary background in science, mathematics and languages to take advantage of training opportunities.

It was suggested that there should perhaps be more vocational education at the secondary school level to create a greater interest among those young persons who are thinking of leaving school.

31st Meeting, Vocational Training Advisory Council

Council urges calling of national conference to establish or identify levels of technician training, appoints committee to study technician training problem
Every province planning to undertake or expand training of unemployed workers

The Department of Labour was urged last month at the 31st meeting of the Vocational Training Advisory Council to call a national conference soon of all organizations that could take steps to establish or identify levels of certification of technicians on which training could be based, and perhaps to agree on common terminology to describe technician training.

A committee of Council was appointed to study the technician training problem and bring back recommendations to the next Council meeting in April 1961.

During the meeting it was disclosed that plans are being made in every province to undertake or expand training of unemployed workers. Council expressed the opinion that although increased training was not the complete answer to the unemployment problem, it might go a long way toward alleviating it.

Training for unemployed workers is provided under the terms of Schedule M, under the Federal-Provincial Training Agreements. Recently the federal Government agreed to pay 75 per cent of the costs of training provided the number of training days per annum exceeds 7 per cent of the adult population of the province concerned. (During this fall and winter period ending March 31, this percentage need only be 3½ per cent).

Addressing the meeting, Hon. Michael Starr, Minister of Labour, said that a number of provinces had indicated that they plan to double their training programs. One province, he announced, expected to increase its program by 400 per cent.

Mr. Starr referred to the school drop-out problem, noting that hundreds of boys and girls were leaving school without sufficient education or training to meet the requirements of industry. Coupled with this were such factors as the movement during the past 10 years of some 400,000 persons from farm occupations to employment in industry.

A program to encourage children to stay in school, and a broad program of training would help fit them better for gainful employment, he said.

Registrations were increasing at National Employment Service offices, the Minister said, while at the same time large numbers of unfilled job vacancies existed because persons with required skills were not available to fill them.

A. H. Brown, Deputy Minister of Labour, told the Council that Canada is faced with keen competition from the industries of other countries, both in foreign trade and home markets, and as a result the necessity for a more highly-skilled labour force is paramount if Canada is going to maintain its place and improve its economy.

Figures on United States union dues, initiation fees, transfer fees and work transfer fees are contained in the first annual report under the Labour-Management Reporting and Disclosure Act of 1959, released recently by the U.S. Department of Labor.

The 88-page report contains a nine-month summary by Commissioner John C. Holcombe of the Bureau of Labor-Management Reports, the administrative agency that handles the law.

Two sections of the report summarize litigation involving one or more provisions of the Act. The Bureau itself has not yet undertaken "any penetrating analysis" of the new material. It advises that it will welcome outside participation by research organizations to obtain data that are now available on an important segment of the national social structure.

The report shows that out of 39,650 local unions that filed under the Act, about half—20,161—have dues ranging from \$3 to \$4.99 per month, and 8,252 have dues ranging from \$5 to \$9.99 per month.

39th Annual Convention of the Canadian and Catholic Confederation of Labour

Delegates approve change of name to Confederation of National Trade Unions and modification of statement of principles; all confessional distinctions thus removed. Other subject attracting most attention was problem of unemployment

(Translation)

The 39th annual convention of the Canadian and Catholic Confederation of Labour, held at Montreal from September 25 to October 1, changed the organization's name and modified its statement of principles to give it a non-confessional character.

The new name is "Confederation of National Trade Unions."

The CCCL has thus abandoned the title under which it has been known for 39 years in favour of a designation used by many of its affiliates for a long time.

The delegates resolved, by changing the name of their organization, to put an end to all confessional distinctions. A minority move to replace the word "Catholic" by the description "Christian" did not secure the votes of the majority of the assembly of about 500 delegates.

At the same time the Congress adopted a statement of principles containing no allusion to the social doctrine of the Church, but merely a reference to "Christian principles," which are to guide the Confederation in its activities.

The change of name and the amended declaration of principles merely give official blessing to a state of affairs that has existed for a number of years. The delegates added emphasis to the move by electing an English-speaking vice-president for the first time in the history of the Confederation. He is S. Ted Payne, of Montreal, one of the vice-presidents of the National Federation of Metalworkers.

Besides the question of the change of name, the problem to which the delegates devoted the most attention was that of unemployment. The National President, Roger Mathieu, devoted his general review to a thorough examination of the economic situation in Canada, and many delegates spoke during the Congress in denunciation of the present state of affairs.

Agreement was reached to ask not only for economic planning by an advisory council, but also for economic planning at the national level.

Problems of internal organization also occupied much of the delegates' time; two days of discussion in camera were devoted to the study of financial questions. It was therefore decided to hold a special con-

gress in the fall of 1961—regular congresses meet only biennially—during which closer study would be given to problems of the Confederation's structure.

Discussion of the subject of labour unity was very brief; the delegates voted without any notable enthusiasm for the continuation of negotiations with the Canadian Labour Congress.

The elections produced no important change, Messrs. Roger Mathieu and Jean Marchand being re-elected President and Secretary-General, respectively.

The International Federation of Christian Trade Unions, the world organization to which the Confederation is affiliated, was represented by its Secretary, Auguste Vanistendael.

The official opening of the 39th Congress took place on Sunday afternoon, in the presence of an impressive number of distinguished guests, representing the Government, the clergy, the universities, and fraternal associations.

Hon. René Hamel, Provincial Minister of Labour, represented the Government of Quebec; the federal Department of Labour was represented by the Parliamentary Secretary to the Minister of Labour, Richard D. Thrasher, M.P.

Change of Name

The Canadian and Catholic Confederation of Labour (CCCL) will henceforth be known as the Confederation of National Trade Unions (CNTU). In French the name becomes *Confédération des Syndicats nationaux (CSN)*.

The convention decided to drop the religious label by which the labour organization had been identified since its founding in Hull in 1921.

The necessity of a change of name was not questioned; all or nearly all the delegates were in favour of eliminating the word "Catholic" from the title. The discussion centred around the use of the word "Christian."

The choice facing the delegates was between *Confédération des Syndicats nationaux* (Confederation of National Trade Unions) and *Confédération des Syndicats chrétiens* (Confederation of Christian Trade Unions).

Of the 430 delegates who took part in the secret balloting, 72 per cent voted in favour of the name containing no indication of religious affiliation. Thus ended a debate begun in 1950.

One of the important considerations in that decision was the necessity, which the Confederation recognized, of extending its ramifications not only to the industrial centres of the province, but outside Quebec as well.

Jean Paul Lefebvre, Assistant Director of Education, emphasized that the Confederation must look to the future rather than to its past. "A change of name is a necessity in a changing environment," he said. "The CCCL must adjust itself to those changes."

The Director of Public Relations, Gérard Pelletier, reminded the delegates that as the ranks of the CCCL were open to all Canadian workers, it was essential to change its name. "If we want to indicate outwardly the changes that have taken place inside our movement," he said, "we must change its label."

In his capacity of public relations officer he pleaded with the convention to make a clear-cut decision, "a decision which leaves no room for misunderstanding."

New Statement of Principles

To go with its new name the Confederation has also adopted a new statement of principles (*see* page 1266) that sets forth the basic principles of the Church's social doctrine without specifically explaining their origin.

The existing statement, which was adopted at the 1951 convention, explained among other things that the Confederation "bases its principles and action on the social doctrine of the Church, which it recognizes as being the only doctrine capable of ensuring social order."

The new statement says that the Confederation "in its thinking adheres to Christian principles on which it bases its action."

Commenting on this decision, the National Secretary said that the majority of workers in Canada are opposed, not to the principles on which the Confederation is based, but rather to the label under which those principles are presented.

"With this difficulty removed," he said, "we believe that the CCCL would be acceptable to the majority of the Canadian working class, which would greatly facilitate the acquisition of an economic basis that is better adapted to the pursuit of its aims."

It was decided to maintain the present status of the chaplains. The report of the National Secretary explained:

It does not seem that the presence of the chaplain, especially at the level of the CCCL, is likely to create problems. It is generally accepted that a group should have advisers.

The only difficulties we foresee will be encountered at the level of the local union, where there will be strong minorities that are hostile to Catholicism. Under those circumstances, it will be left to the diocesan bishop to determine the advisability of having a chaplain present at the general meetings.

The report concluded that the presence of chaplains in the unions is not an obstacle to the growth of the movement.

Special Convention in 1961

A special convention will be held in the fall of 1961 at which the delegates will study specifically a new constitution, a revision of the structure and responsibilities of the federations and central councils, and the allocation of the fees among the various levels. An executive committee will also have to be elected.

The Confederation decided at its 1959 convention that after 1960 the conventions would only be held every two years. The next regular convention will therefore be held in 1962. The special convention will provide an opportunity to clear up some urgent reforms concerning internal administration.

It is expected that the present system of federations will be replaced by a grouping of the unions according to the sectors of economic activity. Consideration is also being given to reducing the number of affiliated bodies.

Unemployment

The Congress declared itself in favour of various measures to fight unemployment, demanding, among other things, national economic planning, anti-dumping legislation, and a large-scale "Buy-Canadian campaign."

The delegates adopted a resolution proposed by Michel Chartrand of the Montreal Typographers' Union demanding "management of the Canadian economy to meet human needs."

"We want the Canadian economy to be managed directly by the Government," declared Mr. Chartrand, "for real economic planning implies controlled investment."

He was supported by the former president of the Confederation, Gérard Picard, who called economic planning the answer to unemployment.

The committee which studied the report of President Mathieu on the unemployment problem stressed the importance of "putting

Statement of Principles, Confederation of National Trade Unions

(Translation)

Character and Aims of the CNTU

The Confederation of National Trade Unions is a free and democratic national organization of trade unions. In its thinking, it adheres to Christian principles, on which it bases its action.

Its objective is to promote the occupational, economic, social, and moral interests of Canadian workers. In its own particular sphere and in co-operation with other institutions it seeks to bring about for the workers economic and social conditions that will enable them to live as human beings and Christians. The Confederation wishes to contribute to the establishment of orderly relations between employer and employees according to the principles of truth, justice, and charity.

It believes in the primacy of spiritual forces in the establishment of the social order. This belief is founded on its concept of the human being.

Human Beings

The CNTU believes in the fundamental dignity and equality of all men.

The dignity of the human being rests on the fact that man, being created in the image of God, is endowed with intelligence and free will and has an eternal and supernatural destiny. Man is therefore a personal being responsible for his acts and for his life; the lower creatures are ordained for his happiness.

The fundamental equality of all men springs from their common origin, nature, and purpose.

The CNTU recognizes that the proper organization of society calls for diverse functions organized hierarchically. Access to those offices must be based on objective criteria which reject class privileges and favouritism in all its forms. The CNTU does not tolerate interference with a person's rights on the grounds of his language, nationality, race, sex or religion.

Rights and Liberties

To enable him to fulfil his destiny and to discharge his obligations, man is vested

with inalienable natural rights than can never be denied, abolished or ignored.

To exercise those rights, man must enjoy corresponding freedoms. He must, however, take into account the limits imposed by the nature and finality of human beings and by the co-existence of various people living together as a society.

The CNTU believes it necessary to recall some of the fundamental rights of workers which it intends to defend and to promote:

1. the right to work;
2. the right of association;
3. the right to a fair distribution of wealth;
4. the right to respect of the individual in his physical and moral life;
5. the right to truth, to education, and to culture;
6. the right to legal security;
7. the right of free expression;
8. the right to participate in the economic, social, and political life of the nation.

Society

As his nature requires him to do, man must live in society to develop his faculties and fulfil his destiny. He must be regarded as the active subject of social life and not as a mere object.

It is a duty for each citizen to contribute to the public good according to the requirements of social justice.

That is why the workers, like other men, are entitled to participate in the organization of social life.

The State

The State should promote the common good. The CNTU believes that it should, by its laws and their proper application, safeguard the civil rights and liberties of everyone and foster the development of autonomous intermediate groups whose active contribution is necessary for the maintenance of social peace.

The State should concern itself above all with directing and orienting the economy and the distribution of wealth and with establishing conditions that ensure full employment and social security.

our economic development in order, co-ordinating the expansion of our various industries, in short, of planning. In the long-term planning field, we believe that the present Congress should insist on the federal Government's setting up an economic council. In regard to short-term planning, especially as a remedy for the severe unemployment crisis anticipated next winter, your committee suggests that the present Congress request the calling of a Federal-Provincial Conference."

Such a conference, said the Confederation, would be greatly preferable to individual representations from individual groups,

such as are bound to occur at the meetings called by the federal Government.

Mr. Picard also declared himself in favour of a more effective anti-dumping law, based on the Canadian sale price, and not on that of the exporting country. Jean Paul Robillard, of the Montreal Union of Journalists, spoke in favour of healthy competition in exports.

The Congress also announced its intention of doing everything in its power to encourage the purchase of Canadian products. The Confederation has expressed its determination to join for this purpose with the Canadian Labour Congress, the Cana-

Statement of Principles, Confederation of National Trade Unions

Democracy

The CNTU has faith in political democracy, because it is the system that best guarantees the freedom of citizens and their participation in civil responsibilities. Democracy implies universal suffrage and the division of powers between the legislative, executive, and judicial branches. The CNTU believes that our political system should not be at the mercy of a few privileged people who use power for the protection of their privileges and their selfish interests.

The CNTU believes that a true political democracy is inconceivable without democratization of the economy. It is opposed to any form of totalitarianism.

Work

Work, which is the chief factor in the production of wealth, engages man with all his being: his physical strength, his mind, his will, his responsibilities, his motives, and his aspirations.

The CNTU therefore holds that the material and quantitative aspect of work should not be the only consideration, and it vigorously calls for working and employment conditions that respect the dignity of the workers and enable them to discharge their obligations in a normal way.

The CNTU also demands for the worker a share in the formulation of working conditions and in the life of the business.

Since each man has the duty of self-preservation imposed on him by nature, he has the natural right to work, and society owes him the chance to obtain steady and remunerative employment in keeping with his aspirations and abilities.

Income of the Worker

The workers of all countries are entitled to a fair wage and a comparable income that will permit them and their families to live under acceptable human conditions.

The workers should receive from enterprise their fair share of the wealth which they helped to create. They are also entitled to share in the general prosperity of the nation.

The CNTU believes also that there should be equal pay for male and female labour for work of equal value.

Trade Unionism

Trade unionism is an essential means by which the workers can protect and promote the interests of their trade. If the union really represents the workers concerned, it is the normal body for negotiation, representation, co-operation, and participation at all levels: that of the individual business, industry, and the national economy. Accordingly, the right of association of all workers, without discrimination, should be recognized and the free exercise of that right should be guaranteed.

Among its immediate objectives in this sphere, the CNTU wishes to ensure the full exercise of the right of association, and it advocates collective agreements, social security measures, and sound labour legislation. It attaches great importance to the economic vocational, social, intellectual and moral training of the workers.

Property

The CNTU is mindful of the universal destination of all resources of the earth and the social finality of material goods.

The CNTU recognizes the legitimacy of the right of private ownership and affirms its twofold nature—individual and social. However, it takes great care not to identify private ownership and capitalism. It repudiates liberal capitalism and rejects Marxism in all its forms.

Therefore it demands for the workers, and for the other members of society, the means of owning property privately.

The exercise of the right of ownership should be regulated according to the nature of the object, depending on whether the goods are for individual use or are capital goods. Private or public ownership of capital goods is subject to larger social expenditures that arise from the nature of such goods, from their subordination to the common welfare of society, and from the fact that the lives of the workers are engaged in the enterprise.

The State should control all economic activity to ensure that the general interest is put before the interests of the individual. Some business concerns, because of their great importance for the well-being of the citizens or because of their tendencies to

dian Manufacturers' Association and the Canadian Chamber of Commerce.

Moreover, the Congress asked the federal Government to take measures for taxing subsidiaries of foreign companies established in Canada on a basis which is fair to Canadian industry; for taxing capital profits on the same basis as other profits; and for making foreign companies established in the country offer at least 51 per cent of their shares on the Canadian market.

The demand was also made that the provincial Government levy royalties on the companies developing the province's natural

resources, and establish regional economic advisory councils.

The Congress has also formed a standing committee on unemployment.

Report of National President

The creation of an economic council and government planning were suggested by the CCCL National President as remedies for unemployment.

"As long as Canada does not resolutely adopt a policy of economic planning, Canadians will experience chronic and permanent insecurity in the field of employ-

Statement of Principles, Confederation of National Trade Unions

abuses, need to be watched more closely and kept within just limits by suitable control measures.

If there is a danger for the common good in leaving certain services or means of production under the control of private interests, the community should assume responsibility for them. The management of such enterprises will be entrusted as far as possible to autonomous bodies that are representative of all interests.

Co-operative Movement

The CNTU sees in the co-operative movement an excellent means of economic and social improvement and a necessary complement to union action designed to reduce the cost of living and to humanize and democratize the economy.

Economic Life

The CNTU considers that the economic life should be at the service of man and that society should allow everyone to play a responsible part in it and to share in its organization.

The CNTU believes that economic life should not be guided solely by the mechanism of technology, but that it should be subordinated to moral and spiritual values and directed according to the standards of social justice and charity.

With a view to ensuring harmony in labour relations and providing for the needs of the community, the CNTU believes in the necessity of establishing for the economy a legal status founded on the community of responsibilities between all who play a part in the economic life.

The CNTU notes that there are several forms of enterprise. It recognizes as valid those which, while pursuing their own aims, respect the human personality and best serve the common good.

The CNTU advocates participation by the workers in the management of enterprises by the introduction of elements of the partnership contract into the labour contract. This development will encourage the integration of the workers in the enterprise and will lead to better co-operation between the employer, the employees, and their union organization. Thus, as is proper,

the management of the enterprises will cease to represent exclusively the interests of capital.

Economic life should be organized in such a way as to ensure close co-operation between the public authorities and the employers' and workers' organizations at the industry and national levels.

At the industry level the workers and their employers, through their union organization, should join hands in forming bodies for co-operation which will have the job of studying the general problems of their industry and finding adequate solutions.

At the provincial and national levels, according to the jurisdictions established, the CNTU believes in the necessity for appropriate organizations to which the representatives of the workers and of their employers should be appointed by their respective bodies. The role of such organizations would be to co-ordinate and guide the economic life under the supervision of the State.

Finally, the CNTU believes that Canada, in conjunction with other states, should aim at the international organization of the economy in order to ensure a better distribution of the wealth and to guarantee, not only economic security and stability in the world, but also peace and harmony among nations.

Social Security

The CNTU affirms that the workers are entitled to the security resulting from an adequate income, from stability of employment and from effective protection against the risks of work and certain risks inherent in life.

The CNTU believes that the production of material goods should first be geared to the satisfaction of legitimate human needs and that a policy of full employment should be established. But it is also necessary to adopt social security measures which provide for replacement and complementary income. In the planning and application of such measures, the rights of individuals should be respected and an appeal should be made for the co-operation of the parties concerned and of their representative bodies.

(The Statement of Principles concludes with two clauses, on "The Family" and "Education and Culture.")

ment," declared Mr. Mathieu in his progress report presented at the opening of the Convention.

It has been proved, and for a very long time, that an economy such as ours, left to the uncertainties and vagaries of private interest, continuously engenders unemployment, except during exceptional periods of great prosperity. But it has also been proved that governmental authority, through planning, may lessen the evil and reduce it to the minimum.

During his 45-minute speech, which dealt almost exclusively with the "scourge of unemployment," Mr. Mathieu analyzed the current situation, reviewed the remedies that had been applied, and suggested to the

federal and provincial governments certain remedies that should be applied.

He dwelt chiefly on the creation of an economic council that would be "the economic conscience of the country." He saw such a council as being less preoccupied with politics and the struggle for power than with wise planning and energetic solutions.

The role of this Council would be first to inquire into the causes of our economic ills, into the structures of our economy, into our markets, etc. After objective investigations, the Council should make recommendations to the various governments in order that the necessary measures may be taken concurrently at all

levels—federal, provincial and municipal—to achieve full employment.

The economic council which we have in mind would embody precisely this policy of common sense and foresight. With it, the two hundred-odd members of such a council—not civil servants but experts, specialists, representatives of all the social groups and all the basic institutions of the nation and appointed by those groups or institutions—would place their resources of ability and imagination at the service of the State.

Mr. Mathieu denied that such a council constitutes a dangerous form of socialism. "Between State control and non-interference, between Communism and the libertarianism of private enterprise, there exists a solution for the common good, a reasonable solution which reconciles the necessary government interventions with the fundamental liberties of the citizens," he said.

The President of the CCCL was vehement in his criticism of the federal Government. It had taken only "a few timid initiatives in no way proportionate to the problem," he declared.

From the debates in the Commons, we see clearly that the major effort of the federal authorities has consisted in speeches, the greatest number of which tended, not to solve nor to throw more light on the problem, but on the contrary to deny it, to diminish its importance or to blame it entirely on the preceding government.

Mr. Mathieu launched an appeal to convince the mass of workers that unemployment can and must disappear and that full employment is an essential goal of any policy.

"Unemployment is not only a question of statistics. It is not first of all a question of technique; it is above all a human problem," he said.

The National President repeated a suggestion made to the federal Government by the CCCL in its brief of February 1, 1960 concerning more accurate statistics on unemployment.

We believe that the statistics published by the federal Government should be very much more complete than they are. They should indicate the number of registered unemployed as well as the number of beneficiaries under the Unemployment Insurance Act, as also the number of persons who do not draw unemployment benefits and who are looking for work. Finally, they should mention the number of man-hours lost through unemployment and the sum of money which the workers did not receive on account of unemployment.

Turning to unemployment insurance, Mr. Mathieu protested against the exhaustion of the Unemployment Insurance Fund, and more particularly against the arbitrary addition of new categories of beneficiaries. "It is unjust," he said, "to allow persons who have neither employers (like the fishermen) nor labour agreements, to profit from unemployment insurance. There is no doubt that

these people needed assistance, but the State should have borne the cost itself."

He also suggested as a remedy for unemployment the development of an active industrial and commercial policy. "Canada, in order to achieve full employment, must at all costs find outlets for its products, all its products, outside its boundaries," he said.

Mr. Mathieu also attacked the massive exportation of our natural wealth and stated that Canada should develop its secondary industries.

He called for the development of an active export credit policy, explaining that the Government should assist Canadian firms who supply products which the buying countries cannot pay for within the usual periods of time.

Passing to the question of wages, the CCCL President declared that a certain flexibility of wages requires a minimum of flexibility in prices and in the money supply. He maintained that a policy of full employment requires an annual increase in prices and that perfect stability of prices would entail annual unemployment.

Mr. Mathieu also made several suggestions to the Quebec Government, emphasizing particularly that it should encourage the development of secondary industry.

Noting that the rate of unemployment is higher in those groups of workers who left school too early, he declared that a "progressive policy in matters of education is essential for the elimination of unemployment."

The National President concluded his report by drawing the attention of the delegates to the problem of hunger throughout the world.

He declared that the poverty found in the underdeveloped countries "is out of all proportion to that which we deplore in this country," and he recalled that that poverty "is to a certain extent indivisible and that we shall never succeed in completely eliminating it in our midst if we do not at the same time attack it wherever it exists."

He referred to the proposal of Pierre Mendes-France, the former Premier of France, who said:

Nothing prevents us from proposing at the General Assembly of the United Nations a resolution solemnly proclaiming the principle and duty of solidarity of nations and asking, as a consequence, every member country to devote from one to two per cent of its national revenue to help the underdeveloped countries—this would be a kind of international income tax. Each donating country would then be free to act (at least at the beginning) either through bilateral agreements with beneficiary countries or through international organizations—but it

should be required to give an accounting of its actions once every year. In this way, wholesome competition would spring up and expand.

Mr. Mathieu expressed the hope that Canada would take the initiative in this.

Parliamentary Secretary to Minister of Labour

Richard D. Thrasher, M.P., Parliamentary Secretary to the Minister of Labour, pointed out that since the CCCL was holding its convention so close to the time of the Prime Minister's conference on the unemployment question, it should be in a position to offer some "constructive suggestions."

Mr. Thrasher expressed to the meeting the regrets of Hon. Michael Starr for his inability to be present at the convention and assured the delegates that the subjects of their deliberations would receive careful study not only by the Minister of Labour but by the whole government.

"Your government looks forward each year to your presentation of your brief," he said. "Each year it contains helpful suggestions for the continued improvement of working conditions in Canada industry."

The Parliamentary Secretary also emphasized the effort of labour to raise the standard of living in this country.

"Labour in this country has borne itself in an attitude of responsibility and dedication to the orderly advancement of labour's aims," he said.

He added:

"Through enlightened and responsible leadership, through its research facilities, through its close contacts with the economic life of this country, labour is in a position to play a formidable role in the maintenance of peace and prosperity."

Provincial Minister of Labour

Vigorous steps will be taken to ensure that applications to the Quebec Labour Relations Board will be heard and acted on in the shortest possible time. This was the promise made by Hon. René Hamel, Quebec Minister of Labour, at the opening of the convention.

He declared that there is no reason for long delays where applications for union recognition are concerned.

Mr. Hamel emphasized, however, that he is neither the Minister of the unions, nor of the employees, but a Minister of the Crown, and as such he must work for the common good.

The provincial Minister of Labour also declared that the provincial government intends to take steps to raise the age limit for compulsory school attendance.

"When the young workers come on the labour market without sufficient preparation," he said, "it is as if they came disabled."

Lt.-Col. Laval Fortier

Lt.-Col. Laval Fortier, who was recently appointed Chief Commissioner of the Unemployment Insurance Commission, stated that it is his firm intention to protect the interests of the workers who have contributed to the Unemployment Insurance Fund.

"Too many persons are still obtaining unemployment insurance benefits who are not entitled to them," he said.

At the same time Col. Fortier asked for the support of organized labour to improve the efficiency of the National Employment Service in its campaign to combat seasonal unemployment.

Affiliation to CLC

The Confederation decided to reconstitute the committee on labour unity and to continue talks with the Canadian Labour Congress on unity, but only in so far as its own integrity is preserved.

The secretary of the committee on labour unity, Jean Marchand, reporting on the year's activities, revealed an apparent stumbling block. He said:

The Canadian Labour Congress would have no objection to granting the Canadian and Catholic Confederation of Labour the status of a national union, on condition its affiliated unions have the right to negotiate for mergers with our syndicates and federations. If the CCCL accepts this condition there is no doubt that, strictly speaking, it will no longer have the status of a national union within the meaning of the constitution of the CLC.

Negotiations between the two organizations are always carried on with the understanding that the Confederation would affiliate with the status of a national union. The constitution of the CLC guarantees the integrity of all its affiliated unions, both national and international, and forbids a union to recruit members from another union or to undertake negotiations without the latter's consent.

In Mr. Marchand's opinion, the CLC would be making a significant restriction in asking the Confederation to allow the federations and unions affiliated to the Canadian Labour Congress to negotiate directly with the syndicates of the CCCL.

Michel Chartrand, delegate from the Montreal Typographers, suggested that the status of national union be claimed and that jurisdictional problems be met when difficulties arise.

"The basis of the problem," said Mr. Chartrand, "is that if negotiations go on any longer, we will come to the conclusion that the leaders on both sides do not want affiliation."

Mr. Marchand explained that the structure of the Confederation will give the CLC trouble because of its numerous *de facto* jurisdictions and those which it claims *de jure*.

The convention resolved, however, to continue affiliation talks and once more appointed the committee on labour unity with the following membership: Adrien Plourde, Florent Boisvert, Marcel P  pin, Emile H  bert, Eug  ne Rancourt, Charles Ruel, Ald  ric Gosselin, Adalbert April, Jean Marchand, L. P. Boily, S. Ted Payne, Ren   Gosselin, Michel Chartrand, Henri Vachon and Alexandre Brisebois.

Labour Relations Board

The convention accused the Quebec Labour Relations Board of giving "decisions which are too often partisan."

In a resolution of censure, carried unanimously, the delegates called upon the Board to respect the right of association and the union organizations of the workers.

The CCCL also instructed its Executive Committee to take steps with the least possible delay to have the provincial Government amend the Labour Relations Act and reform the Board. (In his speech at the opening of the Congress, the Quebec Minister of Labour stated that changes would be made.)

The convention also protested against "the interminable delays" concerning requests for union recognition.

Declaring that the rights of workers "have been systematically violated in the past" by the Commission, the resolution stressed that this state of affairs "is such as to inspire among the workers contempt for judicial and governmental institutions and that this state of mind saps democracy at the base."

Public Relations

At the suggestion of the CCCL Public Relations Director, G  rard Pelletier, the convention decided to reduce the Confederation's journal to a monthly publication and to use the money thus saved for a televised news report to be broadcast over five private stations in the province.

The committee, after study of the report of the Public Relations Director, came to the conclusion that "the chronic indifference of the members to their journal appears to us to stem from the widespread craze for pictures in general and for television in particular."

Decline in Membership

The Confederation suffered a decline in membership during the year. According to the report tabled by the Secretary-General, it now has 94,114 members in 442 unions, a decline of 1,098 members and 14 unions.

The decline in membership is explained principally by the defection of some 36 unions, with 1,874 members, in the Federation of Municipal and School Corporation Employees.

The building, lumbering, clothing and pulp and paper federations have all suffered losses of membership.

On the other hand, the Federation of Metalworkers has increased its membership by 10 unions and 3,333 members, and the Services Federation has gained 1,257 members. The defection of the Federation of Municipal and School Corporation Employees outweighed the gain in the Metalworkers union.

The committee added:

It is therefore realistic to think that a televised news report would ensure the physical presence of the movement not only in the homes of the members but also in all homes willing to receive the televised news report.

Despite the exorbitant cost of those telecasts, the convention should not hesitate to invest the sum of money necessary for that venture. It appears to us to be an investment that will not fail to pay dividends from the standpoint of recruiting and advertising and above all of the reputation and the prestige of the CCCL.

Mr. Pelletier explained that he is planning a series of 13 quarter-hour programs for early 1961. The publicity branch will be responsible for the preparation of a 10-minute film for each broadcast, leaving to the central councils the task of devoting the other five minutes to matters of local interest.

Aid to Underdeveloped Countries

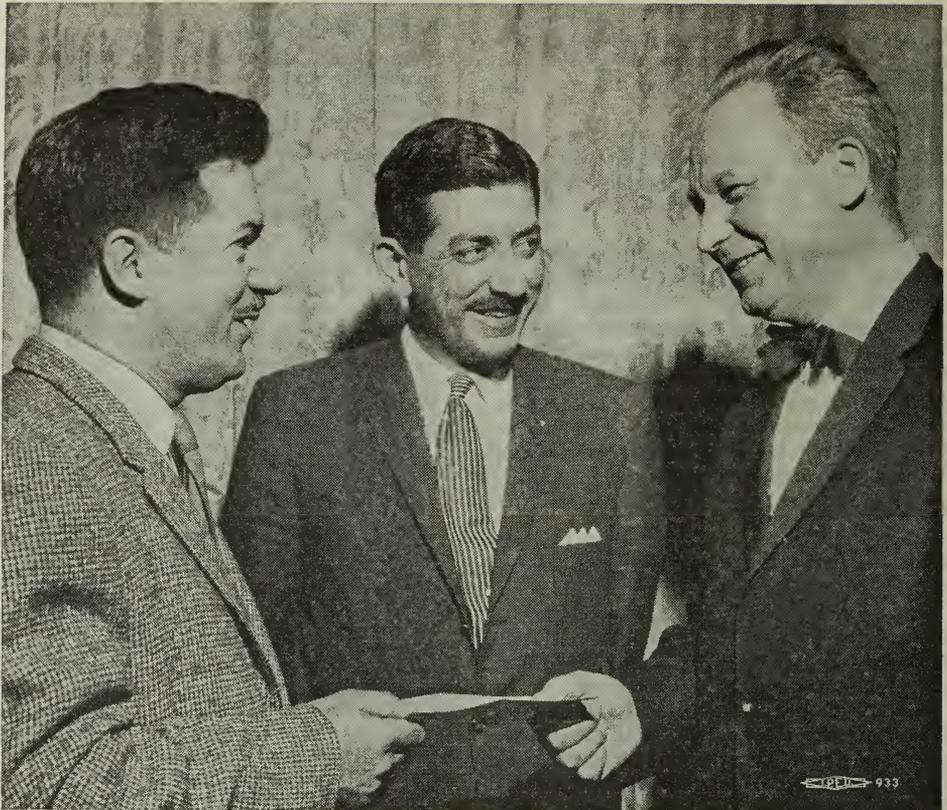
In response to the moving plea of Auguste Vanistendael, IFCTU Secretary, on behalf of the underdeveloped countries the convention carried a resolution asking the federal Government to donate annually at least 1 per cent of gross national revenue for the assistance of these countries.

This would at present amount to more than \$300,000 a year.

This motion of the President of the Montreal Union of Journalists also proposed that assistance to underdeveloped countries should be given through the United Nations.

Merchant Shipping Convention

The convention resolved to ask the federal Government to denounce the British Commonwealth Merchant Shipping Convention of 1931, so far as coastal and inland shipping are concerned.



Aid to Underdeveloped Countries—Auguste Vanistendael (right), Secretary of the International Federation of Christian Trade Unions, receives a cheque for more than \$3,500, a CCCL donation to the International Solidarity Fund, from CCCL Secretary-General Jean Marchand. CCCL President Roger Mathieu is an interested observer.

S. Ted Payne, Vice-President of the National Federation of Metal Workers, claimed that such action is necessary to remedy the state of unemployment in Canadian shipyards.

The Convention expires at the end of 1961 and must be denounced before the end of this year. The Confederation also intends to present a memorandum on this subject to the federal Government.

Education

The Congress requested the appointment at the earliest possible date of a Royal Commission to enquire into education in the province of Quebec.

The proposal that such an inquiry be held came from Fernand Jolicoeur, Director of the CCCL's Education Division, who suggested that it should be included in the memorandum to be presented by the Confederation to provincial Government on all aspects of education.

"We will ask that the enquiry cover not only general instruction, but also vocational training and popular culture," said Mr. Jolicoeur.

Noting the Quebec has a complete system of vocational schools set up by the Government, he stressed that in spite of everything the "real needs of the labour market" are not being met.

Ways must be found, therefore, of obtaining simultaneously a marked increase in the effectiveness of our system of instruction both at the general school level, elementary and secondary, and at the level of vocational training; and likewise of co-ordinating the two stages of education and providing guidance service at all levels.

The delegates also expressed the wish to see established in the province a service particularly concerned with adult education.

Women's Advisory Committee

The Confederation has set up a women's advisory committee entrusted with studying problems peculiar to female workers and advising the executive.

The decision to form such a committee came as the result of a report submitted by Vice-President Jeanne Duval, in which she stated that female workers are "shamefully exploited" (L.G., Nov. p. 1120).

The women's committee will work toward improving the lot of working women through legislation providing more protection for those women who must leave the home to go out and work.

The committee must also endeavour to make women more interested in union activities. According to Miss Duval, one of the main causes of women's inferior position on the labour market is their lack of participation in trade unionism.

In addition to Miss Duval, the committee is composed of Miss Julia Boisclair of Quebec, Miss Raymonde Couillard of Montreal, Miss Raymonde Lorrain of St. Hyacinthe, Miss Cécile Cantin of Victoriaville, and a fifth person who will represent the Saguenay-Lac St. Jean region.

Electoral Expenses

The CCCL has asked that the provincial electoral act be amended to provide for payment of basic electoral expenses by the Government.

The resolution, which was moved by Angelo Forte, a Vice-President of the CCCL, and passed unanimously also demanded that contributions to the election funds of a political party be made public and that every candidate, whether he is elected or not, be required to produce a full report of his electoral expenses.

"The expenses of the political parties are reaching fantastic sums," Mr. Forte said, "and that advertising spree tends to create a mob atmosphere and a climate of psychological assault that is contrary to the exercise of the democratic virtues."

In suggesting that the Government pay the basic electoral expenses, Mr. Forte explained that the size of the constituency and the number of electors would have to be taken into account.

Other Resolutions

During the five days of discussion the delegates passed many resolutions, which, among other things, ask:

—that federal and provincial civil servants should enjoy the right of association and all that it implies, especially the right of collective bargaining;

—that the penalties and fines provided by the Quebec Collective Agreements Act should be increased;

—that the principle of private arbitration should be recognized by law;

Increase in Dues

The delegates decided to increase by 15 cents the monthly dues payable to the Confederation.

At the same time it was decided that a union which is not affiliated to a trade federation shall pay to the Confederation, over and above the regular dues, a supplementary amount to be set by the Confederation's office.

In fixing the supplementary amount the office is to take account of the total dues paid by the federated unions and the value of the services which the Confederation will be called upon to give.

The study of financial questions took much of the delegates' attention. During two days of sessions in camera the Congress examined in detail the Confederation budget and the administration of the labour defence fund.

—that hospital employees should be protected by the Unemployment Insurance Act;

—that a person claiming employment benefit who has drawn a portion of his seasonal benefits should be able to draw the portion he has not received in the period preceding the next seasonal benefit period, if he has not qualified for regular benefit.

The convention did not have time to study all the resolutions submitted, and many of the 162 resolutions on the order-paper were referred to CCCL headquarters for study during the year.

Other Speakers

Chaplain-General's Message

Canon Henri Pichette, Chaplain-General of the CCCL, congratulated the convention delegates on having chosen to adapt their movement to the prevailing union system and to the environment in which it moves, while safeguarding the essential part, namely the fundamental values on which it is based and the dynamic force with which it is imbued.

The Chaplain-General had awaited the outcome of the debate on the religious affiliation of the CCCL before delivering his traditional message.

The changes that have been made are far-reaching, and make the Confederation accessible to all workers who are men of good will. Your statement of principles makes it an ideological central body having no formal or constitutional ties with any religious denomination in particular. The positions set forth in your principles provide a cross-roads where all workers who wish to base their action on Christian principles and to set their union goals within the framework of God's plans may meet and be perfectly at ease.

Moreover, he pointed out, affiliated bodies are quite free "to maintain or create unions having a religious connection by virtue of their constitution when circumstances permit."

At the same time, Canon Pichette pointed out that the Catholic trade-unionist still has the same obligations to base his conduct, even his conduct in the union, on his own particular morality and faith, "and no one can reproach him for it."

Describing the exact extent of the changes, he went on to explain:

The Confederation has become an institution that offers to its members, whether Catholic or not, facilities for expressing themselves according to their convictions. Moreover, by its statement of principles, it positively encourages the expression of personal convictions. The Confederation has not become a neutral union confederation. It affirms its adherence to Christian principles and reminds everyone that as members of this organization they must base their union action on the ideals that spring from those principles.

Canon Pichette urged the delegates to be generous to the peoples of less fortunate countries and to answer the appeal of the IFCTU.

IFCTU Secretary General

Auguste Vanistendael, of Belgium, Secretary General of the *Confédération internationale des Syndicats chrétiens* (International Federation of Christian Trade Unions), urged Canadian trade unionists, as Christians, to work for the training of trade unionists in the underdeveloped countries.

Mr. Vanistendael said that the inhabitants of underdeveloped countries want a world which will take into account not only their material needs but also their spiritual aspirations.

The Communist world, he pointed out, has already begun to train thousands of militant trade unionists and the democratic countries must take up the challenge.

Mr. Vanistendael devoted most of his speech to a description of the poverty in which two thirds of the world's population lives. "There are millions of people who have never had a roof over their heads," he said, "millions of people who scarcely get one meal a day."

Describing the often heroic devotion of the trade unionists who are seeking to combat the grinding poverty in the underdeveloped countries, the IFCTU Secretary urged the workers of America to make sacrifices to promote a humane social order throughout the entire world.

At the conclusion of Mr. Vanistendael's speech, National Secretary Marchand gave him a cheque "for more than \$3,500" for the International Solidarity Fund.

Elections

Roger Mathieu, of the Montreal Journalists Syndicate, was re-elected National President for a third consecutive term. Jean Marchand of Quebec was again the choice of the delegates for National Secretary, a post he has held since 1948.

Mr. Jacques Dion was re-elected Treasurer by acclamation for a second term.

For the first time, the Confederation elected an English-speaking vice-president. He is S. Ted Payne of Montreal, a vice-president of the Metal Workers' Federation. He was elected second vice-president.

The other vice-presidents, in the order elected, are: René Gosselin, of Granby; Eugène Rancourt of Quebec; Adrien Plourde of Arvida; Guy Thibodeau of Shawinigan; Daniel Lessard of Thetford Mines; Miss Jeanne Duval of Montreal; and Henri Vachon of Kenogami.

Fourth Annual Convention of the Ontario Federation of Labour (CLC)

Unanimously adopts resolution of support for formation of new political party, and one proposing four-pronged attack against unemployment. Calls for repeal of "all anti-labour sections" of Labour Relations Act, forms women's committee

At the 4th Annual Convention of the Ontario Federation of Labour, at Toronto from November 7 to 9, particular attention was devoted to: the proposed "New Party," unemployment, the Ontario Labour Relations Act, a more prominent role for women in the labour movement, education of displaced workers, automation, and the treatment given immigrants—particularly in the building trades in Ontario. More than 800 delegates attended.

More than 100 resolutions dealing with hours of work, wages, schooling, human rights, fair practices in labour-management relations and other matters were adopted. At the end of the convention, 59 resolutions were turned over to the incoming executive.

Incumbent David Archer was opposed for the presidency of the Federation by Stan Thornley of the United Rubber Workers. Mr. Archer was returned to office for his third consecutive term, defeating his opponent by 621 votes to 100. For the post

of secretary-treasurer, incumbent Douglas Hamilton was opposed by Gordon Brennan of the United Packinghouse Workers. Mr. Hamilton was re-elected.

Attending the convention were 763 delegates from local unions, 41 delegates from 30 labour councils and 12 officers, for a total of 816.

New Political Party

Delegates unanimously passed a resolution endorsing the policy approved by the Canadian Labour Congress of co-operating with the CCF and "other liberally minded people" in forming a new political party in Canada.

The same resolution instructed the incoming committee to carry out at the provincial level the intent of the Congress resolution and to work in co-operation with the CCF and other liberally minded people in organizing a political arm of the New Party at the provincial level, and to participate and support the work of the Ontario Committee of the New Party and to co-operate with it in organizing a founding convention and call upon affiliated labour councils and locals to back the Federation in supporting the financial drive for the New Party Founding Fund.

The majority of the delegates who spoke in support of the New Party resolution emphasized that it was the opinion of labour that a new party was necessary in Canada because neither the present federal Government nor its predecessor, nor the present Government of Ontario had succeeded in solving the unemployment problem in Canada, and that the New Party could and would solve it.

Canadian Labour Congress Executive Vice-President Stanley Knowles, a guest at the convention, said that the new party being created must aim at replacing the "private profit system with a public-oriented economy."

Mr. Knowles said the New Party "is going to wrest control of people's destinies from the few and hand them to the many." He criticized "affluent society" that permitted too many Canadians "to be hungry, live in substandard homes, be uneducated, be in fear of medical bills and feel insecure."

At the pre-convention meeting of the Federation's Political Action Committee on November 6, Morden Lazarus, OFL Director of Political Action, said that more than 260 locals representing upwards of 140,000 Ontario trade unionists had signed statements of support for the New Party, and it was expected that by the end of the current year half of the Federation membership of more than 400,000 will have signed up.

Unemployment

The resolution on unemployment, a substitute for 11 others, was adopted unanimously. It proposed a four-pronged attack on the problem:

1. The organizing by the OFL of mass protests, petitions and lobbies to bring the severity of the problem to the attention of all levels of government.

2. Adoption by all levels of government of immediate programs to alleviate the problem; low rental housing, public works projects, stimulation of trade, increased investment in public enterprise, development of national resources, and the building of schools, hospitals and highways.

3. Maintenance of unemployment insurance payments for the full period of unemployment.

4. Planning by all levels of government of the country's economic development.

In the preamble, the resolution declared that the increased and extended winter work program, "while a good thing in itself, will not get to the root of the problem because of its short range possibilities and because it gives little or no consideration to the growing numbers of unemployed industrial workers."

Stating that assistance and support to the unemployed was "a major responsibility of the labour movement," another resolution urged all OFL affiliates to "utilize and expand their existing facilities to serve their own unemployed members and unemployed workers generally" and recommended that every local union establish an unemployment committee to provide, in conjunction with labour councils, "leadership and service" to unemployed workers.

A group of delegates opposed this approach. They wanted to organize the unemployed into a separate organization.

Dennis McDermott, chairman of the resolutions committee, said he was puzzled to hear that anyone would not want to see the unemployed identified with labour but would rather see them organized in an unattached group without funds, leadership or benefit of experience.

"Who is better equipped to help the unemployed than the existing local union organization?" he asked.

Another resolution mentioned unemployment and disarmament. "In the minds of many people," the resolution's preamble said, "world disarmament would create serious unemployment in Canada." The resolution urged Canadian governments to initiate programs for full employment such as those proposed by the labour movement, "and make clear to the people of Canada that prosperity need not depend on war."

President's Address

In his presidential address, David Archer noted that thanks to the public relations efforts of labour councils and affiliated unions, "the hostile climate that prevailed a year ago" has changed considerably.

He drew attention to amendments that have been made to the Ontario Labour Relations Act, and suggested that the "new legislation obviously places great restraint on the craft unions, particularly those in the building trades." Building trades unions will have to very carefully scrutinize the new rules to ascertain how they are affected by them, the OFL President warned.

The speaker recalled that at the 1959 Convention he had warned against questionable operations by some fee-charging employment agencies. He noted that since that time the Ontario Legislature had enacted a bill "governing fee-charging hiring agencies, but no rules or regulations have been drafted governing their operation."

In connection with the organization of immigrant workers, Mr. Archer said that despite "the obstacles placed in the way of organizing by the Labour Relations Act and the new restrictive amendments," he wished to pay tribute to the building trades for their "marvellous efforts" in organizing that particular group of workers.

Mr. Archer also paid tribute to the recent immigrants who, in many cases, lacking a knowledge of the customs and the language of Canada "braved discrimination, threats and loss of employment to associate themselves with their organized Canadian brothers."

Referring to the Workmen's Compensation Act, the speaker said there are a number of things in it "crying for amendment." He noted particularly the salary limitations, and asserted that there should be no ceiling on the earnings used for the purpose of computing compensation. If there were no annual salary limit, he said, the over-all rates of assessment would be lower, since statistics show there are fewer persons in the higher wage brackets who suffer injuries in their employment.

Mr. Archer thought also that there could be an improvement in the definition of an accident, giving more scope to the Compensation Board in its determination of just what was an accident. He thought the section could be profitably patterned after that contained in the Manitoba Act.

On the question of unemployment, Mr. Archer said that the Federation has been "outspokenly critical of the lack of federal and provincial programs to ensure jobs for our rapidly growing labour force. . . Repeatedly we pointed out the need for a concerted

federal-provincial plan for full employment, not just a few stop-gap measures to silence the public outcry in periods of obvious distress but a long-range program to prevent distress."

Mr. Archer said that unemployment in Canada reached 10.6 per cent of the working force in March 1958. It was 9.5 per cent in 1959 and 9.1 per cent in 1960" and whether it is the size of these figures, or the abnormally high levels of unemployment through the rest of the year, the fact remains that the Government is no longer able to disregard unemployment as a major problem facing this country. An adjustment which persists for three or four years just can't be counted on to work itself out."

To eliminate unemployment, Mr. Archer said that labour must certainly press for more and better public works programs and welfare programs. These measures would relieve some of the distress resulting from unemployment.

As an immediate step toward eliminating unemployment, Mr. Archer suggested that the provinces of Ontario "could and should" immediately amend the 48-hour week legislation to provide for a 40-hour week, and "establish a fair minimum wage for men as well as women that will not only assist our economy to regain a normal footing, but will help to put an end to the exploitation of workers."

Labour Relations Act

A campaign for the removal of "all anti-labour sections" from the new Ontario Labour Relations Act was approved by the convention.

During the debate on the resolution two leaders of building trades unions suggested defiance of the legislation and predicted drastic action by unions of building workers.

John W. Bruce, Canadian organizer of the Plumbers, declared, "I am going out and preach civil disobedience. There is no law that says a man has to go to work."

William Jenoves, who in addition to being Vice-President of the Canadian Labour Congress and President of the Toronto and District Labour Council is Secretary-Treasurer of the Toronto local of the Bricklayers, said it was impossible for building trades to comply with the law and carry on an effective organizing campaign.

"This obnoxious type of legislation has forced workers to rebel against governments before, and as far as the building trades are concerned, we are prepared to fight," said Mr. Jenoves. He suggested that the OFL's stand be taken up with the Ontario Government "before drastic action will have to be taken by the workers."

Women's Committee

A resolution proposing formation of a women's committee was drafted by more than 160 women associated with the Ontario Federation of Labour at a pre-convention meeting held November 6.

The resolution was later approved by the OFL convention.

The November 6 meeting was addressed by Mrs. Therese Casgrain, National Vice-President of the CCF, and Miss Marion Royce, Director of the Women's Bureau, federal Department of Labour.

The resolution proposed setting up the women's Committee which will:

—Initially operate on the same basis as other committees of the Executive Council;

—Invite representation from every labour council affiliated with the OFL. This representation together with the committee named by the Executive Council should be used as the basis for a women's trade union organization in Ontario;

—Give priority to organizing on a province-wide basis in co-operation with labour councils in each area;

—Report to regular meetings of the Executive Board and Council of the OFL;

—Work in co-operation with the Ladies' Auxiliary Organizing Committee of the Canadian Labour Congress;

—Consider the practicability of a women's session at the OFL-CLC Education School at Niagara Falls, February 18-19, and a summer school at Port Elgin;

—Report progress to a pre-convention conference in 1961 and make specific recommendations for a statement of objectives and a program of activities.

Speaking on the formation of the New Party, Mrs. Casgrain urged her listeners to direct their feminine wiles to politics and to the New Party in particular, because "when women set their minds to do it, they can do marvellous things." She said that more than 100 names for the New Party had been suggested, but up to now no official name has been selected.

Miss Royce said that often there is a tendency to exploit part-time women workers in industry. They are often "not made eligible for fringe benefits, and are usually excluded from the bargaining units represented by trade unions."

There is a growing supply of part-time workers, Miss Royce noted. She declared that there was a great need for education among this group. She also asserted that there is an "alarmingly high" percentage of

teen-agers unemployed and warned the older women that they could be driven out of the labour force by this group.

Referring to low wages paid women workers, the speaker said that better organization of women could be a solution to the problem. "Despite the fact that seven provinces require equal pay for equal work there are still too many discrepancies," she added.

Miss Royce noted that "we let married women work in Canada, but we don't do much to let them have the sort of support they need." Lack of adequate care for the children of working mothers was one of the major problems that women face—"a problem that has received scant attention to date." She pointed out that British Columbia was the only province with a law providing for maternity leave for working mothers.

Emergency Resolutions

The convention adopted three emergency resolutions: (1) concerning employers who refuse to carry on the check-off system of union dues for workers who are members of unions contributing to support of the New Party; (2) concerning the proposed curtailment of passenger service by Canada's railways; and (3) relating to a strike at St. Thomas, Ont.

The first resolution served notice "on the reactionary employers in the Ottawa Valley that the labour movement of this province will resist to the utmost and with every force at our command, any attempt on the part of employers to suppress the Canadian workers' right to seek economic abundance and social progress through the political media of moral and financial support to the new party."

The second requested the Canadian Labour Congress "to instruct its Railway Trades Department to submit a brief to the Royal Commission on Transportation to bring to their attention: (a) The prevention of large-scale unemployment for the present and the future, (b) Examine this industry in the national interest parallel to the Gordon Royal Commission Report, (c) Deplore speed-up, in its widest application, which second to automation, is the largest contributor toward unemployment."

The third resolution called upon all affiliates to assist, "morally and financially, and every other way within their power," the workers on strike against a St. Thomas, Ont., firm.

Foreign Policy

The Federation's foreign policy resolution, a substitute for five others, urged the adoption of a foreign policy that will:

1. Be free from the dictates of any foreign power.
2. Affirm the right of all people throughout the world to be free from such dictation.
3. Critically re-examine Canada's foreign commitments with a view to strengthening those that lead to the establishment of freedom and economic progress and eliminating those that do not.
4. Take the initiative in the United Nations in seeking negotiated and controlled disarmament.
5. Encourage and support the United Nations.

Other Resolutions

Because the Ontario Government "has failed to fulfil its long-standing promise to meet at least 50 per cent of the education costs of municipalities," the convention adopted a resolution in support of steps to establish a program of federal grants. This would make possible a more rapid expansion and improvement of educational facilities in all provinces, the resolution stated.

In another resolution seeking action on the federal level, the OFL called on Parliament to establish a board from which every company must first receive permission before it can establish, re-locate or transfer a factory or operation. The resolution was sponsored by a Windsor local of the United Auto Workers.

An increase in old age pensions to \$75 a month was demanded.

The Ontario Government was urged to:

—Place greater emphasis on vocational training, re-establish the position of Director of Vocational Training, and direct guidance personnel in the Department of Education to take a more realistic approach in getting students into vocational training.

—Amend the Fair Employment Practices Act to make unlawful the printing of job applications that discriminate against workers in the 35 to 60 age group, and the refusal to hire or the termination of employment because of age.

—Establish a minimum wage of \$1.25 an hour.

—Ask the federal Government to increase its contribution for the construction of access roads.

—Implement a fully comprehensive medical and dental insurance scheme, give more aid to municipalities for the building of hospitals, and provide financial assistance to medical and dental students.

—Amend the Ontario Hospital Services Plan to provide out-patient diagnostic service, to class as dependents all persons within the family fully supported by the contributor, and to extend coverage to pensioners without premium payments.

—Establish a bureau to regulate all aspects of production and distribution of pharmaceuticals, including pricing, labelling and advertising.

—Provide the Ontario Anti-Discrimination Commission with a competent, full-time staff, and appoint a citizens' advisory committee to assist the Commission.

—In view of the "widespread exploitation of unorganized workers," ensure enforcement of labour standards legislation.

The Federation condemned the contracting-out of work and urged that workers employed on contract be given the same wages and benefits as given to the contracting company's workers. Contracting-out is used as a means for avoiding the payment of established rates or for exploiting underpaid workers, the resolution declared.

Another resolution demanded an end to all nuclear testing.

The Canadian Labour Congress was urged, in another resolution, to make available to the public the final ILO report on the "abrogation of recognized freedoms and rights" effected by last year's labour legislation in Newfoundland.

Labour and Automation

A special night session at the convention heard two well-known economists speak on "Labour and Automation." The speakers were Dr. Eugene Forsey, CLC Director of Research, and Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, Ottawa.

Dr. Forsey told the delegates that:

—A shorter work week is not the cure for unemployment.

—Unorganized industries, women, and white-collar workers must be organized or the labour movement will find itself more and more a minority group.

—The union member of the future will need more education to hold his job.

Dr. Dymond said that much of Canada's unemployment problem results not so much from a lack of demand for labour as from a lack of balance in the type of labour force growth compared with the type of job opportunities industry is creating.

Among other things, Dr. Forsey said the shorter work week "is a result of an immense increase in production . . . It is putting the cart before the horse to say that cutting hours will increase production and thus increase employment."

The CLC economist pointed out that automation had resulted in a rapid increase of workers in those areas where labour organization was weakest, and that organized labour would have to concentrate its emphasis on white-collar workers if it hoped to cope with automation. In the relatively unorganized industries "the proportion of women, who are notoriously hard to organize, is not only large but is getting larger."

He said that between 1946 and 1959 the highly organized group of industries—logging, mining, manufacturing, construction, transportation, storage and communications—increased by 684,000 workers (38 per cent); the unorganized group—trade, finance, insurance and real estate, services—by 947,000 (78 per cent).

He drew attention to the fact that since the end of the Second World War, industrial production in Canada had been doubled with the employment of only a handful of extra workers. During the same period, he noted, the labour force has increased by almost 1,500,000. Jobs have not become available at the same rate, and, as a result, the nation now finds itself short of about 350,000 positions.

Dr. Forsey suggested that a cure for the situation might be brought about by a "massive expansion" of the economy's public sector which might, in its initial phases, have to be financed by a deficit budget.

Dr. Forsey hastened to point out that even that plan might backfire. Because even if enough jobs were developed, there might still be a lot of unemployment because suitable workers to fill the jobs might not be available.

"They may be skilled jobs for unskilled or semi-skilled workers. They may be jobs with new skills for workers who have only old skills. They may be white-collar jobs for blue-collar workers. That is why we have to lay such emphasis on education and retraining for displaced workers.

"Or the jobs may be in one part of the country and the workers in another. That is why we have to emphasize location-of-industry policy, bringing new jobs to available workers, or aiding workers to move to jobs."

Basically, automation increases production and jobs, Dr. Forsey believed. "The whole process of mechanization ever since the industrial revolution has meant constant displacement of labour.

"Are there fewer people employed now than at the end of the 18th century? No." There are far more at work now, "and at a far higher standard of living."

Summing up, Dr. Forsey said that there "is very little unions can do by themselves—

by collective bargaining for example; most of what they can do they can do only by putting pressure on governments, notably, of course, the national Government. And what can governments do—they can take measures to see that there are enough jobs to go round; they can take measures to match jobs and workers.

"More specifically, the national Government has got to get our rate of economic growth up again, and keep it up; get it up and keep it up high enough to restore and maintain full employment. The only way we can see of doing that is by a big expansion of the public sector of the economy, financed by deficit financing initially."

Dr. Dymond found that there was much of what Dr. Forsey said that he could agree with—the growth of employment in relation to output, the growth of the labour force and the increase in unemployment, that the gap between output and employment is largely the result of technological change." The fact still remains that manufacturing employment, despite technological change, has gone up, and not down, by 23 per cent from 1946 to 1959; mining employment went up 25 per cent; construction employment has doubled, he pointed out.

The rate of over-all economic growth has declined in the last two or three years, Dr. Dymond said, and "this has weakened the total demand for labour as compared with the growth of the labour force."

A good deal of Canada's unemployment in recent years, Dr. Dymond thought, has resulted from a lack of balance in the growth of employment for male workers compared with the growth of employment for female workers.

The demand for male workers in non-farm employment increased by some 247,000 from 1956 to 1960. This was made up of an increase of 222,000 male workers absorbed in service-producing industries and an increase of only 25,000 men in the non-farm goods-producing industries.

During the same period there was a net increase of men entering the non-farm labour force of 436,000, which meant that unemployment among men increased by some 189,000 over these four years. The economy had not generated enough jobs for which male workers were hired...

Dr. Dymond noted that during the same period employment among women increased by 279,000, exceeding the increase for men by some 32,000. This total increase for women was distributed in terms of 258,000 in the service industries and 21,000 in the non-farm goods-producing industries. Three-quarters of the increase consisted of married women.

The convention took under consideration a telegraphed invitation from the Mayor of Windsor that the 1961 convention be held in that city. It was indicated that the invitation would be accepted if suitable arrangements can be made.

Most of the women involved, said Dr. Dymond, came from outside the labour force directly into employment and thus did not reduce unemployment as an equivalent increase in male employment would have done.

Another major imbalance creating unemployment, Dr. Dymond pointed out, is that much of the labour demand recently has been for skilled, technical and professional workers, while large numbers of unskilled and untrained workers with relatively low levels of education are entering the labour force.

"Almost two thirds of the unemployed have only a primary school education or less," he said.

In Canada in recent years, 67 per cent of the students who enter primary school do not complete high school. The growth of job opportunities, on the other hand, is more and more in favour of persons having high school graduation or better.

In the past decade, said Dr. Dymond, the rate of growth for professional workers was 71 per cent; for skilled and technical workers, 38 per cent; for white-collar workers, 34 per cent; for semi-skilled and unskilled workers only 24 per cent; all other kinds of occupations have declined by 27 per cent.

Dr. Dymond concluded by saying that little difficulty is experienced in retraining

production workers for automated production jobs, but that difficulties have been encountered in re-training workers for skilled and technician jobs in industry because of their lack of sufficient education.

He said that above all there is a great need for a better integration between education and industry. A higher degree of integration would better meet the changing needs of Canada's economy for specialized manpower and make a more fundamental contribution to the adjustment problems of workers displaced through technological change.

Elections

David Archer was re-elected President of the Federation, Douglas Hamilton, Secretary-Treasurer.

For the 10 vice-presidencies, 14 candidates were nominated. Nine incumbents were re-elected and Hugh Doherty of the Pulp and Sulphite Workers Union was chosen in place of Wilfred Ostling of the same union, who was not a candidate.

Results of the voting for the vice-presidents were:

George Barlow, Retail, Wholesale and Department Store Union, 644; Edward "Scotty" Liness, Hod Carriers, 624; George Watson, United Textile Workers of America, 605; Purdy Churchill, Printing Pressmen, 597; Sam Hughes, Packinghouse Workers, 591; Michael Fenwick, Steelworkers, 548; William Punnett, United Rubber Workers, 545; William Boothroyd, Machinists, 526; Richard Courtney, United Auto Workers, 485; Hugh Doherty, Pulp and Sulphite Workers, 452.

Deputy Minister A. H. Brown Honorary President of CAALL

A. H. Brown, Deputy Minister of Labour, was named an honorary president of the Canadian Association of Administrators of Labour Legislation at the closing session of its 19th annual conference.

Adam Bell, Victoria, B.C., the first president of the Association, was also named an honorary president.

A report of the conference appears on page 1309 of this issue.

Boilermakers' Former President, Charles MacGowan Dies at 73

A leader in the merger of the American Federation of Labor and the Congress of Industrial Organizations, and a vice-president of the merged groups, Charles J. MacGowan, President Emeritus of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (AFL-CIO-CLC), died October 27 in Kansas City, Kansas, at the age of 73 years.

Annual Conventions of British Columbia, Saskatchewan, Alberta Labour Federations

Suggestions for alleviating unemployment made by all three provincial bodies, and all pledge support for new political party. Alberta and B.C. unions seek repeal or amendment of provincial trade union legislation enacted last year

British Columbia Federation of Labour

A six-point program to end unemployment was adopted at the 5th annual convention of the British Columbia Federation of Labour, held in Vancouver October 24 to 28.

The more than 300 delegates also approved a resolution calling on all union members in the province to press for a seven-hour day in future negotiations.

The third major resolution adopted—by a standing vote in which, after a stormy 3½-hour debate, only 12 delegates registered opposition—was one to support and “co-operate closely with the CCF in the nomination of candidates” and to “co-ordinate campaign activities” in a federal election if one is called before formation of the new party next July.

Delegates from four unions who opposed political affiliation by organized labour were told by a Federation vice-president that no affiliate would be compelled to accept the Federation’s political action policy. The dissenting delegates were from the Meat Cutters and Butcher Workmen, the Marine Workers and Boilermakers’ Industrial Union, a local of the International Association of Machinists, and the Office Employees’ International Union.

The Federation appealed to the public and to businessmen to support the six-point program to deal with unemployment. It said that everybody in the country was affected by unemployment, and that labour must have the support of others in fighting it.

The six points approved by the convention were:

—Joint planning by labour and management to shorten the work week with no reduction in pay, and to provide for a retraining program to meet the effects of automation on employment.

—An emergency program of public investment, with the co-operation of federal, provincial and municipal governments, to improve educational, health, housing and other public activities and services.

—Government help in building up industries, particularly those related to natural resources.

—Reduced taxes on lower incomes and increased taxes on profits and capital gains to raise the purchasing power of wages.

—Special November sessions of Parliament and of the B.C. Legislature.

—A full employment act that would set full employment as a national aim.

The convention contended that the program would immediately increase business for everyone, and that it was the only alternative to a devastating business paralysis.

Joe Morris, First Vice-President of the Federation, said it was better economics to stimulate productive employment than to finance bare subsistence for the unemployed.

Shorter Work Week

The resolution calling on all member unions to press for a seven-hour day in all future contract negotiations was unanimously supported.

Pat O’Neal, Secretary of the Federation, summarized the statements of a dozen speakers who spoke for the resolution when he said:

“It is a major way—really the only way—to combat serious unemployment which exists and to meet the technological advances in many industries in B.C.”

Other Resolutions

The convention also adopted a resolution in favour of a plan to expedite and improve contract negotiations, and it urged resort to strikes to force the repeal of provincial legislation restricting picketing.

The negotiation plan would limit direct negotiations between the parties to a period of 10 days. If no settlement were reached in that time, the Minister of Labour, on request from either side, would appoint a mediator. If the mediator failed, the union would be free to conduct a strike vote. The plan would eliminate conciliation procedures, which unionists contend are unsatisfactory.

With regard to strikes to force changes in legislation, Federation officials said later that the intention was not to call a general strike. When a union engaged in a strike, however, in which it might “have to” defy

the legislation, the officers would have the power to back a request for the Federation's support.

The convention instructed the Federation's officers to "formulate a policy of full economic and political action, including if necessary the calling of work stoppages," to fight for the repeal of the two amendments to the Trades Union Act passed in 1959.

In other resolutions, the convention urged the provincial Government to:

—Introduce a province-wide health insurance plan.

—Make it an offence for employers to hire strike breakers.

—Provide more facilities for the education of retarded children.

—Enact fair employment and fair accommodation legislation.

—Do away with legislation preventing the formation of co-operating drug companies.

The Federation decided to ask the CLC to do two things: undertake a campaign for a national health insurance plan, and to work with the AFL-CIO to get restrictions on political action removed from constitutions affecting Canadian locals of international unions.

In another resolution, the convention urged that the Federation and the CLC should undertake a program of education and publicity against "moonlighting."

Other resolutions adopted asked for an independent appeal board for workmen's compensation cases; a ban on election news in newspapers 48 hours before the election, and a request that United States television stations directing programs to Canada observe the same rule; a merchant marine for Canada; trade with all countries; and that Canada adopt an independent position in world affairs.

Certain delegates again pressed their request that the CLC should hasten its efforts to bring back to its fold unions that have been excluded or expelled. Orville Braaten, Pulp, Sulphite and Paper Mill Workers, warned the delegates that the seeds of a second labour congress were being sown in Canada, because so many unions are outside the CLC.

The Federation decided to send a fact-finding delegation to Cuba. The delegation will comprise three officials of the Federation, and delegates from affiliated unions if they can pay their way. The proposed tour was recommended by a committee because "we have heard reports that differ from reports" in the newspapers.

The convention demanded the restoration by the provincial Government of the check-

off of union dues for civil servants. The resolution was passed unanimously. The convention stated that the Government's action in cancelling the checkoff might be interpreted as a signal of its willingness to co-operate with cancellation of the check-off from other union contracts.

(The British Columbia Government Employees' Association sent no delegates to the convention, having suspended its affiliation with the Federation when the Government cancelled the check-off of its dues (L.G., Nov., p. 1113).

At the close of the convention the delegates approved without change a report by the natural resources committee that made a savage attack on business. Two of the committee members dissociated themselves from the "indecent" wording of the report.

Among other things, the report demanded that the province's forest industries be denied what amounts to a perpetual supply of raw material unless they grant a guaranteed annual wage.

President's Address

Robert Smeal, President of the Federation, in his address to the convention said that big business had succeeded in making labour the scapegoat for the disastrous results of big business policies, and that government apathy had allowed serious unemployment to build up. Government planning and control of investment is needed for economic stability, he said.

Mr. Smeal said that labour had entered politics because the struggle to right the country's wrongs had expanded to the provincial and national spheres from the traditional field of the struggle between labour and management. "We must now be prepared to act on the political scene," he asserted.

Mayor Tom Alsbury

Mayor Tom Alsbury of Vancouver, who addressed the opening session, likened unemployment to a malignant cancer eating up wages, profits and taxes, and eventually the entire economy. With the grim spectre of the '30s looming up, unemployment, he said, would not be solved by the mutual accusations of labour, management and government.

He recommended a thorough study of markets, prices, wages and costs as the first step toward dealing with unemployment. He said that as a result of unemployment the city's financial position is worsening and tax arrears are increasing. Taxpayers who are unemployed cannot pay taxes on time and sometimes cannot pay them at all.

Donald MacDonald

Unemployment is a national disgrace, said Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, one of the special speakers at the convention. There is every indication that there will be 750,000 or perhaps a million unemployed in Canada this winter, he warned the delegates.

He ascribed unemployment not only to the economic recession, but also to the fact that although the country is producing more and more goods and services, it is doing so with less labour. "Even if there were no economic recession we would still be confronted by a monumental unemployment problem," he said.

Saskatchewan Federation of Labour

Implementation of plans for special investment and large-scale public works programs and development of natural resources to alleviate unemployment were urged on the federal and provincial governments by the 5th annual convention of the Saskatchewan Federation of Labour, held in Prince Albert from October 20 to 22. More than 150 delegates attended.

Unemployment is now a grave problem that can be solved only through collective and co-ordinated efforts of federal, provincial and municipal governments, said Hon. C. C. Williams, Minister of Labour of Saskatchewan, who was one of the speakers. He said, however, that the heaviest responsibility rests with the federal Government, since it had control over decisive sections of the country's economy.

Another speaker, Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, said that the four problems confronting labour in Canada today were: unemployment, lack of legislative progress, a hostile climate of public opinion generated through mass media propaganda, and lack of progress in organization.

Speaking of the new party, he said that it would be a vehicle "truly representative" of the needs, hopes and aspirations of the people of the nation. It was up to labour to marshal all its forces to the support of the new party, and he said that he had no doubt of "the ultimate success of the new party, which will probably become a national government in our time."

Hon. W. G. Davies, provincial Minister of Public Works and former Executive Secretary of the Federation, told the dele-

Elections

With one exception, the head officers of the Federation were re-elected without opposition. Returned to office: President Robert Smeal, Secretary Patrick O'Neal, and Russ St. Eloi, Mel Kemmis and Ray Haynes, Second, Third and Fourth Vice-Presidents respectively.

Joe Morris, Western Regional President of the International Woodworkers, was opposed in the election for First Vice-President by Stu Hodgson, Financial Secretary of the Vancouver local of the IWA. Mr. Morris, however, was re-elected by 185 votes to 146.

gates that the present unemployment situation was "a crying disgrace." He blamed both the present and former Government in Ottawa for failure to do anything about unemployment.

Resolutions at the convention asked for an increase in old age pensions to \$85 a month, with provision for changes to reflect the annual increase in the gross national product; "unalterably opposed" the testing and use of atomic and hydrogen bombs and thermo-nuclear weapons; recommended alternative methods of payment for physicians that would encourage "good quality of medical care and safeguard the medical program from excessive costs;" asked the Saskatchewan Government to lift all restrictions on liquor advertising; asked the same government to "take immediate steps to prevent the irresponsible growth of corporation farming;" condemned municipal councils in the province for "refusing to take effective action in the field of low-rental and low-cost housing;" and asked the provincial Government to establish a provincial crown corporation for the construction of low-rental and low-cost housing projects.

Fred. J. McLelland, Saskatoon, was re-elected President. Two new Vice-Presidents were Harry Apps, Prince Albert, and S. W. Simmons, Moose Jaw. Walter Smishek was re-elected Executive Secretary.

Other officers elected included: Treasurer, Ivan Moore, Regina; Secretary, Louis Steil, North Battleford; Directors, Ray Christie, Moose Jaw; Robert Van Impe, Saskatoon; Alex Primeau, Prince Albert; and Arthur Miles, Regina.

Alberta Federation of Labour

Active support for the new political party was approved by the 5th convention of the Alberta Federation of Labour, held in Calgary on October 26 to 28. The measure was the subject of heated debate, however, and was opposed by a third of the 300 delegates who attended.

The resolution was in two parts: first, that the Federation "wholeheartedly endorse the formation of the party" and, second, that the Federation participate in the promotion of the party by giving leadership and guidance to local unions and affiliates and any other interested groups.

Peter Ugenutz, Edmonton, in support of the motion, declared that political action was the only course left to organized labour, since "we can't protect what we have achieved any other way."

On the other hand, the International Brotherhood of Electrical Workers and the Brotherhood of Carpenters and Joiners decided to keep clear of political action, and the delegates of the two unions abstained from voting on the question.

About 50 out of the 140 resolutions submitted had to do with the Alberta Labour Act. Three of the resolutions adopted sought repeal or amendment of sections of the Act: one asked for repeal of a section of the Act that allows employers to organize company unions or employees' organizations, another asked for amendment of part of a section to allow voting as a bargaining unit instead of by shop, and a third urged repeal of the section of the Act that gives the lieutenant-governor-in-council power to take steps to bring about settlements in strikes affecting public utilities.

In other resolutions the Federation asked the provincial Government to:

—Make it an offence for employers to hire strikebreakers.

—Provide more means of education for retarded children.

—Enact fair employment, and fair accommodation legislation.

—Set a minimum wage of \$1.25 an hour.

Another resolution recommended that a demand be made of the federal and provincial governments for the enactment of a maximum five-day, 30-hour work week for all workers in Canada, with no reduction in take-home pay.

A resolution requiring an increase of 1 cent in the per capita tax paid by locals to the Federation was passed with slight opposition. Affiliates will now be assessed 5 cents per member per month instead of 4 cents. The increase in the levy was expected to help to pay the salary of a full-time executive secretary.

Hon. Raymond Reiersen, Alberta Minister of Labour, in welcoming the delegates defended the sweeping changes made in the Alberta Labour Act during the last session of the Legislature. Referring specifically to a number of the amendments, he said, "There isn't one amendment to the Act that will restrain or restrict your right to organize, to bargain collectively, to strike and all the other rights we fought for, lived for, and that we wish to pass on."

One of the guest speakers at the convention was Hazen Argue, CCF leader in the House of Commons. The new party must be founded on free trade, he declared. "We must resist higher tariffs," he said, arguing that they only led to increased costs, lower standards of living and shrinking trade. He called for Canada to associate herself with the British, with the Outer Seven and the Inner Six trade markets, and to participate in an Atlantic free trade area.

All executive officers of the Federation were re-elected. They are: Joseph (Jimmy) James, President; Peter McSheffrey, Secretary-Treasurer; Donovan Swailes, First Vice-President; and Sam Goodman, Henry Schellenburg, G. Lawrence Taylor, J. R. Nicholls and Mike Sedik, Vice-Presidents.

Wage increases in United States manufacturing in 1959 went to approximately 8,700,000 production workers under union contracts or management policies, it was reported by the Bureau of Labor Statistics in a release that included non-union and small union situations.

The most common increases in 1959 were 9 to 10 cents an hour. These applied to some 1,903,000 production workers employed in factories where general wage changes were made.

The range in the increase amount was from less than 3 cents an hour for 1,043,000 workers to 19 cents and more for 96,000.

Canadian Chamber of Commerce Makes Annual Presentation to Government

Urges prohibition of sympathy strikes, secondary boycotts, and picketing in certain circumstances; recommends separation of unemployment assistance from unemployment insurance, and independent study of Unemployment Insurance Act

Prohibition of sympathy strikes, secondary boycotts and picketing in certain circumstances was urged by The Canadian Chamber of Commerce in its annual presentation to the federal Government on November 22. The brief was based on policy declarations approved at the Chamber's annual meeting in October.

The Chamber recommended also that unemployment assistance be separated from unemployment insurance, and that an independent study be made of the Unemployment Insurance Act with a view to restoring the Unemployment Insurance Fund to a sound financial basis.

Again this year a ban was called for on agreements that deny or terminate employment because of failure to become or remain a union member.

In a reference to automation, the Chamber's submission said:

We have followed with interest the steps that the Government has taken in consultation with industry and labour representatives to place the development of automation in proper focus, and it is our view that automation is part of continuing industrial evolution and we feel that there must be a recognition that failure to harness its advantages to improve productivity would prove fatal to the competitive position of many Canadian industries with corresponding damage to our hopes of improving our standard of living. In this area we have stressed to our own members the need for management to give suitable planning to effect any changes smoothly. We feel that the increasing importance of education designed to meet the needs for different skills and more engineers and technicians should receive constant attention.

Among the types of work stoppages that should be prohibited, the Chamber said, were "strikes and lockouts endangering the health or safety of the public." Unresolved bargaining issues in these areas should be settled by arbitration.

The Chamber recommended that all strikes during the life of an agreement should be prohibited, that provision should be made for the taking of secret strike votes under independent supervision, that strikes should be made illegal unless authorized by the majority of the employees concerned, and that no strike should take place more than 30 days after the taking of a strike vote.

Another recommendation was that the appropriate minister of the crown should, during the course of a strike, have authority to order a strike settlement vote to be taken by secret ballot.

It recommended that picketing should be prohibited: when the object is to secure bargaining rights; in a jurisdictional dispute; when the employer being picketed is not a party to a labour dispute; and at premises other than those to which a legal strike or lockout is in effect. In any case, picketing should be done only by employees of the establishment concerned, the Chamber declared.

It asked that as a condition of certification unions be required to register with the Department of Labour, and "under conditions comparable with those existing in the Companies Act to safeguard the interests of shareholders, be required to operate under prescribed rules and by-laws designed to protect the basic rights of their members."

It recommended that legislation be clarified or enacted to make trade unions answerable to the courts in civil actions.

The Chamber recommended that those employed as watchmen or security guards, or in a confidential capacity, be excluded from any unit certified for collective bargaining.

Judges should continue to be eligible for appointment as chairmen of conciliation and arbitration boards, the Chamber said.

It urges that recourse to the courts should be made available as a means of testing the decisions of labour relations boards. It also asked that the courts should be free to decide whether a prosecution under labour law was in order or not, and that the consent of the minister to a prosecution should be done away with.

"There should be recourse to the courts on specific points of law and jurisdiction arising from the awards of arbitrators," the statement said.

Unemployment Insurance

Referring to the Unemployment Insurance Fund, the statement said that "the original concept of unemployment insurance should not be extended to embrace unemployment

assistance by using contributions from non-seasonal employment to subsidize seasonal unemployment."

It urged the federal Government to make unemployment assistance separate from the Unemployment Insurance Fund, and to provide "that an independent body study the Unemployment Insurance Act with a view to restoring the Unemployment Insurance Fund to a sound financial basis, in particular examining the Act as to sources of drain, coverage and financing . . ."

The Chamber urged its members to plan their work as far as possible so as to "give employment during any seasonal unemployment period," and to co-operate with local agencies in combatting seasonal unemployment.

It also advised members to recognize the advantages of hiring older workers and to employ them as much as possible. It likewise urged them to give favourable consideration to employing handicapped persons in work for which they were suited.

The statement recommended "that aggressive government action be taken to ensure a greater and more continuous flow of desirable immigrants . . ." and "that efforts be made to attract and secure immigrants with special skills in the United Kingdom and on the Continent by offering employment opportunities to be arranged through direct contacts with Canadian employers."

Regarding health services, the statement said, "The Chamber believes that in a free society the individual has the primary responsibility to make provision for and pay the cost of medical care for himself and his family." It went on to say that it was impressed "with the rapid extension and growth of voluntary service and indemnity plans for prepaid medical care. These voluntary plans should be encouraged with aid from employers when appropriate."

It said that it was concerned about the constant and persistent demands for increased health benefits to be provided by the state. "The Chamber firmly believes that future financial assistance by the federal Government should be directed only to the areas in which the expense of illness is clearly beyond the means of the individual."

The Chamber requested the federal Government to encourage and support the provinces in every possible way in developing co-ordinated rehabilitation programs that would provide the facilities and services necessary "to bring comprehensive rehabilitation to those individuals who can benefit." But it said that help by the federal Government should be limited to those who cannot help themselves, to the indigent, the aged,

the chronically ill and those who suffer catastrophic medical expense.

The statement urged the promotion of closer understanding between urban and rural people, greater help by industry and commerce in expanding agricultural research, and the development of an effective national farm safety program. It opposed the "use of Government marketing boards which adversely affects the normal and free enterprise method of processing, manufacturing, transporting, storing, marketing and merchandising the processed products of the farm."

Taxation

The Chamber said that it believed the burden of taxation in Canada was too heavy, and it advised a "re-examination of the entire tax structure." Careful control of federal expenditure, it said, would leave a greater share of the tax dollar for provincial and municipal governments for essential projects. However, it also urged the need for prudence by the latter governments in their expenditures.

"In the field of social welfare, the Chamber believes that a careful distinction must be drawn between what is socially desirable as an ultimate aim and what can be achieved without damaging the system that makes our social welfare advances possible . . . In principle, the Chamber believes that any additional welfare expenditures should be delayed until the full impact of present commitments can be assessed," the statement said.

Regarding international trade relations, the Chamber urged the Canadian Government to encourage the development and use of the country's resources and to accelerate industrialization, to continue to support the General Agreement on Tariffs and Trade and similar agreements, and to continue its economic support of the less industrialized countries, especially those within the Commonwealth.

Referring to the "Buy Canadian" campaign, it said that "without restricting the choice of the consumer, the Chamber urges its members to promote, wherever practicable, the purchase of Canadian-made goods and services."

The Chamber expressed concern at the decline of Canadian-owned shipping and about the future prospects of the country's shipbuilding industry. "It is not in the national interest that Canadian participation should be reduced to the point where these essential services are controlled or exclusively provided by foreign interests," the statement said.

Businesses owned by non-residents would list their stock on Canadian stock exchanges; include Canadians on their boards of directors; employ Canadians whenever possible, especially in managerial and technical positions; purchase equipment, materials and supplies locally; and publish separate finan-

cial statements on their Canadian operations, the Chamber recommended.

All told, some 45 policy declarations were laid before the Government as representing the majority views of some 800 Boards of Trade and Chambers of Commerce with an underlying membership of some 125,000 businessmen across Canada.

Dispute Settlement in Sweden

Sweden, most highly unionized country in the world, has fewest strikes. Method of settling labour-management disputes and operations of Labour Court described by Honorary President of Canadian-Scandinavian Foundation in Montreal address

A description of labour-management dispute settlement and of the workings of the Labour Court in Sweden was given last month by the Honorary President of the Canadian-Scandinavian Foundation in an address to the Montreal members of the Canadian Progress Club.

Although Sweden is the most highly unionized country in the world, it has the fewest strikes, said Robson Black, who is President Emeritus of the Canadian Forestry Association.

With 94 per cent of all gainfully employed persons in Sweden holding union cards, the country's 2,000,000 workers, year after year, have been losing only 4,000 man-days through open conflicts with their employers. In comparison, Canada, with "only about 35 per cent of workers unionized," last year lost 2,400,000 man-days through work stoppages, "in addition to widespread industrial disruption affecting the whole national economy," he pointed out.

Peaceful negotiation of labour-management differences, he said, that now prevails in the Scandinavian countries is predominantly a product of the self-discipline of employers' and workers' organizations, "which have come to regard the strike weapon as an archaic and clumsy instrument, hurtful to both parties and damaging to the public order.

"Government intervention or compulsory legislative action exert no influence whatever in leading the contending parties to an amicable settlement," Mr. Black said.

Historically, he noted that in the early 1900's, with labour unions poorly organized and ineffective, Swedish industry underwent repeated shutdowns. Strikes and lockouts occurred in rapid succession.

Influential public leaders demanded drastic government control of unions and

managements. But labour and management, fearing political domination, met in a national conference in 1926 and drew up a mutual pact binding both parties to a program of peaceful settlements. With the exception of "one serious defection in 1945—involving a strike of metal workers—there have been no major disturbances to the present time," he said.

The key to labour-management peace in Sweden, Norway and Denmark is the centralization of all procedures by unions and employers in two powerful bodies located in the national capital: the Federation of Labour Unions, and the Federation of Employers.

Under the prevailing arrangement, a local or craft union must carry any dispute to its national federation council, composed of the chairmen of all the unions in the country. An aggrieved employer, in turn, must similarly submit his case to his national federation.

The two national organizations then arrange a conference to examine the dispute. Discussion may go on for days "but always with a view to finding a compromise and standing clear of an open break.

"Far removed from local antagonisms and personalities," said Mr. Black, "the joint tribunal works hard to make the best possible bargain and while their negotiations continue, workers continue at their jobs and factories maintain production."

Despite such "painstaking precautions" by both sides to keep the peace, a few short-lived work stoppages occur now and then. "When they do, no company would think of hiring strike-breakers, nor would the unions interfere with the movement of employees engaged in plant maintenance," he said.

Of particular interest to Canadian students of Swedish labour-management rela-

tions is the Labour Court at Stockholm, "a unique institution".

The Labour Court deals only with the interpretation of collective agreements, and can in no way affect wages or working hours. Should a union or an employer claim an infringement of a collective agreement, the Labour Court gives the case a prompt hearing. Seven persons sit on the tribunal: two senior court judges, one non-partisan social expert, and two representatives each from management and labour.

Complaints come almost equally from workers and managements, and each party prosecutes its case with determination. Yet unanimous verdicts are rendered in 85 cases out of every 100.

Thus, "the delegates of employers continually take sides with the labour plaintiffs, or the labour delegates enter judgment against the claims set forth by their union brethren," Mr. Black said.

In a wildcat strike, the Labour Court has the authority to impose fines of \$40 on each "wildcatter" and in several instances has turned back the fines collected to the injured employer.

"Should an employer's illegal action toward his working staff deserve the Court's condemnation," said Mr. Black, "he would be lucky to escape fines of several thousand dollars which, at the Court's discretion, may be paid into union funds."

In conclusion, Mr. Black noted that to many persons it seems paradoxical that "highly-industrialized Sweden, with almost every worker intensely loyal to his union and with a Social Democrat Government in power for 26 years, should maintain 'free enterprise' to a fuller degree than is the case in Canada. Almost 95 per cent of all commercial activity is owned and managed by private corporations and the labour organizations insist that it should remain that way.

"By friendly and skilled negotiation, the Swedes and their Norwegian and Danish neighbours have built up the highest standard of living in all Europe, and a social welfare system more comprehensive and generous in scope than can be matched by anything achieved thus far on the North American Continent.

"As labour and management in Sweden move progressively into a working partnership, the influence of Communist teaching dwindles ever closer to zero." The wage-earner is so surrounded with freedoms and privileges as to induce within himself a new respect for self-discipline, "which in turn is reflected in a distaste for all labour 'agitators' and an insistence upon high standards of character in his local and national leaders."

How To Increase Employee Skills Is Automation's Chief Problem

Provision for adequate education—the increase of employee skills by every possible type of training program—is one of the chief problems for the future, says Roger W. Bolz, publisher and editor of *Automation* magazine.

Some steps that could be taken to produce adequate education were proposed by Mr. Bolz in a paper included in a collection released under the title "New Views on Automation" by the Subcommittee on Automation and Energy Resources of the Joint Economic Committee of the United States Congress.

Among his recommendations were:

—Legislation to provide more capital for small and medium-sized plants wishing to automate;

—Stimulation of in-plant apprenticeship, on-the-job training courses, and special educational plans through direct tax advantages;

—Creation of a national area redevelopment board to provide help to distressed areas and to help stimulate development of new industries in such areas;

—Provision of tax incentives to encourage persons to relocate or readjust to severe displacement resulting from automation or from failure to automate;

—Creation of a national automation planning board of engineers to serve as an information clearing house and consulting panel for both industry and government guidance.

"New Views on Automation" presents the current thinking of U.S. government agencies, spokesmen of labour and management, and interested professional men on the effect of technological change and automation on economic stability and growth.

Subjects discussed include the amount of automation that has taken place since 1957, the amount of new investment that may come in the foreseeable future for automation, the extent and type of employee displacement, problems of retraining and allocating workers, and the role government should play in these new developments.

NES Older Worker Counselling Service

Toronto NES office pioneered counselling service for job applicants over 45 after finding that older job-seekers were having difficulty in obtaining work. Program then extended to other cities, and has been copied by other countries

More than 12 years ago, the Department of Labour's Ontario Advisory Committee became concerned over repeated reports from many areas that applicants for employment over 45 years of age were finding it increasingly difficult to obtain work. The Committee recommended to the Regional Director of the National Employment Service-Unemployment Insurance Commission that steps be taken to evaluate the capabilities of these workers.

The Director supported the recommendation, and a survey of registered job-seekers over 45 years of age was made by the NES in five of the larger offices in Ontario.

It was found that these older men and women were, for the most part, quite capable of work, that there were few job vacancies for them, and that many were registered for jobs they did not like but which were commonly considered "suitable" for older workers.

It was then recommended that certain of these applicants be counselled to determine the jobs they wanted to do, and could do. Thus began, for the first time, a counselling program for older job applicants conducted by a public employment service, the NES in Toronto.

The hope underlying the program was that it might lead to a better understanding of these workers and a more effective classification of their employment possibilities. So successful was the counselling service that it was extended to other cities in Canada and copied by other countries.

The majority of those interviewed have been over 60 years of age and, after counselling, most have obtained jobs they liked. Practically all who found work remained in their new jobs.

This discovery of the exceptional capabilities of the older worker has influenced many employers to change their hiring and, in some cases, their retirement policy.

For example, a large insurance firm whose policy was to hire only young persons now hires, and promotes, older applicants as well. A large metal processing plant has made its retirement policy more flexible so that workers may stay on after 65. A well-known drug concern has reported that there is now absolutely no discrimination, conscious or unconscious, against older

workers; the firm now hires the best qualified applicants regardless of age.

Three placements illustrate the results achieved through counselling.

A widow, charming and capable, had to look for gainful employment at 60 years of age. Counselling revealed her possibilities as a housekeeper in a church summer conference. So efficiently did she perform this work that she won the respect of her employer and her subordinates, and, at the end of the summer, she was referred to a large hotel for a job as an inspectress, to inspect the rooms before occupancy. The hotel, which had suggested a woman "under 40," is happy with the older worker.

A large retail china and glass store placed an order for a "young and dependable" porter, whose duties would be the unpacking and cleaning of expensive china. The NES selection officer had counselled an applicant he thought would be ideal for the job—a man 63 years of age. This man's reliability and appearance were such that he could do the work efficiently, and would be an asset to the employer if seen on the sales floor. When these qualifications were pointed out to the employer, the man was hired, and is satisfactory in every way. The employer is convinced that his own astuteness led to the man's hiring.

A high ranking army officer, 50 years of age, was about to retire from the service. He was, of course, capable, and he had an impressive appearance. He was interviewed by the NES and his application sent to the executive and professional placement officer in the city where he had chosen to live. Immediately on its receipt, three likely employers were telephoned and copies of the application mailed to them. One of the three firms contacted the man directly and arranged a personal interview. As a result, when the officer retired from the army, a position as general sales manager, at a starting salary of approximately \$10,000 a year, was awaiting him.

There is still a long way to go. Employers are still seeking youth—with experience! But appreciation of the advantages of hiring mature workers is spreading more and more.

—Dr. W. G. Scott,
Ontario Regional Special Placements Officer,
Unemployment Insurance Commission

OFL Sets Up Women's Committee

Conference attended by 160 women union members and wives of members, held the day before OFL's annual convention, decides to set up committee as basis for province-wide organization of women associated with labour movement in Ontario

A Women's Committee of the Ontario Federation of Labour is to be set up "as the basis for a women's trade union organization in Ontario," it was decided at a women's conference attended by 160 women union members and wives of members, held the day prior to the OFL annual convention last month.

The Women's Committee will be composed of members of the OFL Executive Council with representation from labour councils affiliated with the Federation. Its primary objective is to form a province-wide organization of women associated with the labour movement either as members or wives of members. To accomplish this it will co-operate with labour councils in each area and will work closely with the Ladies' Auxiliary Organizing Committee of the Canadian Labour Congress.

A second task will be to consider the practicability of holding women's sessions at the OFL-CLC Education School at Niagara Falls in February and at a summer school at Port Elgin. Future programs will be outlined in a progress report to be presented by the Committee to a pre-convention women's conference in 1961.

International Conference

A conference on the problems of women workers was recently held in Brussels under the auspices of the International Federation of Christmas Trade Unions. Miss Jeanne Duval, a vice-president of the Confederation of National Trade Unions (formerly CCCL), was among the 50 delegates.

Insufficient progress was being made throughout the world in the application of the principle of equal pay for equal work, the Conference noted. It asked the national affiliates of the IFCTU to carry out more detailed studies of the question in their own countries, to consider methods of speeding up the acceptance of the principle, and particularly to urge governments that have not already done so to ratify the ILO convention on equal pay.

On the question of vocational training for girls and women the Conference stressed that all educational facilities should be available equally to boys and girls and that girls should be encouraged to make full use of them. Vocational guidance should begin early, in the upper grades of

the primary schools. Refresher courses should be available to working women so that their skills and knowledge may keep abreast of scientific and technical developments. Older women whose family responsibilities have kept them out of the labour force for years but who want to work for pay should also have suitable opportunities for vocational training, perhaps in the form of refresher courses.

The Conference passed a resolution urging the labour movement to adapt itself to the "feminine mentality" in order to attract more women workers to its ranks. Affiliated organizations were asked to undertake campaigns to make women workers more aware of the important contribution they are making to their country's economy. At the same time trade unions were asked to press for social legislation that would assist mothers to stay at home to bring up their children if they wished to do so.

COTC to Enroll Women

For the first time, women students are to be enrolled in the Canadian Officers' Training Corps at Canadian universities.

To meet the growing need for trained dietitians in the Army, it is intended to recruit 20 students of home economics and household science faculties this fall. The women who meet the standards will be enrolled as officer cadets in the COTC. They will receive theoretical instruction during the winter months and take part in practical training during the summer.

Philippines Women's Bureau

A separate Women's and Minors' Bureau has recently been established within the Philippines Department of Labour, replacing the former Women's and Minors' Division of the Bureau of Labour Standards.

The Bureau will enforce labour laws affecting women and children and make recommendations to the Secretary of Labour regarding legislation covering their employment. In this connection, the Bureau will assist in reviewing cases involving maternity leave and equal pay claims.

Staff of the Bureau are authorized to enter places of business where women and children work to inspect records and question employees on matters coming within the scope of the act.

50 Years Ago This Month

Conciliation board in dispute between Canadian Pacific Steamship Company and Sailors' Union thinks request for 10-hour day reasonable. TLC submits annual brief, expresses its opposition to compulsory arbitration of labour disputes

Payment for handling cargo on Sundays and holidays, when the vessel was not in danger; a reduction in working hours to 10 a day; overtime at the rate of 50 cents an hour for work on Sundays and holidays and for time in excess of the regular day; and more sanitary quarters for the men—these were the main demands in November 1910 of the Sailors' Union, representing 86 deckhands employed by the Canadian Pacific Steamship Company at Vancouver and Victoria.

The report of the conciliation board appointed to deal with the dispute, which was published in the *LABOUR GAZETTE* of December 1910, stated that the men had a grievance regarding hours, remuneration, accommodation and food.

The Board considered the demand for overtime pay for work on Sundays and holidays a fair one. It also thought the request for a 10-hour day was reasonable. It said that the evidence showed that "on some 'runs' the men had worked as long as 30 hours at a stretch, and that a 15-hour day was not unusual." It did not recommend the "watch and watch system" that the men had asked for as an alternative to the 10-hour day.

The Board recommended that time worked in excess of 10 hours a day and on Sundays and holidays should be paid for at the rate of 40 cents an hour, the same as the rate then paid to longshoremen for the same kind of work in port.

"The accommodation for the deckhands varied in the different boats from bad to fair. In nearly every case greater attention should be given to cleanliness and comfort," the Board said. Complaints about food were general, according to the report.

According to evidence given before the Board, the sum allowed for food was 76 cents a day per man in July and 80 cents in August. The Board considered this "ample," but it was convinced that "the men do not receive anything like the food this allowance should supply." The remedy, it said, was closer supervision by the Company of its employees "connected with the culinary service."

The report made the general statement that it had been proved that the deckhands on most coasting ships in nearby American

waters had better working conditions than those "being asked for here," and "also that the conditions in the same class of work in other parts of the British Empire are much superior."

In an interview with the Prime Minister, Sir Wilfrid Laurier, and Mr. Mackenzie King, the Minister of Labour, a delegation from the Trades and Labour Congress in November 1910 submitted a number of requests based on resolutions passed at the 1910 annual convention of the Congress. Things asked for included:

—A law requiring proper inspection of locomotive steam boilers.

—Old age pensions, appointment of extra Fair Wage Officers, amendment of the Fair Wage schedule and enforcement regarding immigrants.

—A requirement that railway companies provide proper sheds for carmen, "who have at present to work out of doors in all kinds of weather."

—An eight-hour day, double pay for Sunday work, an improved uniform, and "a Superannuation Act providing for retirement at 55 years of age, or on completion of 25 years' service," for letter carriers.

—Legislation limiting hours of labour on public works to eight a day.

Opposition was expressed to compulsory arbitration as a means of settling labour disputes, and to military displays on Labour Day.

The Minister of Labour in his reply, referring to the request of the carmen, pointed out that between 1,300 and 1,400 workmen were killed each year in Canada through industrial accidents.

(The total number of persons 10 years of age and over for whom occupation was recorded was given in the 1911 census as 2,723,634.)

Mackenzie King discussed the Eight Hour Day Bill introduced during the 1909 session of Parliament, and pointed out that in matters of this kind the Government had to act, first as the trustee of all the people, and secondly with the aim of being a model employer. Somewhere between these two considerations, he said, it should be possible to work out a solution regarding hours of work.

TEAMWORK in INDUSTRY

Five labour-management committees serving the interests of employer and 1,200 employees in the Nova Scotia Light and Power Company, Limited are "not in-expensive" but are "justifying their cost, both in time and money," according to General Manager A. R. Harrington.

"I consider labour-management committees a very useful tool for promoting efficiency and improving relations," he continued, "but they must be properly administered. Proper education in advance is the right approach—not forcing by impatience. Supervisors, the union and everyone who will be involved in the idea must all *want* an LMC."

Mr. Harrington also believes that unions are basically interested in joint consultation because "it gives employees a clearer picture of what goes on within a business organization and makes them feel more like partners in the enterprise."

A labour-management committee was first introduced into the company's Transit Division in 1958. Some thought had been given to organizing an LMC in every division at once, but it was ultimately decided that Transit should take the plunge alone on an experimental basis. Progress of the committee was so satisfactory that within a few months representatives of Local 1165, IBEW, were supporting requests by employees in the Eastern and Western Areas for a further extension of joint consultation. Eastern and Western Areas formed their committees in May 1959, and Thermal Division and Electric Operations five months later.

Freedom to speak one's mind at LMC meetings received strong support during the first annual joint meeting in Wolfville, N.S., of the Eastern and Western Area Committees. Parliamentary immunity and the scope of topics at LMC meetings were raised for discussion by Jack Riggs, co-chairman of the Western Area LMC, and President of Local 1165, IBEW.

R. M. Barteaux, Superintendent of Electric Operations, Halifax, and chairman of the joint meeting, stated that committee members are free to bring any matter to the meetings, and that subjects introduced would be dealt with according to their merits.

When Mr. Riggs was asked recently if he could picture a labour relations situation so hopeless that joint consultation could not help it, he replied: "Definitely not! No matter how rough the situation, a labour-management committee would solve their problems eventually."

He believes that increasing good faith between employees and company is one of the most important gains achieved through labour-management co-operation. "Grievances have been cut 'way down. Things we used to fight for at just the union level we now straighten out in labour-management."

Larry Fevens, a leading steam plant operator with the Thermal Division and union co-chairman of its labour-management committee, believes that joint consultation is one key to promoting better relations in Canadian industry generally. "Understanding between labour and management can be greatly extended by arranging for more personnel to serve on labour-management committees," he said.

Severe morale problems associated with being part of a business that isn't making money call for special efforts if good relations are to be maintained between labour and management, according to L. Currie Young, Superintendent, Transit Division.

"We need labour-management committees more than others do," he stated. "They are an excellent tool for communications, and a very worthwhile method of improving morale. They are needed particularly in times of stress to maintain relations on as friendly a level as possible. The better your labour-management communications, the better your chances of riding the storm."

Jack Kane, President of Division 508, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-CIO/CLC), expressed the opinion that joint consultation, by providing opportunities for company and union to become better acquainted with each other's point of view, enables people to "get a lot of good work done."

Added J. Arthur Mont, Business Agent for Division 508: "I would recommend a labour-management committee to any union local experiencing difficulties in its relations with management—and vice versa."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INTERNATIONAL LABOUR ORGANIZATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued six certificates designating bargaining agents, ordered two representation votes, and rejected one application for certification and one application for revocation of certification. During the month the Board received five applications for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed aboard tugboats operated on the West Coast by the River Towing Co. Ltd. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Sept., p. 914).

2. International Longshoremen's and Warehousemen's Union, Local 511, on behalf of a unit of employees of the Pacific Coast Terminals Co. Ltd., employed at the bulk loading terminal at Port Moody, B.C. The British Columbia Bulk Commodities Handlers Union, Local No. 1, intervened (L.G., Oct., p. 1027).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed aboard tugboats operated on the West Coast by the Bendickson Towing Co. Ltd. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Oct., p. 1027).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of drivers, warehousemen, and certain office employees of Eastern Transport Ltd., operating in and out of its terminals at Truro, Halifax and New Glasgow, N.S., and Moncton, N.B. (L.G., Oct., p. 1029).

5. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of employees employed at

the Vancouver gear locker of Louis Wolfe and Sons (Vancouver) Limited (L.G., Oct., p. 1029).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands, oilers, and cooks employed aboard the M.V. *Arctic Rover* by Arctic Shipping Ltd. (L.G., Nov., p. 1140).

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Company Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1029). The Board directed that the names of the applicant and the intervener be placed on the ballot (Returning Officer: G. H. Purvis).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Tank Truck Transport Limited, Point Edward, Ont., respondent (L.G., Oct., p. 1029) (Returning Officer: T. B. McRae).

Application for Certification Rejected

National Association of Broadcast Employees and Technicians, applicant, Radio Victoriaville Limitée, Victoriaville, Que., respondent, and Jean-Paul Berthiaume, *et al*, interveners (L.G., Oct., p. 1027). The application was rejected because it was not supported by a majority of the employees in a representation vote conducted by the Board.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Thomp-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

son's Transfer Company Limited, Middleton, N.S., applicant, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent (L.G., Oct., p. 1029). The application was rejected for the reason that on the evidence the Board was not satisfied that the union no longer represented a majority of the employees in the unit for which it was certified.

Applications for Certification Received

1. Maritime Airline Pilots Association, on behalf of a unit of stewardesses, dispatchers, ticket agents, and general duty employees (cooks) employed by the Maritime Central Airways Limited (Investigating Officer: H. R. Pettigrove).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of truck drivers, fire watchers and watchmen-gatekeepers employed by the Canadian National Railways in its hump

yard at Moncton, N.B. (Investigating Officer: G. A. Lane).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Sydney Transfer and Storage Ltd., Sydney, N.S. (Investigating Officer: D. T. Cochrane).

4. Ready-Mix, Building Supply, Hydro Construction Drivers, Warehousemen and Helpers, Local Union 230 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Ottawa Pre-Mixed Concrete Limited, Ottawa, Ont. (Investigating Officer: B. H. Hardie).

5. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Moloughney's Van and Storage Limited, Ottawa, Ont. (Investigating Officer: G. A. Lane).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Station CJMS Limited, Montreal, and National Association of Broadcast Employees and Technicians (Conciliation Officer: Rémi Duquette).

2. Vancouver Barge Transportation Limited, Vancouver, and Local 512, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

3. Vancouver Barge Transportation Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

4. Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

5. Kitchener-Waterloo Broadcasting Co. Limited (Radio Station CKCR) Kitchener, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

6. The Hamilton Harbour Commissioners, Hamilton, Ont., and the International Longshoremen's Association (Conciliation Officer: F. J. Ainsborough).

7. Thompson's Transfer Company Limited, Middleton, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane).

Settlements Reported by Conciliation Officers

1. Canadian Pacific Air Lines, Limited, Vancouver Airport (Flight Kitchen Section at Sea Island), and General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1140).

2. Upper Lakes Shipping Limited (Grain Elevator Division), Goderich, Ont., and Local 23736, Canadian Labour Congress (Conciliation Officer: T. B. McRae) (L.G., Nov., p. 1140).

3. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and International Union of Operating Engineers, Local 796 (Conciliation Officer: T. B. McRae) (L.G., Nov., p. 1141).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between the Canadian Pacific Railway Company, S.S. *Princess Helene*, and the Seafarers' International Union of North America, Canadian District (L.G., Nov., p. 1142) was fully constituted in October with the appointment of His Honour Judge K. L. Crowell, Bridgetown, N.S., as Chairman. Judge Crowell was appointed by the Minister on the joint recommendation of the other two members, E. Neil McKelvey, Q.C., Saint John, N.B., and Gerald N. Keddy, Halifax, N.S., who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (L.G., Nov., p. 1142) was fully constituted in October with the appointment of Harold Lande, Q.C., Montreal, as Chairman. Mr. Lande was appointed by the Minister in the absence of a joint recommendation from the other two members, Arthur Matteau, Montreal, and Cleve Kidd, Toronto, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian National Railways (Niagara, St. Catharines and Toronto Railway—Motormen, Conductors and Bus Operators), and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 846 (L.G., Nov., p. 1142) was fully constituted in October with the appointment of His Honour Judge W.S. Lane, Picton, Ont., as Chairman. Judge Lane was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., Toronto, and James O. Robertson, Sudbury, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in September to deal with a dispute between Hull City Transport Ltd., and Hull City Transport Employees Union (L.G., Nov., p. 1192) was fully constituted in October with the appointment of Jean Girouard, Montreal, as Chairman. Mr. Girouard was appointed by the Minister on the joint recommendation of the other two

members, Jacques Bertrand, Hull, and Jean-Robert Gauthier, Montreal, who were previously appointed on the nomination of the company and union respectively.

Settlement after Strike after Board Procedure

Association of Lake Carriers (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N. M. Paterson & Sons

Limited, Hall Corporation of Canada and Carryore Limited) and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 923). Stoppage of work occurred on September 29, when the Union struck only N.M. Paterson and Sons Limited. A memorandum of agreement was signed between the union and all member companies of the Association on October 4 and work was resumed on the same date.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Seven Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in seven cases heard on September 13.

Three of the disputes arose out of claims for: difference in wages for a section foreman during the time he was superseded as extra gang foreman, runaround for a brake-man when he was not called as conductor for a spare yard shift, and time and a half for a conductor for a yard shift.

The other four cases concerned an appeal against discipline assessed against a cable splicer helper in connection with an accident; the protest of the locomotive engineers concerning the discontinuance of Redditt, Ont., as a terminal; the method of payment of a conductor and crew on snow plow service; and the method of paying freight crews operating piggyback trains between two points.

The contention of the employees was sustained in four of the cases, not sustained in two cases and partly sustained in the remaining case.

Summaries of the seven decisions, Nos. 741 to 747, are given below.

Case No. 741—*Dispute between Canadian National Railways (Central Region) and Brotherhood of Maintenance of Way Employees concerning the claim of a section foreman for difference in wages during the time an employee junior to him was allowed to work as extra gang foreman.*

A section foreman with designated headquarters at L'Epiphanie was appointed foreman in charge of an extra gang recruited at Joliette and assigned to repair damage caused by a derailment at L'Epiphanie. He remained in charge of the extra gang until replaced by an available employee from Joliette holding seniority as extra gang foreman.

The section foreman from Joliette claimed for difference in earnings during the period that the foreman from L'Epiphanie was in charge of the repair crew. He contended that the position of extra gang foreman ought to have been bulletined, and that since it was not, he as the senior qualified employee available should have been assigned to the position. The claim was denied.

The union quoted two clauses in the agreement in support of the claim. One of these stated that employees were to be informed "by bulletin on the 1st and 15th days of each month of all vacancies or new positions in their department...including the positions of extra gang foreman and assistant foreman." The other clause said that temporary vacancies of less than 30 calendar days need not be bulletined, but might be filled by "the senior qualified employee immediately available."

The company also cited the second clause, contending that it was not possible to foresee that an extra gang foreman would not be available within the 30-day period during which the company was freed from the necessity to bulletin new positions. "If an employee holding seniority as extra gang foreman is not immediately available but there is a prospect of such an employee's being available within 30 days, the senior qualified employee at or nearest to the point where work will commence is advised that he will be placed in charge of the extra gang until such time as he can be replaced by an extra gang foreman," the company explained. The section foreman whose regular assignment was on the L'Epiphanie section had therefore been put in charge of the gang.

During the period covered by the claim, the gang had reported for work at Joliette

each day, travelled to the working point near L'Épiphanie, and returned to Joliette at the end of the day.

Since it could not foresee that an extra gang foreman would not be available within 30 days, the company contended that the only point at issue was whether the words "immediately available" were meant to apply to the senior qualified employee at or nearest to the working point, or to the senior qualified employee at the point where the employees reported for and were relieved from duty.

The company argued that the wording was ambiguous, but that it had interpreted the rule as it had on this occasion since its adoption, and without objection from the employees until the present dispute.

In a general statement, the Board stated that in the circumstances the section foreman making the claim was the senior qualified employee immediately available, and that he should have been given the position.

The contention of the employees was sustained.

Case No. 742—*Dispute between Canadian National Railways (Communications-Department) and the Order of Railroad Telegraphers concerning a claim that discipline had been erroneously assessed against a cable splicer helper in connection with an accident.*

After an investigation into an accident in which a track motor car was struck by a train, the cable splicer in charge of the car was assessed 30 demerit marks and debarred from operating track motor cars for an indefinite period, and the others in the cable splicing crew riding in the car—another cable splicer and two helpers—were assessed 20 demerit marks each.

One of the helpers already had 40 demerit marks against him, and the assessment of 20 marks resulted in his dismissal. The union, charging that the discipline was erroneously assessed, claimed immediate reinstatement of the helper and payment of the wages applicable to the position he held at the time of the dismissal for each working day until reinstatement.

The employees pointed out that the maintenance of way rule states that *the person in charge of a car* must acquaint himself as fully as possible with the movement of trains. The helper was not in charge of the car, and had been previously debarred from operating track cars for an indefinite period, the union said.

The company stated that the employee in charge of the car was primarily responsible and had been disciplined accordingly. But although the helper was not in charge

of the car, he and the other two members of the crew had been duly qualified to operate track motor cars and were fully aware of the rules regarding their operation. Notwithstanding this they all agreed to proceed to their destination regardless of the impending departure of a train. None had objected to the action of the cable splicer in charge of the car. They were therefore held to be partly responsible for the accident.

The company pointed out that all three members of the crew other than the driver had each been assessed the same 20 demerit marks, but that the union had not objected to the disciplining of the other two. This showed that the organization admitted their share in the responsibility, it said.

The company asserted that the union's real reason for protesting the one case was because the assessment of the 20 demerit marks in this case, added to previous demerit marks, had resulted in the employee's dismissal. The company contended, however, that the helper was not being dismissed because of his responsibility in this case, but as a result of an accumulation of demerit marks, and that the discipline was fair and equitable.

The Board decided that the discipline, in that it resulted in the dismissal of the employee, was excessive. It directed that he should be reinstated, that the parties should arrange between themselves the amount of suspension to be assessed, and that time lost in excess of the time suspension agreed upon should be paid for.

Case No. 743—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Locomotive Engineers concerning the discontinuance of Redditt, Ont., as a terminal.*

On February 5, 1960, the company, in accordance with an article in the Engineers' agreement, notified the employees' representatives by letter that Redditt, Ont., was to be discontinued as a terminal. This change was carried out on April 24.

At the same time the Minaki subdivision between Transcona and Redditt and the Quibell subdivision between Redditt and Sioux Lookout were consolidated into one subdivision called the Redditt subdivision. Transcona and Fort Rouge were designated home terminals for all enginemen working on the Redditt subdivision, except those assigned to wayfreight service between Redditt and Sioux Lookout.

The employees protested the abolition of the Quibell and Minaki subdivisions, and contended that the company was repudiating the home station agreement dated February 6, 1931.

The company pointed out that Redditt was included in the list in the clause of the agreement defining terminals, and that the rule permitted eliminations from or additions to the list by giving the union's general chairman 15 days notice in writing. This the company had done.

On February 5, 1960, it had informed the Brotherhood that centralized traffic control would be in operation on the Minaki and Quibell subdivisions about March 31, at which time Redditt would be discontinued as a terminal. Freight engine crews would then be run from Transcona and Sioux Lookout and vice versa, and passenger train engine crews from Winnipeg Union Station to Sioux Lookout and vice versa.

At subsequent meetings, the company said, the union had conceded management's right under the agreement to eliminate Redditt as a terminal, but at the same time it strongly objected to the action as a violation of what it called the "headquarters terminal agreement." The company asserted that this document was not an agreement, but merely a list covering arrangements regarding home stations for enginemen and firemen, and was subject to change by management at any time.

The company contended that its position with regard to these lists had been fully sustained by Mr. Justice Maybank at the hearing when an application by the Brotherhood for an injunction to restrain the company from eliminating Redditt as a terminal was refused.

The company had offered to make any reasonable arrangement that would minimize inconvenience to the employees, but the union had several times rejected the offer, the company said. It said the Brotherhood's protest was "without merit."

The contention of the employees was not sustained.

Case No. 744—Dispute between the Algonia Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen concerning a claim by a brakeman for runaround when he was not called as conductor for spare yard shift.

On a Sunday, a conductor was required for a spare yard shift, and a qualified trainman on the joint spare board was called. A yard helper, who was the senior qualified available yardman under the agreement and who, although Sunday was a rest day for him, had indicated that he was available for call, then submitted a claim for run-around of four hours.

The union quoted several articles of the agreement in support of the yardman's

claim to the spare yard shift and for a runaround of four hours in lieu.

The company contended that the clause in the agreement permitting regularly assigned yardmen to indicate availability for call on rest days was not a mandatory rule. The company was not compelled, it said, to call men out on rest days at overtime rates, in preference to qualified men on the common spare board who would be paid at pro rata rates.

The Board expressed the opinion that the employee submitting the claim was "the senior available man in the terminal" under the meaning of the agreement, and was, therefore, entitled to be called. The contention of the employees was sustained.

Case No. 745—Dispute between Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning the method of payment of a conductor and crew on snow plow service.

A conductor and crew were ordered in snow plow service from MacTier to Port McNicoll. On arrival at Port McNicoll, they were ordered to return to MacTier via Orillia.

They submitted a wage ticket from MacTier to Port McNicoll on straight-away basis, and a separate wage ticket from Port McNicoll via Orillia to MacTier on a straight-away basis.

The company refused the wage ticket and paid the crew on a turn-around basis at continuous time from MacTier to Port McNicoll to MacTier via Orillia.

The union contended that, according to the agreement, the crew was entitled to payment on a straight-away basis (100 miles) from MacTier to Port McNicoll, and payment on the same basis plus overtime for the subsequent trip from Port McNicoll to MacTier via Orillia.

The company in its contention argued that unassigned snow plow service was considered work train service and was payable as such under the agreement. In the present case, it said, the crew was entitled to initial terminal time at MacTier; road miles or time, whichever was greater, from the outer yard switch at MacTier to Port McNicoll and return to MacTier via Orillia in turn-around service; and final terminal delay at MacTier. Total mileage of the run was 128 miles.

The Board in a general statement said that the evidence submitted did not indicate that a recognized practice of operating crews between MacTier and Port McNicoll in turn-around service had been established. Payment should be made as claimed by the employees, the Board directed.

Case No. 746—*Dispute between the Al-goma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen concerning a conductor's claim for time and a half for a yard shift.*

A yardman regularly assigned as a yard helper in a relief yard crew worked temporary vacancies as follows: as a yard foreman from 7.30 a.m. to 3.30 p.m. one day; as a yard foreman on a spare shift from 6 p.m. the same day to 2 a.m. the next day; and as a yard foreman instead of yard helper from 12.01 p.m. to 8 p.m., his regular assigned hours, this second day.

He was paid at straight time at foreman's rate for the first shift, at time and a half for the second shift, and at straight time for the third shift. He claimed time and a half for the third shift.

The union contended that since he had worked two consecutive shifts as a yard foreman, and the second shift had started less than 24 hours from the starting time of the first, the yardman was entitled to time and a half for the second shift.

The company in its contention quoted an article of the agreement to the effect that yardmen assigned to regular shifts who are required to begin work on a second tour of duty within 24 hours of the starting time of the preceding shift shall be paid at overtime rate for the second shift. The company pointed out that the employee had been paid overtime for the second shift that began on the first day. This shift did constitute a second shift within 24 hours of the start of the first shift, the company agreed.

It contended, however, that the shift that began on the second day had begun more than 24 hours after the starting time of the preceding shift paid at pro rata rate.

The contention of the employees was not sustained.

Case No. 747—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the method of paying through freight crews operating piggyback trains.*

When the Canadian Pacific Railway Company inaugurated piggyback service between Ottawa and Grovehill, the service, being unassigned, was operated by through freight crews from the Ottawa through freight pool. The crews claimed 106 miles track mileage from Ottawa to Grovehill plus final terminal time at Grovehill, and, on the return trip, initial terminal delay at Grovehill and 106 miles track mileage Grovehill to Ottawa.

The company would not accept claims for payment on a straight-away basis, insisting on the submission of claims on a turnaround basis, Ottawa to Grovehill and return, with no terminal delay at Grovehill.

The employees contended that the company did not have the right under the agreement to operate unassigned crews in and out of a recognized freight terminal on a continuous time basis. The company argued that it had always been the prerogative of the company to operate in and out of a terminal in turnaround service, and that Grovehill was a turnaround point. It stated further that in the Atlantic and Eastern Regions agreement there was no provision that a trip automatically ends on arrival at a terminal, such as applies on the Prairie and Pacific Regions.

In a general statement the Board said that it appeared the company had already taken steps to pay through freight crews operating piggyback trains between Ottawa and Grovehill on a straight-away basis, in conformity with the Board's decision in Case 739 (L.G., Oct., p. 1048).

The claim of the employees was sustained.

Presidential Commission Appointed in U.S. Railway Dispute

On November 1, President Eisenhower created a commission to study a long-standing dispute over work rules and practices between five United States railway brotherhoods, representing an estimated 250,000 railroaders, and the major railroads of the country.

The President's action followed agreement in October by the unions and the managements to submit their differences to the arbitration of a Presidential commission.

The Commission will be composed of 15 members. Five of them will be appointed by management, five by the Brotherhoods and five by the President. The Commission will be empowered to investigate the facts surrounding the work rules and practices issue and report its findings to the President.

Work of the Commission is scheduled to start early in January and it is scheduled to make a report, with recommendations, by December 1, 1961.

The Commission's recommendations, will not be binding, U.S. Secretary of Labor James P. Mitchell said, but, "will carry great weight."

One of the railroads' chief demands is for the elimination of most firemen on diesel locomotives. They also seek elimination of the dual basis of pay system.

LABOUR LAW

Legal Decisions Affecting Labour

Ontario Court of Appeal upholds jurisdiction of and certification order issued by Labour Relations Board. New Brunswick court quashes certification order because ruling that barred non-resident employees from voting was erroneous

The Ontario Appeal Court, upholding a certification order issued by the Ontario Labour Relations Board, ruled that where the "dominant" feature of the company's operations is establishment and servicing of gas-well sites, operations that are local and intra-provincial, then such activities are within provincial jurisdiction in spite of "shipping and navigation" activities, which are strictly incidental and subordinate to the company's main operations.

In New Brunswick, the Supreme Court (Appeal Division) quashed a Labour Relations Board order certifying a union as a bargaining agent, on the ground that an erroneous ruling barred from voting members of the bargaining unit who did not reside in the province.

Ontario Court of Appeal . . .

. . . upholds Labour Relations Board's jurisdiction, dismisses an appeal to quash certification order

On June 28, 1960, the Ontario Court of Appeal dismissed an appeal by the Underwater Gas Developers Limited from the judgment of Mr. Justice Smily of the Ontario Supreme Court dismissing an application of the company for a court order to quash an order of the Ontario Labour Relations Board certifying the International Chemical Workers' Union as bargaining agent for the company's employees (L.G., March, p. 280).

In confirming the trial judge's decision, the Appeal Court held that the company's operations did not fall within "navigation and shipping" in Section 91 (10) of the B.N.A. Act; whatever "navigation and shipping" is involved in the company's operations, such activities are strictly incidental and subordinate to a totally different activity and undertaking, namely the establishment and servicing of gas-well sites,

and the "dominant" features and objects of the company's operations are wholly within provincial jurisdiction.

Mr. Justice Aylesworth, in rendering the judgment of the Court, recalled that the operations of the company consist of the establishment and servicing of sites for the drilling of gas under water. In its operations, the company uses a barge, a tug, a crane unit, a diving boat, a pile driving unit and some boats to carry supplies, equipment and heavy material. The company provides the tower and the platform at the well site and has such facilities on shore as a boat hoist, a warehouse, an office, a stockyard for pipes and a workshop for the welders. The operations of the company may extend from between one and one-half to 14 miles from the shoreline. The barge and the tug boat have living quarters and the men can receive all their meals there. The men can, and sometimes have to, live on board. The company employs a total of 39 men. The boats are subject to the Canada Shipping Act and are licensed by the federal Department of Transport. The skippers of the larger boats obtain certificates from the Department of Transport, which Department inspects the boats and supervises their operation and carriage of high explosives, and also regulates the equipment on boats and the safety requirements.

The company contended that its operations came within Section 91 (10) of the B.N.A. Act, "navigation and shipping," and therefore its employees came within the scope of Section 53, (a) and (h), of the federal Industrial Relations and Disputes Investigation Act. The union submitted that the operations of the company are of such a nature as not to come under the heading of "navigation and shipping" in Section 91 (10) of the B.N.A. Act and, being local and intra-provincial, fall wholly

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

within Section 92 (10) and (16) of the B.N.A. Act. Consequently, the union contended that the company's operations did not fall within the scope of the I.R.D.I. Act but were subject to the Ontario Labour Relations Act.

The union's submission was accepted by the Ontario Labour Relations Board, which, on August 6, 1959, certified the union as the bargaining agent of the company's employees, and the same position was taken by the trial judge who, on November 26, 1959, in *certiorari* proceedings, dismissed the company's application to quash the certification order.

In dealing with the case in the Appeal Court, Mr. Justice Aylesworth noted that the real question at issue was whether or not the company's operations were within the Dominion jurisdiction as "navigation and shipping"; if they were, then the federal, not the provincial legislation with respect to labour relations applied to the company's employees. In his opinion, Section 91 (10) of the B.N.A. Act, conferring exclusive jurisdiction upon the Parliament of Canada with respect to navigation and shipping, must be read in conjunction with subsection 29 of that section

S. 91 (29)—Such classes of subjects as are expressly excepted in the enumeration of the classes of subjects by this Act assigned exclusively to the Legislature of the Provinces.

The relevant parts of Section 92 with respect to provincial jurisdiction read as follows:

S. 92—In each Province the Legislature may exclusively make laws in relation to matters coming within the classes of subjects next hereinafter enumerated, that is to say,—

10. Local works and undertakings other than such as are of the following classes,—

(a) Lines of steam or other ships, railways, canals, telegraphs, and other works and undertakings connecting the Province with any other or others of the Provinces or extending beyond the limits of the Province;

(b) lines of steam ships between the Province and any British or foreign country;

16. Generally all matters of a merely local or private nature in the Province.

The relevant portions of Section 53 of the I.R.D.I. Act read as follows:

S. 53 Part I applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing,

(a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transportation by ship anywhere in Canada;

(b) any work, undertaking or business outside the exclusive, legislative authority of the legislature of any province.

In the Privy Council decision in *Paquet v. Corporation of Pilots for and Below the Harbour of Quebec* (1920) A.C. 1029, Viscount Haldane made the following observation at p. 1031:

But the language of S. 92 has to be read along with that of S. 91, and the generality of the wording of S. 92 has to be interpreted as restricted by the specific language of S. 91, in accordance with the well-established principle that subjects which in one aspect may come under S. 92 may in another aspect that is made dominant be brought with S. 91.

In *Montreal City v. Montreal Harbour Commissioners* (1926) A.C. 299, Viscount Haldane, again delivering the Privy Council judgment, said: "Now there is no doubt that the power to control navigation and shipping conferred on the Dominion by S. 91 is to be widely construed."

In spite of that statement, the Privy Council expressed the opinion that the right of the Dominion in matters relating to navigation and shipping did not extend so as to authorize the Dominion to vest in a body of harbour commissioners an exclusive right to occupy provincial property such as the foreshore within the limits of a harbour without compensation and to erect there permanent works such as quays, docks and railways.

The constitutionality of the I.R.D.I. Act was tested in the Supreme Court of Canada in *the Matter of a Reference as to the Validity of the Industrial Relations and Disputes Investigation Act, R.S.C. 1952, c. 152, and as to its Applicability in Respect of Certain Employees of the Eastern Canada Stevedoring Company Limited* (1955) S.C.R. 529 (L.G., Aug. 1955, p. 952). In this case the following two questions were referred to the Court for consideration:

- (1) Does the Industrial Relations and Disputes Investigation Act... apply in respect of the employees in Toronto of the Eastern Canada Stevedoring Co. Ltd., employed upon or in connection with the operation of the work, undertaking or business of the company as hereinafter described?
- (2) Is the Industrial Relations and Disputes Investigation Act,... *ultra vires* of the Parliament of Canada either in whole or in part and, if so, in what particular or particulars and to what extent?

Seven members of the Court held that Sections 1 to 53 inclusive (on which argument was heard) are *intra vires* of the Parliament of Canada and that their application will depend upon the circumstances of any particular case.

Mr. Justice Rand held the sections to be *intra vires* if applied to works and undertakings within S. 91 (29) and 92 (10) (a) and (b) of the B.N.A. Act. He held further that crews of vessels engaged in strictly local undertakings or services and locally

organized stevedores are outside the scope of the Act.

Mr. Justice Locke held the sections to be *intra vires* except as to employees engaged upon or in connection with the works, undertakings or businesses operated or carried on for or in connection with shipping, the activities of which are confined within the limits of a province, or upon works, undertakings or businesses of which the main or principal part is so confined.

Regarding the first question addressed to the Court it was held (Mr. Justice Rand dissenting and Mr. Justice Locke dissenting in part) that the Act applied in respect of employees in Toronto of the company employed upon or in connection with the operation of the work, undertaking or business of the company as described in the order of reference.

The order of reference made it clear that the *business* of the company was stevedoring and that this stevedoring was performed in Toronto in connection with the ships of seven shipping companies, all of which ships operated on regular schedules between ports in Canada and ports outside of Canada.

In Mr. Justice Aylesworth's opinion, the real *ratio* of the decision of the majority in the *Stevedores'* case, so far as the operations of the company were concerned, was that the business of the company, namely stevedoring, was an essential part of the business of shipping. The "shipping" which the seven steamship companies engaged in was international in character and obviously it could not be seriously contended that such "shipping" was not within Section 91 (10) of the B.N.A. Act. On the other hand, in the case at bar, whether or not the company's operations may fairly be described as navigation or shipping, those operations are solely intra-provincial and of a purely local nature.

From the pronouncements of various judges in the *Stevedores'* case regarding "inland shipping" or intra-provincial navigation and shipping, Mr. Justice Aylesworth drew the conclusion that the majority of judges of the Supreme Court of Canada were of the opinion that the business of navigation and shipping, or a business the main object of which was navigation and shipping, when only intra-provincial in scope and extent, fell within the exclusive jurisdiction of the province in which such business was carried on and was not embraced in the federal jurisdiction under Section 91 (10). Further, the business of shipping with which the judges in the *Stevedores'* case had to deal was not an intra-provincial business and the stevedoring

was a business which the judges thought to be "an essential" part of shipping.

Returning to the case at bar, Mr. Justice Aylesworth thought that even giving the phrase "navigation and shipping" a very wide application, the company's operations did not fall within that heading as contained in Section 91 (10) of the B.N.A. Act. In his opinion, the operations of the company were not only purely local in nature, but they could not fairly or sensibly be construed as operations of navigation and shipping; there is some "navigation" and some "shipping" in those operations between the shore and the drilling sites but those activities are strictly incidental and subordinate to a totally different activity and undertaking, namely the establishment and servicing of gas-well sites; the "dominant" features and objects of the undertaking are features and objects wholly within provincial jurisdiction.

The Court dismissed the company's appeal. *Underwater Gas Developers Limited v. Ontario Labour Relations Board and International Chemical Workers Union, AFL-CIO-CLC*, CCH Canadian Labour Law Reporter, para. 15,323.

New Brunswick Supreme Court . . .

. . . quashes a certification order on ground that employees not resident in province did not vote

In February 1960, the Supreme Court of New Brunswick (Appeal Division), in *certiorari* proceedings, quashed a certification order on the ground that it was made without authority because some members of the bargaining unit who did not reside in the province were ruled to be ineligible to vote and were deprived of an opportunity to express their wishes.

The Court held that although the Labour Relations Board had no jurisdiction to certify a bargaining agent for a unit composed of employees of a non-resident employer, there was nothing to preclude it from conferring on non-resident employees of a resident employer (whose business is carried on in the province) the right to vote on whether they wanted a certain union to represent them.

Eastern Bakeries Ltd. has its head office in Saint John, N.B., and operates three branches in New Brunswick (among them the Moncton Branch) and one branch in Nova Scotia. Local No. 76 of the Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers applied for certification as a bargaining agent of "all employees of the employer employed as driver-salesmen, spare driver-salesmen, special delivery drivers and highway drivers and helpers

employed at the Moncton plant of the employer."

A list of such employees filed by the company with the Board showed 22 employees as residing in New Brunswick, 3 in Prince Edward Island and 13 in Nova Scotia, a total of 38 employees.

On June 26, 1959, the Board ruled that the appropriate bargaining unit would be composed of "all employees employed as driver-salesmen, spare driver salesmen, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton Branch." The Board also directed a vote of all eligible employees be conducted to determine their wishes.

Subsequently, the secretary of the Board, who acted as returning officer on the vote, ruled, with the concurrence of the chairman of the Board, that those employees in the unit who were non-residents of the province were not eligible to cast ballots.

Accordingly, only those employees who resided in New Brunswick (22 in number) were listed as eligible voters. The number of votes actually cast was 18, of which 14 were in support of Local 76. As the result of this voting, the Board, on July 31, 1959, certified Local 76 as the bargaining agent for "all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton, N.B."

The company, in *certiorari* proceedings, challenged the certification order on the ground that the Labour Relations Board exceeded or abused its jurisdiction in that (a) it did not permit all of the employees of the company's Moncton Branch to vote as directed by the Board order dated June 26, 1959; (b) it granted certification to Local 76 as bargaining agent for all the employees of the company's Moncton Branch without ascertaining if the majority of such employees desired the said local to be a bargaining agent on their behalf.

Further, the company argued that the Moncton Branch has a number of employees coming within the bargaining unit who reside in the provinces of Nova Scotia and Prince Edward Island and who are hired, discharged, paid and supervised by the company's Branch in Moncton. The vote, as directed by the Board, was taken of only those employees who resided in the province of New Brunswick, but other employees coming within the bargaining unit, who happened to reside in Prince Edward Island and Nova Scotia, were not allowed to vote on the question whether or not they wished Local 76 to act as their bargaining agent.

The ground on which the secretary of the Board excluded the non-resident members of the unit from voting was that the Board's jurisdiction is limited to the province and it has no jurisdiction in respect of any person residing outside the province.

Mr. Justice Ritchie, in rendering the judgment for the Court, referred to the New Brunswick Labour Relations Act, Section 8 (1) and (2), which reads as follows:

- S. 8 (1) Where a trade union makes application for certification under this Act as bargaining agent for employees in a unit the Board shall determine whether the unit in respect of which the application is made is appropriate for collective bargaining and the Board may before certification, if it deems it appropriate to do so, include additional employees in, or exclude employees from, the unit, and shall take such steps as it deems appropriate to determine the wishes of the employees in the unit as to the selection of a bargaining agent to act on their behalf.
- (2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining,
- (a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union; or
 - (b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf;
- the Board may certify the trade union as the bargaining agent of the employees in the unit.

In Mr. Justice Ritchie's opinion, the basic issue in the case at bar was whether the Board has jurisdiction to include non-residents of the province in a bargaining unit for which it certifies a bargaining agent and thereby entitle them to vote under Section 8 (2) (b).

The company argued that the Board determined the employees who should comprise the bargaining unit and included no restriction as to residence; despite the terms of the order directing the certification vote, the Chairman and Secretary of the Board restricted the vote to those of the employees who were resident in New Brunswick; the Board made a certification order for a unit of 38 employees, of whom only 14 had expressed a desire to have the union represent them.

The Court ruled that the Board had jurisdiction to include non-residents in the bargaining unit. A province, Mr. Justice Ritchie stated, does not require jurisdiction over a person to confer on him a right *in personam*; but ordinarily such jurisdiction is necessary to divest such a right.

Although the Labour Relations Board has no jurisdiction to certify a bargaining agent for a bargaining unit composed of employees of a non-resident employer, there is nothing to prevent it from including in a bargaining unit of employees of an employer carrying on within the province a business which is within provincial legislative authority, persons who reside outside the province, and thereby to entitle them to vote on the question of whether they wish a particular union to represent them as a bargaining agent. No obligation is imposed on them by such inclusion nor are they divested of any right.

Counsel for the Labour Relations Board, referring to *R. v. The Labour Relations Board, ex parte Gorton-Pew (New Brunswick) Limited* (1952) 2 D.L.R. 621, submitted that although in determining the composition of the bargaining unit the Board is exercising a judicial function, the actual making of the order is an administrative act not open to review on *certiorari*.

In the opinion of Mr. Justice Ritchie, when a statute says a Board shall have

jurisdiction to make an order if certain facts exist, the Board has jurisdiction to enquire into the existence of those facts. The decision that jurisdiction has been established is, however, open to examination on *certiorari*.

Further, Mr. Justice Ritchie stated that the wording used by the Board to define the bargaining unit could be interpreted only as including in it the non-resident employees ruled ineligible to vote. Only 14 employees voted in favour of selecting the union as the bargaining agent for the unit; 16 other members of the unit, by a ruling which was clearly erroneous, were deprived of an opportunity to express their wishes. As the condition precedent to the exercise by the Board of its jurisdiction did not exist, the certification order was made without authority and should be quashed. Accordingly, the Court ruled to quash the certification order.* *Regina v. Labour Relations Board (N.B.)*, ex parte *Eastern Bakeries Ltd.*, (1960), CCH Canadian Labour Law Reporter, para 15,321.

Recent Regulations under Provincial Legislation

Ontario Labour Relations Board revises its rules of procedure, bringing them into conformity with this year's amendments to Ontario Labour Relations Act.
Newfoundland issues first regulations under province's 1960 Trade Union Act

In Ontario, the Labour Relations Board revised its rules of procedure, bringing the provisions into conformity with the 1960 amendments to the Ontario Labour Relations Act.

New regulations issued under the Newfoundland Trade Union Act lay down the procedure to be followed by unions when applying for registration or filing annual returns.

Other regulations deal with certificates of status in the carpentry trade in Saskatchewan, the coverage of the Nova Scotia regulations governing elevators and lifts, and public holidays in British Columbia.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has added the operation and rental of pleasure and sight-seeing boats to the list of trades and businesses excluded from the Workmen's Compensation Act. The exemption was approved by Alta. Reg. 226/60 gazetted July 31.

British Columbia Factories Act

December 26 and 27, 1960, and January 2, 1961, were declared public holidays for purposes of Section 56 of the British Columbia Factories Act by a proclamation gazetted October 20. This means that factories in British Columbia which come within the scope of the Act must close on those days unless granted special permission to open.

An earlier proclamation, gazetted October 6, had declared Thanksgiving Day, October 10, a public holiday.

Newfoundland Trade Union Act, 1960

The first regulations to be issued under the new Newfoundland Trade Union Act, 1960, were gazetted October 4. They went into force on October 1, the same day as the Act.

The new Act requires each union to establish a board of trustees who will be responsible for the real and personal property of the union, to have a written

*The decision has been appealed to the Supreme Court of Canada.

constitution dealing with certain specified matters, and to register with the Registrar of Trade Unions. It is also mandatory for unions to file annual returns, including a financial statement (L.G., Nov., p. 1162).

The regulations prescribe the forms to be used for the various applications and reports and lay down rules regarding notices, applications for registration, amalgamation or change of name, the inspection of documents, and notice of replacement of officers.

The Act stipulates that a union must apply for registration within six months after the date of the formation of the union or the coming into force of the Act, whichever is the later date, unless the Registrar extends the time limit. The regulations state that an application must be made in triplicate and on the prescribed form and must be verified by statutory declaration or affidavit of the two officers signing it.

Among other information, the prescribed form requires unions applying for registration to give their mailing address (the Act specifies that this must be a Newfoundland address), the date of formation, if organized after October 1, the number of members in good standing, the names of the trustees, officers and other executive members, together with the names of the offices held and addresses of the officials.

The applicant union must also indicate what provisions in the rules contain the information regarding the objects of the union, qualifications for membership, circumstances under which a member is subject to forfeitures, suspension or expulsion, the conditions for reinstatement, and other matters which, under the terms of the Act, must be contained in the constitution.

If the application meets the requirements laid down in the Act, the Registrar will issue a certificate of registration in a form prescribed by the regulations. A union that does not register in the prescribed time is guilty of an offence and, if the offence continues, may be dissolved.

Whenever a union intends to amalgamate with another union, it must file with the Registrar a statutory declaration to the effect that at least two thirds of the membership have approved the amalgamation, as required under the Act. At least one month before the effective date it must publish the required advertisement notifying its creditors of its intentions. Within six months from the date of amalgamation, the new union must apply for registration.

An affidavit or declaration stating that the required percentage of the membership has approved the action must also be filed whenever a union changes its name, where-

upon the Registrar will issue a new certificate of registration showing the new name and the former name of the union.

As regards inspection of documents filed with the Registrar, the regulations state that only union rules, the names and addresses of trustees, officers and executive members, and the names of organizations with which a union is associated or affiliated will be made available for inspection by the general public. However, if a union member satisfies the Registrar that he meets the requirements for continued membership laid down in the union rules, he may examine any document filed by the union or a copy of any notice sent to the union by the Registrar.

Within one month after any trustee, officer or other executive member vacates his office, a notice must be sent to the Registrar. A notice giving the required particulars must also be sent within one month after the replacement is made.

Nova Scotia Elevators and Lifts Act

General regulations under the Nova Scotia Elevators and Lifts Act (L.G., 1958, p. 1411) which regulate the operation of elevators, dumb-waiters, escalators, manlifts and incline lifts have been amended by an Order in Council dated August 24.

The amendment excludes from the scope of the regulations the following elevating devices; a Class A dumb-waiter having a car floor, or platform frame, area three square feet or less, and maximum capacity of 100 pounds or less; a hand power Class A dumb-waiter having a car floor or platform frame, area six square feet or less, and maximum capacity of 150 pounds or less; agricultural elevating devices, installed in or adjacent to a barn, and used exclusively for agricultural purposes.

Ontario Labour Relations Act

New rules of procedure made by the Ontario Labour Relations Board were gazetted October 14 and went into force October 22, the same day as the 1960 amendments to the Ontario Labour Relations Act. The new regulations (O. Reg. 268/60) replace CRO 236 and amendments.

Regulations made by the Lieutenant-Governor in Council relating to pension and welfare funds and trusteeships (O. Reg. 269/60 and O. Reg. 270/60) were gazetted the same day and also went into effect on October 22.

Among other changes, the 1960 amendments to the Labour Relations Act provided for a pre-hearing representation vote, established a new procedure for dealing

with jurisdictional disputes arising out of work assignment, required unions to provide members with audited financial statements upon request, provided for the filing of audited financial statements of pension and welfare funds, placed restrictions on union trusteeships, and gave the Labour Relations Board new enforcement powers and authority to fix terminal dates (L.G., Nov., p. 1153).

RULES OF PROCEDURE

The changes are reflected in the new rules of procedure, which now include a section on complaints with respect to financial statements, unfair practices and jurisdictional disputes as well as the usual provisions dealing with applications for certification, conciliation, and other matters.

As might be expected, some new forms have been prescribed and some of the existing ones have been revised to conform with the new requirements. Where applicable, they have provided for terminal dates and stipulate that statements or representations must be in writing and will not be considered by the Board if not received on or before the terminal date. In particular, the notice of fixing terminal date draws the recipient's attention to the rule regarding evidence as to representation. This stipulates that evidence of membership in a trade union, or of objection to certification or of signification that employees no longer wish to be represented by a trade union must be in writing, must be accompanied by a return mailing address and the name of the employer, and must be filed not later than the terminal date. It further provides that no oral evidence concerning any of these matters will be accepted by the Board except to identify or substantiate the written evidence.

Another new provision states that, except in the case of an application for a declaration that a strike or lockout is unlawful or for consent to institute a prosecution, any person who intends to allege improper or irregular conduct at a hearing must first file a notice of intention. This notice must contain a concise statement of the material facts upon which he intends to rely but not the evidence by which the material facts are to be proved. It must also give the names of the persons involved and the time and place of the action. If the Board thinks that the notice of intention has not been filed promptly, the person may not adduce evidence at the hearing without the Board's consent.

APPLICATIONS

As has been indicated, in order to speed up procedures, the Board was given authority to fix terminal dates for applications, with additional power to refuse to accept any evidence not presented in the prescribed manner or within the time-limit fixed by the Board. One of the new general rules states that whenever an application is made, the registrar will fix a terminal date, which may not be less than five or more than ten days after the day on which the registrar serves the employer with the notices of application for posting, if served personally, or after the day immediately following the day on which the notices are mailed, if served by mail.

When an application for conciliation is made by one of the parties, the registrar will fix a terminal date, which may not be less than four or more than seven days after date of service of the notice of application. In the case of an application for a declaration that a strike is unlawful or for an application for consent to prosecute, the reply must be made not later than the sixth day after service of notice.

There have been some changes in the rules regarding application for certification, one being that an applicant or intervener desiring certification must now file, on the prescribed forms, a statement on the status of the trade union and a declaration concerning membership documents. On the statement of status of trade union, the applicant or intervener must certify that (1) it is a trade union within the meaning of the Labour Relations Act; (2) that no employer or employers' organization has participated in its formation or administration or contributed financial or other support to it; or (3) that it does not discriminate against any person because of his race, creed, colour, nationality, ancestry or place of origin.

The declaration concerning membership documents requires the applicant or intervener to indicate the nature of the documents. Where the documentary evidence consists in part of receipts or other acknowledgments of payment of dues or initiation fees, the applicant or intervener must certify that he has personal knowledge of or has made inquiries concerning the collectors and for that reason knows that the persons whose names appear on the receipts or acknowledgments actually paid the amounts credited to them. Any exceptions must also be noted.

Except where the Board has granted a request for a pre-hearing vote, an employee or group of employees who oppose the

application may file, not later than the terminal date for the application, a statement of desire to make representations. This must be in writing and signed by the employees or each member of the group as the case may be. If the statement of desire is filed in the required manner, the employee or group of employees may appear and be heard at the hearing. The new rules specify that where evidence is adduced, it must include testimony in the personal knowledge and observation of the witness as to the circumstances concerning the origination of the statement of desire and the manner in which each signature on the statement was obtained. The same practice must be followed whenever employees have filed a statement of desire indicating their opposition to an application for termination of bargaining rights.

Other changes were introduced as a result of the amendment providing for a pre-hearing vote. Under this procedure, the Board may establish a voting constituency; if, after a check of the union's membership position, it appears that the trade union has not less than 45-per-cent membership in the voting constituency, the Board may direct that a vote be taken. If after the pre-hearing representation vote is taken the Board is satisfied that not less than 45 per cent of the employees were members of the trade union at the time of application and if the union obtains a majority, the Board may certify the union. The Board also has discretion to direct that the vote be held but that the ballot box will be sealed and the ballots counted only after the parties have had an opportunity to present evidence and make submissions.

As previously indicated, the rules have been changed to take these new provisions into account. If a pre-hearing representation vote is desired, this must be indicated on the application for certification submitted by the applicant or by an intervener. The new rules also prescribe special forms for notifying the respondent of a request for a pre-hearing representation vote and for giving notice of the returning officer's report giving the results of the vote.

After a pre-hearing representation vote has been taken, any objection or representations must be made in the prescribed manner, following which a hearing will be held after notice to the parties.

In representation cases, where statements are not submitted in the required manner, the Board will dispose of the application upon the evidence before it without further notice to any party or to the employees.

In the case of applications for conciliation services, if any person requests a hearing

he must set out in his application or reply, as the case may be, a concise statement of the material facts upon which he proposes to rely, the relief to which he claims to be entitled, and the submissions he proposes to make in support of his claim. Similar information must be given when a hearing is requested following the filing of an application concerning the status of a successor trade union.

COMPLAINTS

As previously indicated, the 1960 amendments gave the Board additional enforcement powers. Complaints of discrimination in employment, previously handled by the Minister, will now be dealt with by the Board, which has also been empowered to hear complaints in connection with furnishing of financial statements and jurisdictional disputes.

The regulations set out the procedure to be followed with respect to all three types of complaints.

An employee who considers that he has been refused employment, discharged or discriminated against contrary to the Act must now file a written complaint with the Board giving, among other details, a concise statement of the unfair practice and the steps, if any, taken to adjust the matter complained of. The Board may then authorize a field officer to investigate the matter and try to reach an agreement. If he fails to effect a settlement, the Board may hold a hearing after giving both parties the prescribed notice.

If the Board decides not to hear the case itself but to appoint a hearing officer to inquire into the matter and report his findings and recommendations, the registrar must send a notice of inquiry to both parties. If the respondent wishes to reply he must do so on the prescribed form and within the time-limit set on the notice. A copy of the hearing officer's report will be sent to the parties, together with a notice setting out the information to be included in statements of objection or in representations and fixing a time-limit for filing such statements. Where objections or representations filed in the required manner are received or where the Board so orders, a hearing will be held after proper notice to the parties.

The regulations do not specify what further action will be taken but the Act provides that the Board may issue whatever order it considers necessary, including reinstatement with or without compensation. If the Board's order is not implemented within the prescribed time, the aggrieved person may notify the Board, whereupon the Board will file its order in the Supreme Court

and it will become a judgment of that Court and may be enforced as such.

If a trade union has failed to furnish a member with a copy of an audited financial statement upon request, the member may file a complaint with the Board on the prescribed form. Among other facts, the form requires the complainant to state what steps have been taken to secure the desired information. The trade union will be served with a copy of the complaint and a notice of complaint and, if it wishes to reply, must do so in the manner prescribed. If after the expiry date for the reply the complainant informs the Board that he has not received a copy of the financial statement, or if the union claims that the applicant is not entitled to receive the statement requested, a hearing will be held after the notice to the parties.

Another amendment introduced this year provided for the establishment of a jurisdictional disputes commission to settle disputes arising out of work assignment. Under the Act a complaint concerning a work assignment may be filed with the Board. The regulations stipulate that such complaints must be in writing and must include a concise statement of the acts or omissions complained of as well as any steps taken to settle the problem.

As provided in the Act, complaints will be referred to a jurisdictional disputes commission, which is authorized to issue an interim order that must be complied with within two days.

Anyone who has obeyed the interim order and is affected by it may request the commission to give further consideration to the issue. After giving the parties an opportunity to present evidence and make representations, the commission may issue whatever direction it sees fit and its direction must be complied with within 14 days.

The Act further provides that anyone affected by an interim order or by a direction of the commission may apply to the Board for a review. In such cases, however, the Board's power to review is limited to seeing if the order or direction (1) prohibits a lawful strike or lockout; (2) restrains observance of the provisions of a collective agreement relating to work assignment; or (3) interferes with established bargaining rights of a trade union.

The regulations stipulate that a request for review must be on the prescribed form and must include a copy of the interim order or direction. The applicant is to indicate the reason for the review and the material facts upon which the claim is based. Each person named in the request

for review will be served with a special notice of application and hearing and, in turn, must reply in the required manner within the prescribed time-limit if he wishes the Board to consider his evidence or representations.

Under the Act, if the Board finds that any of the above-mentioned results follow from an interim order or direction of a commission, it may either quash the decision or it may, by altering the bargaining unit in a certificate or in a collective agreement, remove the conflict between the interim order or direction and any certificate or collective agreement.

DISMISSAL WITHOUT A HEARING

Whenever the Board considers that an application or complaint does not make out a *prima facie* case, it may dismiss it without a hearing, giving the reasons for the dismissal.

If the applicant or complainant wishes the case reviewed, he must request the Board to do so within 10 days after being served with the decision, submitting at the same time a statement of the facts and reasons upon which the request for review is based. After a request for review is filed, the Board may direct the case to be re-opened, order the registrar to serve the applicant or any other person affected with a notice of hearing to show cause why the application or complaint should be re-opened, or affirm its earlier decision.

Pension or Welfare Funds

When the Act was amended, the Lieutenant-Governor in Council was empowered to make regulations requiring the filing with the Department of Insurance of audited financial statements of pension or welfare funds operated for the benefit of employees.

The regulations issued under this authority (O. Reg. 269/60) are not limited to union pension or welfare funds, but cover all such funds operated in Ontario. They provide that upon the request of the Superintendent of Insurance an audited financial statement of the affairs of a fund for the last completed fiscal year must be filed with the Department of Insurance. The statement must show the following information: how the fund is administered; the basis on which contributions to the fund and pension or welfare payments are made or are to be made; and the assets, liabilities, income and expenditure of the fund.

Statements of Trusteeships

The Act now requires that where a local of a trade union is placed in trusteeship, a statement as to the terms of the trustee-

ship, on the prescribed form, must be filed with the Board within 60 days by the provincial, national or international trade union assuming supervision or control over the local.

Among other information, the statement of trusteeship must give the date on which supervision or control was assumed, the names and addresses of the persons appointed to exercise supervision or control, by whom they were appointed, the expected period of trusteeship, a detailed statement of the terms, and provisions, if any, for the holding of membership meetings of the subordinate union and for representation at conferences and conventions.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

The general regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act have been amended by new provisions concerning the carpentry trade, which were approved by O.C. 1692/60 gazetted October 7.

The new provisions state that, effective March 1, 1961, every tradesman and every

apprentice in the province engaged in the carpentry trade must hold a certificate of status, which must be renewed annually. At present, certificates of status are mandatory only in the cities and in the town of Melville and a five-mile radius.

There has been no change in the other special rules for the carpentry trade. As before, the minimum number of hours which an applicant must work to qualify for a certificate of journeyman's status is 8,000 hours, including time credit for appropriate trade training.

The ratio of apprentices to journeymen remains one to three, with provision for an employer who employs fewer than three journeymen in any establishment to engage one apprentice.

As before, provision is made for persons in small establishments who are engaged full-time in the carpentry trade to enter into a contract of apprenticeship with the Director of Apprenticeship.

The provincial quota is also unchanged, the regulations again stipulating that the total number of registered apprentices may not exceed one third of the total number of journeymen carpenters in the province.

19th Annual Conference, Canadian Association of Administrators of Labour Legislation

The nineteenth annual conference of the Canadian Association of Administrators of Labour Legislation was held in Victoria, B.C., from September 27-30. The delegates were welcomed on behalf of the Government of British Columbia by the Honourable Wesley Black, Provincial Secretary, and on behalf of the City of Victoria by His Worship, Mayor Percy Scurreh.

The departments of labour of all provinces and the federal government, which form the nucleus of the organization, were represented at the four-day meeting by their deputy ministers, and senior officers responsible for the administration of labour relations and labour standards legislation, the two main topics on the agenda. Also in attendance were the Ministers of Labour of British Columbia, Alberta, Manitoba, Quebec and Nova Scotia, and representatives of the Unemployment Insurance Commission, the Northwest Territories Administration of the federal Government and the International Association of Governmental

Labor Officials of the United States and Canada.

The program included a general session on recent legislative and administrative developments in all jurisdictions and two sectional meetings, carried on simultaneously, on problems arising out of the administration of labour relations and labour standards legislation. The labour relations group discussed major legislative developments of the past two years in the labour relations field, and a number of problems of concern to Labour Relations Boards.

Jurisdictional problems, fair wages on government contracts, wage protection legislation, and minimum wages were among the subjects considered by the labour standards officers at their two-day session.

"Science and Social Welfare" was the subject of an address given at the annual dinner on September 28 by Dr. Gordon Shrum, O.B.E., Director of the British Columbia Research Council.

(Continued on page 1514)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Claimant total at end of September almost unchanged from month before, nearly 40 per cent higher than year-earlier figure, statistics* show. Since end of seasonal benefit period, total has stayed about 40 per cent above 1959 figures

Claimants† for unemployment insurance benefit on September 30 numbered 279,500, almost unchanged from the August 31 total of 280,200, but nearly 40 per cent more than the figure of 201,600 on September 30, 1959.

Over the year, the number of male claimants has risen by almost 50 per cent; of female claimants, by about 20 per cent. The proportion of males was 67 per cent, compared with 62 per cent in 1959.

In the five months since the end of the seasonal benefit period, the month-end claimant total has stayed about 30 to 40 per cent higher than last year's comparable figures.

Initial and renewal claims for benefit during September numbered 140,300, which was 7 per cent fewer than the August total of 149,600 but 22 per cent more than the total of 115,100 reported in September 1959.

Renewal claims increased 36 per cent from the previous year's total, and initial claims 13 per cent. Initial claims comprised only 56 per cent of all claims; at the same time last year they amounted to 61 per cent.

The average weekly number of beneficiaries was estimated at 222,700 for September, 210,900 for August and 155,000 for September 1959.

Benefit payments totalled \$21,200,000 in September, \$21,400,000 in August and \$13,400,000 in September 1959.

Since the end of the seasonal benefit period, benefit payments have risen over last year's amounts at a higher rate than the claimant total. Payments in May 1960 were about 30 per cent greater than in May last year but September payments were

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

58 per cent greater than a year earlier. The relatively heavier increase in payments results largely from the increase in benefit rates that became effective September 27, 1959; but an additional reason is the increase in the proportion of male beneficiaries.

The average weekly benefit payment was \$22.65 in September, \$22.01 in August and \$20.54 in September 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September showed that insurance books or contribution cards had been issued to 4,734,817 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At September 30 employers registered numbered 331,776, an increase of 925 since August 31.

Enforcement Statistics

During September 5,080 investigations were conducted by enforcement officers across Canada. Of these, 1,832 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 91 were miscellaneous investigations. The remaining 3,157 were investigations in connection with claimants suspected of making false statements to obtain benefit.

*See tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in progress.

Prosecutions were begun in 182 cases, 45 against employers and 137 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 2,608.*

Unemployment Insurance Fund

Revenue received in September totalled \$27,335,026.34 compared with \$28,320,-

628.14 in August and \$19,953,518.86 in September 1959. Benefits paid in September totalled \$21,186,259.61 compared with \$21,-356,560.34 in August and \$13,375,586.41 in September 1959.

The balance in the Fund on September 30 was \$319,476,441.77; on August 31 it was \$313,327,675.04 and on September 30, 1959, it was \$455,238,779.41.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1772, September 9, 1960

Summary of the Main Facts: The claimant, a 49-year-old married woman, filed an initial application for benefit on January 11, 1960 and was registered for employment as a stock control clerk. She stated that she had been employed as such at the RCAF Station, Fort Osborne Barracks, Portage la Prairie, Man., (pop. 10,000) from May 30, 1955 to December 15, 1959, when she voluntarily left her employment because her husband had been transferred to Emerson, Man. (pop. 893). She stated also that she was available for work in Emerson only. Her salary at the time of her separation was \$220 a month.

On January 15, 1960, the insurance officer notified the claimant that she was disqualified from receipt of benefit from January 10, 1960 and for as long as she failed to prove that she was available for work (section 54 (2) (a) of the Act), since she had left her employment voluntarily in order to establish residence in an area in which suitable employment opportunities for her were virtually non-existent.

On January 25, 1960, the claimant appealed to the board of referees. In her appeal, she stated in part:

... I did not leave my job voluntarily—I had no choice. My husband came first.

My husband lost his job last June when MacDonald Airport closed. In October, he got a chance of a job in Emerson at the Customs. He took it rather than be out of work and it was permanent. We did not realize Emerson was such a small place.

As my husband has only another six years to work before retirement, we had planned on making our home in Portage and I would continue to work out. He had to work shifts and most week ends. So, we changed plans. I would give up my permanent job in Portage and try to get one in Emerson.

I gave a month's notice before leaving and by not working another five months to make up my five years, I lost out on another month's

leave credits. But my husband needed a home...

On February 26, 1960, the board of referees unanimously dismissed her appeal on the following grounds:

... It would appear that the claimant separated voluntarily to accompany her husband to a new location where he found employment.

This Board, in view of the claimant's statement that she is available for work in Emerson only, unanimously holds that the claimant has not proved she is available for work, and therefore, the disqualification for an indefinite period commencing on 10 January, 1960, is sustained.

On March 30, 1960, with leave of the chairman of the board of referees, the claimant appealed to the Umpire on the following grounds:

When MacDonald Airport closed last June, my husband lost his job at South Port. As his name was quite a ways down the list of men laid off, he was advised to take a job outside of Portage la Prairie, as there were too many men ahead of him for the local jobs.

In October, he was told the Customs and Immigration Offices at Emerson were enlarging at both 75 and 81 highways, and that there was an opening for him. As it was affecting his health being out of work and if he did not start work again within the three months, his salary would start at the minimum again. We both thought there would be work for me there also. So he accepted the job. That meant, in order to be with my husband, I had to give up my job as clerk in stock control at South Port, that I had held for four and a half years. I left my job on December 15th. I quite expected that after my leave credits were up, your office would help me find a job here with my husband, and I need a job.

On April 8, 1960, a placement officer of the local office wrote to the supervisor of the insurance branch of that office a memorandum stating: "The information received from the audit department as to the employers in Emerson registered with them, would indicate that the opportunities for employment for (the claimant) as a Stock Control Clerk are practically non-existent."

On April 22, 1960, the placement officer informed the aforementioned supervisor that

*These do not necessarily relate to the investigations conducted during this period.

the following businesses were established in Emerson:

- 1 Bakery
- 1 Decorator
- 1 Funeral Parlor
- 1 Hardware
- 1 Lumber Yard
- 1 Shoe Repair
- 3 Cafes
- 1 Bank
- 1 Grocery Store
- 1 Grain Elevator
- 2 Beauty Shops
- 1 Drug Store
- 1 Plumber
- 2 Hotels
- 1 Auto Body Shop
- 2 Custom Brokers
- 2 Butchers
- 3 Fuel Dealers
- 2 General Stores
- 1 Locker Plant
- 1 Printer
- 1 Blacksmith
- 2 Barbers
- 2 Pool Rooms
- 2 Motels
- 3 Garages
- 1 Implement Dealer
- 1 Theatre
- 2 Barristers

The placement officer also stated that the following business establishments employed female workers:

Bank of Nova Scotia	1 female
H. H. Wright & Co.	3 "
Canada Customs	3 "
Border Cafe	1 "
Lewthwaites	1 "
Mickey's General Store	3 "
Custom Meat (Solo Store)	2 "
Brown Derby	2 "
Post Office	1 "
Streick & Price Gen. Store	2 "
3 Beauty Shops	3 "

On May 20, 1960, the placement officer wrote to the supervisor of the insurance branch a memorandum which reads:

We have sent a letter to the applicant asking her if she is available for another type of work or in another locality. So far we have not received a reply. As to the occupations that the females are employed in in the establishments in Emerson, they are as follows:

Bank of Nova Scotia	1 female—Steno.
H. H. Wright & Co.	3 females—2 stenos, 1 prop.
Canada Customs	3 females—1 steno, 2 officers
Lewthwaites	1 female—Clerk (wife of prop)
Mickey's General Store	3 females—3 clerks (1 the wife of the prop)
Custom Meat (Solo Store)	2 females—2 clerks (1 daughter, 1 wife of prop)
Post Office	1 female—1 clerk
Streick & Price Gen. Store	2 females—2 clerks (wives of props.)
Hotel	3 females—2 charwomen, 1 clerk
2 Cafes	2 females—2 clerks
Border Cafe	1 female
Brown Derby	2 females
3 Beauty Shops	3 females

The letter sent to the claimant by the placement officer and referred to in the preceding paragraph is dated May 13, 1960. It reads in part:

We regret that we have been unable to obtain a position for you as a Stock Control Clerk. On your application for employment you state that you have also had experience as a Sales Clerk. Would you be willing to accept employment in this occupation or is there any other type of employment that you would be interested in obtaining in your vicinity?...

The claimant's reply to the aforementioned letter is dated May 17 and reads in part:

I realize there are not many jobs in Stock Control, and as I have received a lot of training in the Army during the War, I am willing to take a job as an Office Clerk, a Receptionist, or as a Sales Clerk...

At the request of the Umpire, the Chief of the Claims Division of the Unemployment Insurance Commission obtained the claimant's Master Application for Employment, form UIC 701M, from the local office. It shows that while serving in the Army during the 1939 War, the claimant qualified as a typist and that for 5½ years ending in 1952 she had worked as a sales clerk in a retail store in Winnipeg. It shows also that on May 20, 1960, upon receipt of the claimant's letter dated May 17, a secondary occupation, viz., sales clerk, was added to her registration for employment.

Considerations and Conclusions: The decision of the board of referees appears to rest on the assumption that the claimant, at the time of her application for benefit, was willing to accept work in Emerson as a stock control clerk only.

However, the only evidence to support the board's assumption is that she was registered for employment as a stock control clerk only, notwithstanding (a) the apparent non-existence of an occupation of that kind in Emerson and (b) the claimant's disclosure of previous training and experience in other occupations.

It would have been desirable if the placement officer who interviewed the claimant in the present case had informed her then that a position of that kind was non-existent in Emerson and at the same time inquired from her if she would accept other employment such as a clerk, sales clerk, etc. However, I fully realize that placement officers have many duties to carry out, apart from having to interview a large number of persons in the course of their day's work. For that reason, the placement officer's oversight is understandable.

The claimant herself seems to have realized there was some excuse for this

oversight because, in the letter accompanying her application for leave to appeal to the Empire, she went to the trouble of explaining the situation that prevailed in the local office on the day she filed her application for benefit:

... It was... unfortunate for me to get to the Unemployment Office so late in the afternoon that first day to make out my application forms. I was tired from the long drive into the city and am afraid I rushed through too quickly. I was told I didn't have very much time.

The staff, I imagine, were also tired by then trying to get all those applicants through before closing time. There were so many that day. I hope you will take all this into consideration when deciding about my appeal.

Notwithstanding that the claimant's incomplete registration, i.e., the exclusion of a secondary occupation, was unquestionably due to an understandable oversight of the placement officer, the fact remains that if that officer had, on January 11, 1960, explained the situation to the claimant as was done four months later by letter dated May 13, it is quite possible that she would have indicated her willingness as she did in her letter of May 17 to accept work in more than one occupation and, therefore, this information would have been on record on January 11 and not four months later as was the case.

Although the foregoing conjecture seems reasonable, what would have been the claimant's answer cannot now be assumed and as, furthermore, a considerable amount of evidence was added to the record after the date of the decision of the board of referees, I should refer the case back to the board for reconsideration. However, I am not going to do so as I feel that such a referral would unnecessarily delay the final disposal of the matter at issue.

I consequently decide to remove the disqualification that was imposed by the insurance officer, but only in respect of what I consider to be a reasonable period of time in which the claimant could have had the opportunity to explore the employment possibilities for her in Emerson. Such a period, in view of the restricted labour market and the fact that the claimant had had no recent employment in a small locality like Emerson, should be five weeks as from January 10, 1960, that is approximately one week for each year of her employment as a sales clerk, and I so direct.

But for this modification, I dismiss the claimant's appeal.

Decision CUB-1779, September 29, 1960

Summary of the Main Facts: The claimant, married, 34 years of age, filed an initial application for benefit on November 24, 1959, and registered for employment as a secretary. She had worked in that

occupation from May 1944 to August 31, 1959, when she voluntarily left because of pregnancy. Her rate of pay was \$270 a month.

On April 4, 1960, the local office notified the claimant of an offer of employment of three months' duration as a secretary in "Notre Dame College School" at a wage of \$55 a week. The reported prevailing rate of pay in the district for that type of work was \$45 a week. The hours of work were seven and a half a day and 37-40 a week (day work). The distance from her home to the place of work was one mile and no transportation was available. The claimant's reasons for non-acceptance were:

Couldn't work there as wasn't comfortable and felt couldn't do my work as cannot and do not believe in the Catholic Church. Felt it was better the way I felt not to accept the position as would not be of any use. Am a Public School Supporter and my husband's late father was a Lutheran Minister, he also objected.

The local office commented as follows:

When employer placed the order he stated the applicant would not have to be of Roman Catholic faith, therefore applicant was considered suitable. Protestant and Roman Catholic students attend this school. They are campaigning for funds for an addition to the school.

The insurance officer notified the claimant by letter on April 26, 1960, that she was disqualified from receipt of benefit for the period April 3, 1960 to May 14, 1960, inclusive, because, in his opinion, she had, without good cause, failed to accept a situation in suitable employment (section 59 (1) (a) of the Act).

On April 28, 1960, the claimant appealed to a board of referees on the following grounds:

- a) I do not believe in Separate Schools and, therefore, according to my principles cannot work for, support or contribute to such a cause.
- b) The job in question is not a Private Secretary's job. The gentleman at Notre Dame College School agreed to this. It was a job of typing, using the calculator and using the mimeograph plus other duties. No dictation or shorthand entered the picture or was required.
- c) The salary was not commensurate with that of my previous position.
- d) No transportation was available—which I had previously.
- e) This is the first job I have failed to accept.
- f) In talking with various people from the Unemployment Commission, it has been stated that the length of time that one has received Unemployment Insurance has a bearing on whether one should get suspended. I do not believe that this should be the case, and it is certainly not stated so in the Unemployment Insurance Act. (Payments have been received for four months only).

The claimant was neither present nor represented at the hearing of her case by

a board of referees in St. Catharines, Ont., on May 26, 1960. The board, by a majority decision, dismissed the claimant's appeal and maintained the disqualification that had been imposed by the insurance officer. The decision reads:

... The board was unanimous in their opinion that the job offered was suitable in all respects except for the religious angle. The majority members of the board are of the opinion that although the claimant does not believe in the Catholic faith it is not sufficient reason for failing to accept employment with Notre Dame College School.

The majority members point out that the applicant did not have to be of the Roman Catholic faith but if the employer had so done, it could have been considered as discrimination. Conversely should the applicant fail to accept a position on religious grounds, the applicant therefore could be considered as discriminating against the employer.

The majority therefore feel that after unemployment for approximately seven months and the position was reported at the prevailing rate for that type of work within the district in claimant's registered occupation, we feel that because of the restrictions she has placed on the conditions on personal reasons under which she is willing to accept employment has failed to accept suitable employment...

The dissenting member of the board expressed the following opinion:

... It should be noted that the employer is a religious organization of the Roman Catholic faith and is not a common employer. Basic religious freedom is inherent to our

democratic system, and applied to this situation must surely mean that the claimant has every right to decline employment with a religious faith for which she is not in sympathy. This principle is aggravated in my opinion by the type of work that is offered which involves the campaigning for funds to further this religious organization.

It is an undisputed fact that the commission is willing to grant special considerations to members of the Seventh Day Adventist belief and therefore members of other religious beliefs should be granted equal consideration.

On this basis I feel that the claimant's appeal should have been allowed.

The claimant appealed to the Umpire and as grounds for her appeal she cited the opinion expressed by the dissenting member of the board.

Considerations and Conclusions: The record shows that the functions of the temporary employment which was notified to the claimant on April 4, 1960, would have involved her participation in work connected with the campaigning for funds to further a denominational organization, which she objected to do because of her religious convictions.

In view of the foregoing and also in the absence of evidence that her religious convictions were not honestly held, I consider that she had good cause for refusing the employment offered and decide to allow her appeal.

Canadian Association of Administrators of Labour Legislation

(Continued from page 1309)

At the closing session, A. H. Brown, federal Deputy Minister of Labour, and Adam Bell, Victoria, were elected honorary presidents of the Association.

W. Elliott Wilson, Q.C., Deputy Minister of Labour, Manitoba, expressed the Association's appreciation of Mr. Brown's continuing interest in and assistance to the organization. "Mr. Brown," he said, "has intimately associated himself with the work of this Association. He has assisted the members of the Association in their work within the respective departments of labour and has shown himself more than ready to discuss our problems, to give us the benefit of his wisdom and experience, and to place at our disposal the services of his department."

K. A. Pugh, Deputy Minister of Labour, Alberta, paid tribute to Mr. Bell for the prominent part he had played in the organization of the Association in 1938, and as its first president. (At that time Mr. Bell, now retired, was Deputy Minister of Labour of British Columbia and later became Chairman of the province's Workmen's Compensation Board.)

Mr. Pugh was elected President of the Association for 1960-1961. The other officers who will serve on the Executive Board during the coming year are J. B. Metzler, Deputy Minister of Labour, Ontario, Past President; W. Elliott Wilson, Q.C., 1st Vice-President; R. E. Anderson, Deputy Minister of Labour, Nova Scotia, 2nd Vice-President; and Evelyn Best, federal Department of Labour, Secretary-Treasurer.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during October Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 219 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 167 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide interest* in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of contracts	Aggregate Amount
CMHC	3	\$ 92,407.99
Defence Construction (1951) Ltd.	2	48,400.00
Defence Production	109	506,979.00
Post Office	6	149,561.25
RCMP	7	65,993.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of \$24,632.53 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 564 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any questions which may arise with regard thereto.)

Department of Agriculture

Nappan N S: Modern Construction Ltd, paving of road, Experimental Farm. *Nor-mandin Que:* Alma Construction Ltee, supply & erection of two steel hay barns, Experimental Farm. *Kapuskasing Ont:* Lord & Burnham Co Ltd, supply & erection of greenhouse, Experimental Farm. *Lacombe Alta:* Alta-West Construction Ltd, construction of beef pole barn & addition to bull barn, Experimental Farm.

Atomic Energy of Canada Limited

Douglas Point Ont: Yundt Bros Construction Ltd, crushing, grading, delivery & stock-piling of aggregate for concrete for CANDU REACTOR Project.

Central Mortgage and Housing Corporation

Gander Nfld: United Construction Trades Ltd, electrical rewiring on 130 housing units. *Trenton N S:* J L Nichols Co, *landscaping & basement repairs. *Fredericton N B:* Maritime Engineering Co Ltd, *repairs to verandahs, railings & steps. *Montreal Que:* Montreal Dual Mixed Concrete Ltd, site improvement, Federal-Provincial Project 1/56 (Les Habitations Jeanne-Mance). *Brockville Ont:* Dacon Construction Ltd, *carpentry repairs to houses. *Chesley Ont:* Carl Henry, *exterior painting of houses, Project 1/48. *Hamilton Ont:* Fontaine Nursery Farms Ltd, site improvement for 91 housing units (FP 7/57); Sentinel Sod Co, site improvement for 84 housing units (FP 6/57). *Sudbury Ont:* Cream Construction Co Ltd, *rehabilitation of unit, Lot 12, Elizabeth Crescent.

Department of Citizenship and Immigration

Kenora Indian Agency Ont: Towland Construction Ltd, asphalt paving, Cecilia Jeffrey IRS. *Portage la Prairie Indian Agency Man:* Magnacca Agencies Ltd, construction of one-classroom day school (RC No 2), Oak River Reserve. *Touchwood Indian Agency Sask:* A A Myers, water supply, lake water development, Gorden's IRS, Punnichy. *Saddle Lake Indian Agency Alta:* Williams Construction, combination dam & road diversion, Saddle Lake Reserve. *Kwawkewlth Indian Agency B C:* Arthur McGinnis, kitchen improvements, Alert Bay IRS.

Defence Construction (1951) Limited

Mount Uniacke, Albro Lake & Halifax N S: Fundy Construction Co Ltd, erection of two towers & roof mounts. *Shelburne N S:* Ellis Don Ltd, construction of composite bldg & services, HMCS Shelburne. *Montreal Que:* Lee Machinery & Equipment Inc, replacement of switchgear in Bldg 40, Longue Pointe. *Camp Borden Ont:* Emery Engineering & Contracting Co Ltd, construction of R C Chapel. *Comox B C:* International Water Supply Ltd, *drilling & development, gravel wall well No 4, RCAF Station; Sorensen Construction Co Ltd, construction of four armament bldgs & services, RCAF Station.

Building and Maintenance

Cornwallis N S: A L Parelman Ltd, re-roofing of eight bldgs, HMCS *Cornwallis*. *Dartmouth N S*: Avon Construction Co Ltd, general repairs & painting, Bldg 58, RCN Air Station, *Shearwater*. *Camp Gagetown N B*: Diamond Construction (1955) Ltd, asphalt surface treatment. *St Hubert Que*: Richelieu Paving Ltd, repairs to runways 18-36 & 10-28, RCAF Station. *Valcartier Que*: Michaud & Simard Inc, asphalt paving. *Barriefield Ont*: Kingsport Plumbing & Heating, increasing electrical facilities in Bldg C 36, RCEME School. *Clinton Ont*: Colt Contracting Co Ltd, repair & waterproofing exterior of bldgs 38, 44 & 84, RCAF Station. *Mountain View Ont*: National Applicators Ltd, re-roofing of three hangars, No 6 RD. *Ottawa Ont*: Leopold Beaudoin Construction Ltd, re-roofing of Wallis House, 589 Rideau St; Shore & Horwitz Construction Co Ltd, replacement of windows, Wallis House, 589 Rideau St. *Rockcliffe Ont*: Malach Roofing & Flooring Ltd, re-roofing of hangar No 68, RCAF Station; Hurdman Paving Ltd, repairs to roads, RCAF Station. *Trenton Ont*: Arthur A Sills & Son Ltd, re-roofing of various bldgs, RCAF Station; Malach Roofing & Flooring Ltd, re-roofing of bldgs 28, 29, 33 & 90, RCAF Station. *Uplands Ont*: H J MacFarland Construction Co Ltd, reconstruction of Bowesville Road, RCAF Station. *Camp Shilo Man*: Froggett & van der Mout, exterior painting of 120 PMQs.

Department of Defence Production

Summerside P E I: Curran & Briggs Ltd, rehabilitation of runway 18-36, RCAF Station. *Bedford N S*: R P Carey Ltd, reshaping & seeding two earth traverses, RCN Magazine. *Debert N S*: Rayner Construction Ltd, *paving & repair of existing paving & seal coating of runway No 2, Debert Airfield. *Dartmouth N S*: Arthur & Conn Ltd, installation of underground cables, RCN Air Station, *Shearwater*. *Halifax N S*: G R Bell, conversion of boiler plant from coal to oil, Gladstone St Stores. *McGivney N B*: Diamond Construction (1955) Ltd, paving of roads & parking area, Administration Area, No 32 OAD. *Moncton N B*: Geo H Hamilton & Son Ltd, replacement of tar & gravel on Bldgs No 47 & No 48, No 5 Supply Depot, RCAF. *Montreal Que*: Bau-Val Inc, paving at Jacques Cartier Barracks. *Quebec Que*: Adjutor Pouliot, repairs to roof of lean-to at South end of Grande Allee Armoury. *Belleville Ont*: Cem-All Erectors Ltd, recovering of roof. *Centralia Ont*: C A McDowell & Co, construction of extension to Bldg No 13, Medical Supplies Storeroom, RCAF Station. *Downsview Ont*: Weatherproofing Ltd, excavating trench, etc, supply & installation of insulation for new steam & return lines & backfilling, RCAF Station. *Kingston Ont*: Foley Construction Ltd, repairs & alterations to roofs on various bldgs, Royal Military College. *Kitchener Ont*: Totem Construction Co Ltd, painting of Knollwood Park Armoury bldgs. *London Ont*: Cardinal Painting & Decorating Co Ltd, painting exterior of various bldgs at Wolseley Barracks. *Niagara Falls Ont*: DeLuca & Mascarin Masonry Contractors Ltd, repairs to masonry walls & brickwork, Victoria Avenue Armoury. *Oakville Ont*: Willard Decorating, exterior painting of 75 PMQs, Surrey Park. *Ottawa Ont*: Universal Painters & Decorators Reg'd, plaster repairs, preparing surfaces & painting complete interior of Bldg No 555, Montreal Rd; Dibblee Construction Co Ltd, construction of gravel road, Connaught Rifle Range. *Toronto Ont*: James H Wilson Ltd, fabrication & installation of laboratory furniture & fitments including wiring, plumbing, etc, RCAF Station, 1107 Avenue Rd. *Shilo Man*: Oswald Decorating Co, interior painting of ten bldgs at Military Camp. *Prince Albert Sask*: H D P Construction Ltd, removal of sash & frames & replacing with new windows, Armoury; M J Welden Construction, *construction of concrete foundations, footings, walls & floors for extensions to Radar Laboratory, Butler Bldg. *Prince Rupert B C*: Allan E Barr, repairing walls surrounding fuel oil tank; Quartermaine & Sons, derusting & repainting two steel towers. *Vancouver B C*: Continental Painters & Decorators, *repainting interior of various bldgs, RCE, 2nd Ave & Discovery Sts.

Department of Justice

St Vincent de Paul Que: Douglas Bremner Contractors & Builders Ltd, reinforced concrete extension to existing culvert, St Vincent de Paul Penitentiary.

Department of Mines and Technical Surveys

Halifax N S: Dominion Steel & Coal Corporation Ltd, *construction of inshore hydrographic survey vessel.

National Harbours Board

Halifax N S: Purdy Bros Ltd, installation of steam boiler, Cold Storage Plant; Grinnell of Canada Ltd, installation of sprinkler system, Immigration Quarters, Shed No 21. *Prescott Ont:* Allan Stewart & Basil Broad Construction Co Ltd, construction of fenders for protection of grain spouts.

National Research Council

Algonquin Park Ont: R G Reinke Sons Ltd, construction of two bldgs at Lake Traverse. *Ottawa Ont:* M J Lafortune Construction Ltd, construction of VTOL engine test cell bldg, Montreal Road Laboratories; Code Construction Co Ltd, construction of duct bank, Montreal Road Laboratories.

Department of Public Works

Norris Arm Nfld: Gander Lumber Co Ltd, construction of post office. *Naufrage P E I:* N D Campbell, J M Quinn & G F Peardon, extension of landing. *Blanche N S:* Shelburne Contracting Ltd, breakwater removal. *Grand Etang N S:* Colin R MacDonald Ltd, wharf reconstruction. *Kelly's Cove N S:* Mosher & Rawding Ltd, breakwater repairs. *Lunenburg N S:* Mosher & Rawding Ltd, wharf reconstruction. *River John N S:* Lawrence Scaravelli, addition to post office. *Baie Ste Catherine (Anse au Portage) Que:* J M G Construction Inc, wharf repairs. *Douglastown Que:* Chandler Construction Ltd, construction of wharf. *Godbout Que:* Xavier Gagne, construction of post office. *Hull Que:* Roland Lariviere Ltd, repairs to expansion joints at parking area, National Printing Bureau. *La Tuque Que:* Sylvio Beland, dredging (removal of old wharf). *Laval des Rapides Que:* Prieur Entreprises Inc, construction of federal bldg. *Levis Que:* Beaudet & Fils Inc, construction of piggery, quarantine station, Dept of Agriculture. *Riviere au Renard Que:* Clement Dumaresq, construction of protection works. *Riviere Blanche Que:* Romeo Roy, construction of protection works. *Ste Angele de Laval Que:* Telco Materials Ltd, construction of retaining wall. *Ste Anne des Monts Que:* Theodose Pelletier, construction of protection works. *St Michel de Bellechasse Que:* Noel Grenier, construction of concrete wall; A Simoneau, construction of rip-rap wall. *Sept Iles Que:* Beaudet & Fils Inc, protection works (repairs to stone embankment near wharf approach, etc). *Val d'Or Island Que:* Marautic Construction Inc, construction of retaining wall. *Arnprior Ont:* H Christopherson & Son, painting of various bldgs, Civil Defence College. *Aurora Ont:* Model Builders (Aurora) Ltd, addition to federal bldg. *Gravenhurst Ont:* Emery Engineering & Contracting Co Ltd, construction of addition & alterations to federal bldg at Bay St & Muskoka Rd. *Milton Ont:* A Battaglia Construction Co Ltd, construction of addition & alterations to federal bldg at Main & Martin Sts. *Ottawa Ont:* Hurdman Bros Ltd, removal & disposal of ashes, Central Heating Plants located at Cliff St, Riverside Drive & Central Experimental Farm; J R Statham Construction Ltd, general alterations & related work in certain areas, Animal Nutrition Laboratory (Chemistry); Thomas P Crawford, supply & installation of galvanized iron lids for existing utility cart cans, Government Bldgs; A G Reed, supply & installation of buzzer system throughout Surveys & Mapping Bldg, 569 Booth St. *Peterborough Ont:* Wolstenholme Ltd, installation of acoustic tile in postal working space, federal bldg. *Port Credit Ont:* W G Gallagher Construction Ltd, addition & alterations to federal bldg, Main St. *Sandwich Ont:* Herbert Winch & Son, renovations to federal bldg. *Churchill Man:* C A Pitts General Contractor Ltd, construction of access roads, intake structure & water supply pipe line. *Snow Lake Man:* Dauphin Fixtures Ltd, construction of post office. *Indian Head Sask:* A Brian Campbell & Sons Ltd, installation of sewage pump & domestic sewers, Dominion Experimental Farm. *Punnichy Sask:* Holterman Construction, construction of post office. *Coal Harbour B C:* Horie & Tynan Construction Ltd, renewal of float & gangway. *Comox B C:* W Prendergast, wharf repairs. *Fort St John B C:* Giebelhaus Building Supplies Ltd, alterations to first floor & construction of garage, RCMP detachment quarters. *Mitchell Bay B C:* D C D Pile Driving, approach & shed reconstruction. *Nanaimo B C:* Millhouse Construction Co Ltd, construction of lunch room & locker bldg at Assembly Wharf. *Nelson B C:* Louis Maglio, alterations to coal feed to storage bin, RCMP Administration Bldg. *Quesnel B C:* Peebles Construction, alterations for Unemployment Insurance Commission, federal bldg. *Vancouver B C:* Bennett & White Construction Co Ltd, construction of laundry, Shaughnessy Hospital. *Coppermine N W T:* Alberta Mechanical Contractors Ltd, plumbing alterations to nursing station & school. *Fort McPherson N W T:* Barry Sheet Metal Co Ltd, supply

& installation of heating & sheet metal systems for various bldgs. *Fort Simpson N W T*: Burns & Dutton Concrete & Construction Co Ltd, construction of warehouse, teacherage, dwellings, etc, & non-directional beacon bldg for Departments of Northern Affairs & National Resources & Transport (Development 1960-61). *Hay River N W T*: Tower Company Ltd, additions & alterations to Indian day school & construction of double house. *Inuvik N W T*: Bruce Robinson Electric (Edmonton) Ltd, installation of equipment in refrigerated warehouse No 3. *Dawson Y T*: Whitehorse Construction Co Ltd, construction of non-directional beacon bldg for Department of Transport.

Contracts Containing the General Fair Wages Clause

Harbour Buffett Nfld: Spracklin & Reid, general alterations, federal bldg. *Sheet Harbour N S*: The J P Porter Co Ltd, dredging. *Dalhousie N B*: John W Adams, installation of screenline & lock boxes, federal bldg. *Perth N B*: Coronet Paving Ltd, grading & paving, post office. *Grande Cascupedia River Que*: Bert Dimock, dredging. *Rimouski Que*: Gerald Leblond, repairs to parapet walls & flashings, federal bldg. *St Vallier Que*: Lionel Gaumont, construction of protection wall. *Cataraqui Bay Ont*: Verreault Navigation Inc, dredging. *Guelph Ont*: Paramount Paving Co, repairs to parking lot, federal bldg. *Hamilton Ont*: Elliot Construction Co Ltd, supply & installation of acoustic tile, National Revenue Bldg. *Newmarket Ont*: Miller Hammett Construction, general alterations, federal bldg. *Ottawa Ont*: Arnold Construction, general alterations, old Mines Bldg; Oak Construction Co Ltd, repairs to first & fifth floors, Transportation Bldg; Potter Bros & Co, installation of fan & duct work, 552 Booth St; William Morgan & Son, ventilation repairs, Forest Products Laboratories, Montreal Rd; Ottawa Iron Works Ltd, supply & installation of railing, CEF; Landino Zuccarini, general alterations, Lorne Bldg; Band & Cole Ltd, plumbing repairs, old Printing Bureau; Otis Elevator Co Ltd, elevator repairs, old Printing Bureau. *Toronto Ont*: Toronto Dry Dock Co Ltd, repairs to Dredge PWD No 116—Tug Hercules. *Pine Falls Man*: North American Lumber Co Ltd, general alterations, federal bldg. *Lloydminster Sask*: Born Construction, general alterations, federal bldg. *Campbell River B C*: H E Polglase, general alterations, federal bldg. *Duncan B C*: Hamilton Electric, lighting repairs, federal bldg.

St. Lawrence Seaway Authority

Lachine Section Que: Portelance Diamond Drilling Co Ltd, *diamond drilling for determination of depth of bedrock. *Melocheville Que*: P Baillargeon Ltee, laying of pavement, Highway Tunnel. *Iroquois Ont*: Dominion Steel & Coal Corp Ltd, supply & erection of chain link fencing, Iroquois Lock.

Department of Transport

St John's Nfld: Royle Excavating Co Ltd, clearing, stumping, grubbing, trenching & backfilling for cables & ground radials (Red Head). *Torbay Nfld*: Nordbec Construction Inc, installation of power cables & ducts between power house & terminal bldg, St John's Airport. *Canso N S*: Eastern Woodworkers Ltd, construction of Operations Bldg, Transmitter Bldg & related work. *Greenwood N S*: Bedard-Girard Ltd, installation of airport lighting facilities. *Yarmouth N S*: Municipal Spraying & Contracting Ltd, runway pavement repairs, Airport. *near Dorion Que*: Nolin Construction Inc, replacement of Bridge No 6 on Soulanges Canal by gravel fill. *near Campbellford Ont*: Tatham Co Ltd, restoration of concrete at Lock No 11, Trent Canal. *Uplands Ont*: Delphis Cote Ltd, reroofing of hangar No 4, Airport. *Cold Lake Alta*: Everall Engineering Ltd, paving of additional blast pad areas abounding refueling Apron 30 & Runway 12-30 at Aerodrome. *Edmonton Alta*: Johnson Bros Electric Co Ltd, supply & installation of street lighting facilities & installation of aircraft flood lighting facilities, International Airport. *Powell River B C*: Western Paving Ltd, additional development, Westview Airport. *Prince George B C*: Caledonia Electric Ltd, construction of airport lighting, including installation of low intensity approach system, Runway 05. *Vancouver B C*: Saltspring Contracting Ltd, construction of electrical lighting facilities including installation of medium intensity taxi lighting & related work, Airport. *Fort Smith N W T*: Yukon Construction Co Ltd, rehabilitation of non-directional beacon bldg & related work. *Norman Wells N W T*: Aklavik Constructors, construction of runway & parking apron, Airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, November 1960

Canada's consumer price index (1949=100) edged up 0.2 per cent from 129.4 to 129.6, a new high, between October and November. A year ago the index stood at 128.3.*

Increases in clothing, shelter and other commodities and services indexes offset a decrease in the food index. The household operation index was unchanged.

The food index dropped 0.2 per cent from 125.8 to 125.5. Lower prices were reported for beef, fresh pork, veal, lamb, chicken, grapefruit and bananas. Prices were higher for eggs and a number of fresh vegetables.

The shelter index rose a fractional 0.1 per cent from 144.3 to 144.5. Rents were unchanged, but prices of some home-ownership items were up slightly.

A rise of 1.2 per cent in the clothing index, from 111.2 to 112.5, reflected changes between November prices in effect at the end of the last winter season for winter clothing items, including men's overcoats, women's fur coats, boys' parkas and women's overshoes.

The household operation index was unchanged at 123.5. Scattered and minor sale price decreases were reported for a number of furniture items and floor coverings, as well as lower prices for fuel oil and some household utensils and equipment. These changes just balanced higher prices for coal and a number of textile items.

The other commodities and services index rose 0.4 per cent from 137.8 to 138.3. Initial pricing of 1961 model passenger cars showed prices up 4.9 per cent from the year-end prices (September 1960) of 1960 models, but down 6.1 per cent from the initial pricing (November 1959) of 1960 models. Higher prices were recorded for theatre admissions, film, men's haircuts and women's hairdressing. Price declines were generally limited to several prescription drug items and personal care supplies, including shaving cream, toilet soap, toothpaste and cleansing tissues.

Group indexes in November 1959 were: food 123.8, shelter 142.6, clothing 111.4, household operation 123.5, and other commodities and services 136.9.

*See Table F-1 at back of book.

City Consumer Price Indexes, October 1960

Consumer price indexes (1949=100) rose in all ten regional cities between September and October. Increases ranged from a fractional 0.1 per cent in Saskatoon-Regina to 1.1 per cent in both Montreal and Toronto.†

Changes in the food indexes, largely seasonal in nature, followed patterns similar to those shown in the total indexes: up in all ten regional cities. Increases ranged from 0.3 per cent in Saskatoon-Regina to 3.1 per cent in both Ottawa and Toronto.

Other group indexes showed more varied results. Shelter indexes were unchanged in three cities, lower in three cities and higher in the remaining four. Clothing indexes were up in seven of the ten regional cities, unchanged in two and down in one. Household operation indexes were higher in four cities, lower in three cities and unchanged in the remaining three regional cities. Other commodities and services group indexes were unchanged in seven of the ten regional cities and higher in the other three.

Regional consumer price index point changes between September and October were as follows: Montreal +1.4 to 129.1; Toronto +1.4 to 132.1; Vancouver +1.3 to 130.5; Ottawa +1.2 to 130.2; Halifax +1.0 to 128.1; Winnipeg +0.9 to 127.1; Saint John +0.8 to 130.0; Edmonton-Calgary +0.5 to 125.6; St. John's +0.2 to 115.0*; Saskatoon-Regina +0.1 to 125.7.

Wholesale Price Index, October 1960

Canada's general wholesale price index (1935-39=100) in October was 230.3, little changed from the September index of 230.4 and from last year's October index of 230.0. Four of the eight major group indexes were lower in October than in September and three were higher. The iron products group index was unchanged at 255.6.

The non-ferrous metals group index declined for the fourth consecutive month, dropping 1.1 per cent to 175.5 from 177.4. The animal products group index fell 0.4 per cent to 251.0 from 252.1, the non-metallic minerals group index eased down 0.1 per cent to 184.3 from 184.5, and the chemical products group index also dropped 0.1 per cent to 187.7 from 188.0.

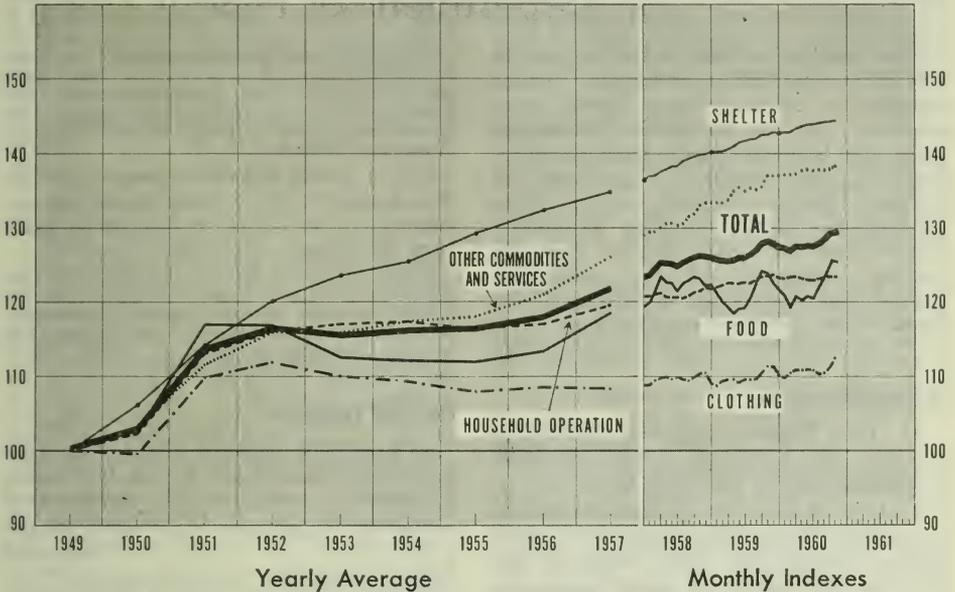
†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The vegetable products group index rose 0.3 per cent to 201.5 from 200.9, the wood products group index increased 0.3 per cent to 301.8 from 301.0, and the textile products group index edged up 0.1 per cent to 229.2 from 228.9.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased down to 1.2 per cent, from 218.0 to 215.3, in the three-week period ended October 21. The animal products index declined 2.1 per cent from 274.5 to 268.6, and the field products index edged up 0.3 per cent from 161.5 to 162.0. Regional indexes declined: the eastern index moved down 1.8 per cent from 239.2 to 235.0, and the western index 0.7 per cent from 196.9 to 195.5.

U.S. Consumer Price Index, October 1960

The United States consumer price index (1947-49=100) rose to 127.3—a record—

between mid-September and mid-October. It was the ninth increase in the past 12 months. In October 1959 the index was 125.5.

Forty per cent of the 1.4-per-cent increase over the year was in food prices. Prices of goods other than food were down by 0.3 per cent from a year earlier.

Food prices increased in the month more than is usual for the season but prices of new automobiles rose less than they usually do.

U.K. Index of Retail Prices, September 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 110.4 to 110.5 between mid-August and mid-September. This was still below the record 111.1 reached at mid-July this year but was above the year-earlier figure of 108.7.

Operating revenues of Canadian railways increased in 1959 by 5.2 per cent to a total of \$1,224,568,000. Revenue in 1958 was \$1,163,735,000, the Dominion Bureau of Statistics reported last month.

Operating expenses in 1959 climbed 3 per cent to \$1,166,307,000 from \$1,132,278,000 in 1958.

Net operating revenue in the year increased to \$58,261,000 from \$31,458,000; the ratio of operating expenses to operating revenue fell to 95.24 from 97.30.

The number of passengers carried in 1959 was 2 per cent below the 1958 figure, and freight traffic volume, as measured in ton-miles, rose 2.4 per cent during the year; total revenue tonnage carried climbed 6.9 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 146

Accident Prevention

1. U.S. BUREAU OF LABOR STANDARDS. *Control of Electrical Shock Hazards*. Washington, GPO, 1960. Pp. 15.

2. U.S. BUREAU OF LABOR STANDARDS. *Safety and Health Regulations for Longshoring*. Washington, GPO, 1960. Pp. 96.

...Contains safety and health regulations that have been determined by the Secretary of Labor to be reasonably necessary to the life, health and safety of employees engaged in longshoring, ship repairing, and related employments covered by section 41 of the Longshoremen's and Harbor Workers' Compensation Act, as amended.

3. U.S. BUREAU OF LABOR STANDARDS. *Safety and Health Regulations for Ship Repairing*. Washington, GPO, 1960. Pp. 160.

4. U.S. OFFICE OF EDUCATION. *A Guide for Improving Safety Education Programs in School Shops*, compiled by Howard K. Hogan. [Washington, GPO, 1960] Pp. 48.

Building

5. BUITINK, J. G. *Examples of Building throughout the Winter*. Translated by D. A. Sinclair. Ottawa, Division of Building Research, National Research Council, 1960. Pp. 11.

Brief description of some winter construction in The Netherlands.

6. CROCKER, C. R. *Winter Construction*. Ottawa, National Research Council, Division of Building Research, 1960. Pp. 4.

A brief examination of winter construction in Canada.

Business

7. HULTGREN, THOR. *Changes in Labor Cost during Cycles in Production and Business*, by Thor Hultgren, assisted by Dorothy Dorfman Green. New York, National Bureau of Economic Research, 1960. Pp. 85.

Contents: Potential Influences on Labor Cost; Available Figures, Production and Man-Hours per Unit of Product, Production and Labor Cost per Unit of Product, Changes during Cycles in Business at Large, Cyclical Change: Tests and Inferences.

8. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers*. Annual No. 6. Edited by Robert A. Lutzberg. Washington, GPO, 1960. Pp. 73.

Partial Contents: Rating your Firm's Organization, Making your Sales Meetings Profitable, Protecting your Business against Dishonesty, How Directors strengthen Small Firms, Improving Foremen Relations in Small Plants, Job Evaluation in Small Industry.

Economic Conditions

9. LAMPMAN, ROBERT JAMES. *The Low Income Population and Economic Growth*, by Robert J. Lampman. *The Adequacy of Resources for Economic Growth in the United States*, by Joseph L. Fisher and Edward Boorstein. Materials prepared in Connection with the Study of Employment, Growth, and Price Levels for Consideration by the Joint Economic Committee, Congress of the United States. Washington, GPO, 1959. Pp. 71.

At head of title: 86th Cong., 1st sess. Joint Committee print.

10. PARKS, ARTHUR CARMICHAEL. *The Economy of the Atlantic Provinces, 1940-1958*. [2d ed.] Halifax, Atlantic Provinces Economic Council, 1960. Pp. 179.

"Historical and comparative analysis of the economic achievement of Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland." Also contains an analysis of achievement in the following industries: minerals and mineral processing, pulp and paper, lumber and wood using, fish and fish processing, agriculture, other manufacturing, construction, and services.

11. QUEBEC (PROVINCE). BUREAU OF STATISTICS. *Quebec, 1959*. Quebec [1960] Pp. 103.

English and French.

A brief review of economic activities in the Province of Quebec during the year 1959.

12. UNITED NATIONS. BUREAU OF ECONOMIC AFFAIRS. *Economic Developments in the Middle East, 1958-1959. Supplement to World Economic Survey, 1959*. New York, 1960. Pp. 125.

Employment Management

13. BRITISH INSTITUTE OF MANAGEMENT. *The Cost of Labour Turnover*. London, 1959. Pp. 79.

Based on a study of labour turnover costs in 16 firms.

14. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Controlling Absenteeism*. Washington, 1960. Pp. 21.

Contents: Introduction. Records & Their Analysis. Costs of Absenteeism. Notification of Absence. Discipline & Penalties. Role of First-Line Supervisor. How to improve Attendance. Sample Forms & Records.

15. INDUSTRIAL RELATIONS COUNCILORS SERVICE. *Fringe Benefit Costs in Canada*, 1959. Toronto, 1960. Pp. 53.

Industrial Relations

16. CANADIAN CONSTRUCTION ASSOCIATION. [Papers delivered to Pre-Convention Labour Relations Forum, January 1960] Ottawa, 1960. 7 parts.

Contents: Pre-convention Labour Relations Forum [Summary]. Arbitration Board's Power to award Damages for Breach of Agreement (Reprinted from Labour Gazette, Jan. 29, 1960). Joint or Multiple Bargaining, by Alan E. Cameron. Effective Operation of a Joint Committee, by J. Lawrie. The Promotion of Labour Legislation, by W. A. Nisbet. Administration of Labour Legislation, by K. A. Pugh. Effective Operation of Joint Committees, by W. E. Williams.

17. DEUTSCH, ANTAL. *Provincial Legislation governing Municipal Labour Relations; a Comparative Study of Provincial Labour Legislation governing Municipal Employer-Employee Relations*. Montreal, Canadian Federation of Mayors and Municipalities, 1960. Pp. 62.

An analysis of provincial labour legislation as it touches on thirty-two different topics.

18. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Papers presented at Detroit, Michigan, May 6-7, 1960; Proceedings of the Spring Meeting*. Edited by David B. Johnson. Madison, Wis., 1960. Pp. 571-679.

Some of the topics discussed are: the Labor-Management Reporting and Disclosure Act of 1959; collective bargaining in the automobile and in the basic steel industries; and, union participation in elections.

Labour Laws and Legislation

19. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and their Administration. Proceedings of the Forty-second Convention of the International Association of Governmental Labor Officials, held in Kennebunkport, Maine, September 9-12, 1959*. Washington, U.S. Bureau of Labor Standards, 1960. Pp. 211.

20. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Guide for Employer Reporting. How to complete Employer Report LM-10; Instructions for Employers required to use LM-10 in complying with Section 203 (a) of the Labor-Management Reporting and Disclosure Act*. Washington, GPO, 1960. Pp. 43.

Under the Labor-Management Reporting and Disclosure Act of 1959 employers must disclose to the Secretary of Labor certain financial transactions and arrangements made with labour organizations, union officials, employees, labour relations consultants, or other persons. Contains a facsimile of the form with explanations of the various sections to be completed.

Labour Organization

21. BROOKS, GEORGE W. *The Sources of Vitality in the American Labor Movement*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1960. Pp. 47.

Briefly discusses administration of trade union activities. Despite some disadvantages which have arisen with the increase in the size of unions, the author expresses optimism about the future of the American labour movement.

22. INTERNATIONAL LABOUR OFFICE. *The Protection of Trade Union Funds and Property*. Geneva, 1960. Pp. 200.

Reviews legal provisions and practice relating to trade union funds and property in force in various countries. Discusses the following subjects: "sources of trade union funds and property; purposes for which trade union funds and property may or may not be utilized; internal administration of trade union funds and property; voluntary measures to secure or encourage good trade union administration; supervision of trade union financial administration by public authorities; sanctions in respect of unauthorized use of trade union funds and contraventions of legislative provisions; disposal of trade union assets on winding-up or dissolution."

23. POSTAL, TELEGRAPH AND TELEPHONE INTERNATIONAL. *Secretary's Report, 1957-1959 [to the] 17th Postal, Telegraph and Telephone International Congress, 18-22 July, 1960, Vienna*. Berne [1960?] Pp. 266.

24. SCOTTISH TRADES UNION CONGRESS. *Sixty-third Annual Report held in Perth ... 19, 20, 21 and 22, April 1960*. Glasgow, 1960. Pp. 415.

Labouring Classes

25. CAREY, JAMES BARROW. *Forsake Me Not. Testimony ... before the Senate Subcommittee on Problems of the Aged and Aging, April 6, 1960*. Washington, Industrial Union Dept., AFL-CIO, 1960. Pp. 32.

Mr. Carey, Secretary-Treasurer of the Industrial Union Department, AFL-CIO, and president of the International Union of Electrical, Radio and Machine Workers, was presenting the views of labor on the subject of health care for the older citizen.

26. GARBARINO, JOSEPH WILLIAM. *Health Plans and Collective Bargaining*. Berkeley, University of California Press, 1960. Pp. 301.

Deals with the provision of hospital and medical care through collectively bargained health plans.

27. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Technological Education in Britain*. [2nd ed.] London, HMSO, 1960. Pp. [44].

"This pamphlet is mainly concerned with the provision made in Britain for training in engineering and in such applied sciences as industrial chemistry, applied physics and mineral survey."

28. INTERNATIONAL LABOUR OFFICE. *Workers' Housing*. Fifth item on the agenda. Geneva, 1960. Pp. 53.

At head of title: Report 5 (1). International Labour Conference. 45th session, 1961.

Contains the text of a proposed Recommendation concerning workers' housing which is being forwarded to member governments for additions or comments. Also contains excerpts from the proceedings of the 44th Session of the International Labour Conference relating to this topic.

29. MONA, JAMAICA. UNIVERSITY COLLEGE OF THE WEST INDIES. DEPARTMENT OF EXTRA-MURAL STUDIES. *Labour Education in the British Caribbean. The Report of a Labour Education Survey conducted June-July, 1959, and of the Conference held at the University College of the West Indies, Mona, Jamaica, August 4-9, 1959*. Ed. Rawle Farley. Mona, Jamaica [1959?] Pp. 119.

This booklet contains (1) addresses presented to a Conference on Labour Education in the British Caribbean; (2) a report of a labour education survey in the territories and islands in the British Caribbean area conducted by Gower Markle, Director of Education and Welfare of the Canadian section of the United Steelworkers of America; and (3) reports of study groups and recommendations of the Conference.

30. NEW ZEALAND. DEPARTMENT OF LABOUR. *Report for the Year ended 31 March 1960*. Wellington, Government Printer, 1960. Pp. 84.

31. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. Washington, GPO, 1960. Pp. 74. Includes sample work schedules for the various automotive trades.

32. U.S. BUREAU OF LABOR STANDARDS. *Time off for Voting under State Laws*. Rev. ed. Washington, GPO, 1960. Pp. 22.

Wages and Hours

33. ALBERTA. BUREAU OF STATISTICS. *Wages and Salary Rate Survey-Alberta. I May 1960. Range of Wages, Weighted Averages and Medians, Alberta and Four Major Cities*. Edmonton, 1960. Pp. 115.

34. CANADA. BUREAU OF STATISTICS. *Review of Man-Hours and Hourly Earnings With Average Weekly Wages, 1945-59*. Ottawa, Queen's Printer, 1960. Pp. 47.

35. INTERNATIONAL LABOUR OFFICE. *Reduction of Hours of Work*. Fourth item on the agenda. Geneva, 1960. Pp. 60.

At head of title: Report 4 (1). International Labour Conference. 45th session, 1961.

Contains excerpts from the proceedings of the 44th Session of the International Labour Conference relating to reduction of hours of work. Includes the text of a proposed Recommendation on the topic which is being submitted to member governments for suggested amendments and comments.

Women

36. CANADA. WOMEN'S BUREAU. *A Meeting of the ILO and Women's Work... Ottawa, August 3, 1960 [including a talk by Mrs. Elizabeth Johnstone, Head of the Office for Co-ordination of Women's and Young Workers' Questions, International Labour Office, on 'Current Emphasis in ILO Programme relating to Women's Work.'* Ottawa, 1960] Pp. 6.

37. FLEXNER, ELEANOR. *Century of Struggle; the Woman's Rights Movement in the United States*. Cambridge, Belknap Press of Harvard University Press, 1959. Pp. 384.

Describes the work of some of the active participants in the women's rights movement. Tells about the efforts of women factory workers to organize trade unions, and about the struggle of Negro women to build their own organizations, among other things.

38. SEMINAR ON PARTICIPATION OF WOMEN IN PUBLIC LIFE, BAGOTA, 1959. *Seminar on Participation of Women in Public Life (1959) Bogota, 18 to 29 May 1959*. New York, United Nations, 1959. Pp. 40.

Workmen's Compensation

39. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *The Government Employees Compensation Act; Statistical Report 1959-60*. Ottawa, 1960. Pp. 86.

40. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems. Proceedings, 45th Annual Convention of the International Association of Industrial Accident Boards and Commissions, Boston, Mass., September 27-October 1, 1959*. Washington, U.S. Bureau of Labor Standards, 1960. Pp. 234.

41. U.S. BUREAU OF LABOR STANDARDS. *Attorneys' Fees in Workmen's Compensation; a Report of the Standards and Procedures in State Legislation*. Washington, GPO, 1960. Pp. 55.

"This bulletin, which is based on a review of State laws, information received from a number of States, and upon secondary sources, discusses the standards and practices of the 50 States, the District of Columbia and Puerto Rico, concerning the regulation and control of claimants' attorneys' fees."

Miscellaneous

42. CANADA. ROYAL COMMISSION ON COAL (1959-60). *Report*. Ottawa, Queen's Printer, 1960. Pp. 127.

The Royal Commissioner, Mr. Rand, makes comments and recommendations on the following: coal subsidies by the federal Government; cost reduction in the production of coal; the present coal market in Canada; expansion of research facilities pertaining to coal, etc.

43. CANADIAN PULP AND PAPER ASSOCIATION. *Proceedings, Forty-Seventh Annual Meeting [Montreal, January 1960]* Montreal, 1960. Pp. 42.

44. EUROPEAN SEMINAR ON SHELTERED EMPLOYMENT, THE HAGUE, 1959. [*Proceedings. The Hague?*] Nederlandse Centrale Vereniging voor Gebrekkigenzorg [1959?] Pp. 171.

Seminar held August 31-September 8, 1959.

45. HODGETTS, JOHN EDWIN, ed. *Canadian Public Administration. [A Book of Readings]*. Edited by] J. E. Hodgetts [and] D. C. Corbett. Toronto, Macmillan, 1960. Pp. 575.

Includes general articles on public administration and articles on government committees, royal commission reports, government corporations, personnel management in the civil service, Parliamentary Committees, government departments and agencies, trade unions in the public service, etc.

46. INTERNATIONAL LABOUR OFFICE. *Co-operative Management and Administration*. Geneva, 1960. Pp. 222.

Partial Contents: Character and Functions of Management. Staffing and Personnel Management. Plant and Premises. Office Organization and Methods. Marketing. Merchandising. Processing and Manufacture. Transport Organization. Co-operative Capital. Co-operative Ac-

counting. Public Control. Legal Responsibilities of Co-operatives. Research and Advisory Services.

47. LIPSET, SEYMOUR MARTIN. *Social Stratification and 'Right-Wing Extremism'*, by Seymour M. Lipset. Berkeley, University of California, Institute of Industrial Relations, 1960. Pp. 38.

An examination of certain extremist right wing political movements and the classes of society from whence their support comes.

48. MASSON, FRANCIS. *Barriers to Trade between Canada and the United States*, by Francis Masson and J. B. Whitely. [Washington?] Canadian-American Committee, 1960. Pp. 97.

Partial Contents: The Area of Free Trade. The System of Tariffs and Quotas. Administrative Protectionism in the United States. Canadian Administrative Protectionism. Effects of U.S. Trade Barriers. Effects of Canadian Trade Barriers.

49. MILLER, BEN. *Gaining Acceptance for Major Methods Changes*. New York, American Management Association, c1960. Pp. 63.

The study examines the reactions of people in six companies to methods changes involving electronic computers or punched-card tabulating equipment. Includes six case studies.

50. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Administration of Executive Expense Accounts*, by Norman E. Pflomm. New York, 1960. Pp. 56.

Based on the experience of over 375 companies, this study reports on the prevailing practices of companies with regard to travel and entertainment expenses and membership dues. Includes nine samples of written policies.

51. U.S. BUREAU OF THE CENSUS. *Alphabetical Index of Occupations and Industries. 1960 Census of Population*. Washington, 1960. Pp. 649.

1959-60 Report, Apprenticeship Commission Montreal Printing Trades

Apprentices under the jurisdiction of the Quebec Apprenticeship Commission of the Printing Trades for Montreal and District on March 31, 1960 totalled 383, according to the recently published report of the Commission for 1959-60. This compares with a total of 343 apprentices under the Commission in the previous year.

All the apprentices were regularly employed in shops in the Island of Montreal and within a radius of 10 miles from its boundaries.

During 1959-60 the number of new boys added to the ranks was 134, but 94 left the jurisdiction of the Commission, making a net increase of 40.

Most of the newcomers were beginners in the various printing trades, although a certain number had had some experience in the industry either as students from the Graphic Arts Institute or as employees who did not previously come under the jurisdiction of the Commission.

Of the 94 "separations" during the year, 60 were apprentices who had completed the six years of their apprenticeship and had been promoted to journeyman status. Of the other 34, some were unemployed, some had moved to another jurisdiction, and some had dropped out of the industry.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	1326
Table B-1—Labour Income.....	1327
Tables C-1 to C-6—Employment, Hours and Earnings.....	1328
Tables D-1 to D-6—Employment Service Statistics.....	1332
Tables E-1 to E-4—Unemployment Insurance.....	1342
Tables F-1 and F-2—Prices.....	1345
Tables G-1 to G-4—Strikes and Lockouts.....	1346

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 17, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,474	589	1,815	2,371	1,127	572
Men.....	4,780	449	1,351	1,709	843	428
Women.....	1,694	140	464	662	284	144
14—19 years.....	618	68	214	191	106	39
20—24 years.....	806	85	262	260	137	62
25—44 years.....	2,969	242	833	1,120	503	271
45—64 years.....	1,852	171	461	706	333	181
65 years and over.....	229	23	45	94	48	19
Employed.....	6,147	551	1,699	2,262	1,104	531
Men.....	4,512	415	1,255	1,621	826	395
Women.....	1,635	136	444	641	278	136
Agricultural.....	757	71	152	195	309	30
Non-Agricultural.....	5,390	480	1,547	2,067	795	501
Paid Workers.....	4,961	441	1,415	1,913	745	447
Men.....	3,499	320	1,012	1,331	513	323
Women.....	1,462	121	403	582	232	124
Unemployed.....	327	38	116	109	23	41
Men.....	268	34	96	88	17	33
Women.....	59	*	20	21	*	*
Persons Not in the Labour Force.....	5,369	602	1,542	1,796	898	531
Men.....	1,123	146	307	349	188	133
Women.....	4,246	456	1,235	1,447	710	398

* Less than 10,000.

TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	September 1960	August 1960	September 1959
Total Unemployed.....	327	352	225
On temporary layoff up to 30 days.....	22	30	12
Without work and seeking work.....	305	322	213
Seeking full-time work.....	291	305	204
Seeking part-time work.....	14	17	*
Seeking under 1 month.....	98	93	83
Seeking 1-3 months.....	117	128	71
Seeking 4-6 months.....	44	48	28
Seeking more than 6 months.....	46	53	31

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ¹
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	363	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Sept.....	47.0	433.0	151.8							1,549.6
Oct.....	47.0	434.0	150.7							1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5							1,482.1
1960—Jan.....	46.0	418.8	140.3							1,458.7
Feb.....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,234.3	204.4	1,461.1
March....	46.7	421.2	138.7							1,462.6
April....	44.7	422.9	145.0							1,456.9
May.....	45.2	429.7	147.9	71.7	356.1	77.7	656.5	1,297.1	209.8	1,532.6
June....	46.8	434.8	150.7							1,576.8
July....	46.4	429.6	153.6							1,564.1
Aug.*....	46.7	430.3	152.9	88.4†	417.6†	81.1†	663.7†	1,300.6†	213.9†	1,574.5
Sept.†....	46.8	433.8	151.6							1,602.8

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

*Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at August, 1960 employers in the principal non-agricultural industries reported a total employment of 2,874,065. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-2. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) ¹				Index Numbers (1949=100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$				\$	
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	127.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
Aug.*.....	123.1	219.0	176.8	75.94	111.7	199.7	176.5	77.62
Sept.†.....	123.0	220.6	178.2	76.57	111.5	201.3	178.2	78.36

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1960	July 1960	Aug. 1959	Aug. 1960	July 1960	Aug. 1959
Provinces				\$	\$	\$
Newfoundland.....	148.0	145.9	143.6	67.10	68.11	63.41
Prince Edward Island.....	148.1	147.1	150.8	53.33	55.31	53.70
Nova Scotia.....	98.7	99.6	101.0	62.46	63.55	60.20
New Brunswick.....	109.0	106.1	106.4	62.83	63.50	60.75
Quebec.....	123.5	122.1	124.0	73.29	73.48	70.38
Ontario.....	121.2	119.8	124.7	78.87	78.93	76.52
Manitoba.....	116.7	115.9	119.0	72.38	72.83	71.50
Saskatchewan.....	135.1	134.4	140.0	72.82	73.04	70.94
Alberta (including Northwest Territories).....	162.5	164.4	166.7	78.03	79.16	75.22
British Columbia (including Yukon).....	120.0	120.3	112.6	82.47	83.48	79.68
Canada.....	122.9	121.9	124.2	75.93	76.28	73.42
Urban Areas						
St. John's.....	143.7	143.0	149.1	55.28	56.44	52.76
Sydney.....	90.3	96.0	91.5	74.49	74.13	72.70
Halifax.....	116.4	115.3	115.5	62.48	63.10	60.27
Moncton.....	102.6	101.7	102.8	59.34	59.43	57.45
Saint John.....	105.8	104.8	99.5	64.03	63.07	57.71
Chicoutimi—Jonquiere.....	123.6	123.4	116.0	93.37	94.68	86.03
Quebec.....	113.8	114.3	115.5	64.07	64.39	61.93
Sherbrooke.....	105.0	102.6	103.0	63.56	63.51	59.73
Shawinigan.....	112.7	111.5	104.3	83.04	84.97	79.81
Three Rivers.....	115.0	114.9	123.2	70.67	70.58	68.41
Drummondville.....	76.8	76.5	78.1	61.10	61.39	60.90
Montreal.....	124.6	124.0	125.7	75.09	75.15	72.32
Ottawa—Hull.....	127.4	128.3	128.3	71.31	71.31	68.80
Kingston.....	116.5	115.0	113.0	73.30	73.87	69.59
Peterborough.....	95.1	96.2	103.7	84.41	83.89	81.32
Oshawa.....	126.3	125.4	136.7	87.00	87.06	84.25
Toronto.....	130.4	129.7	133.0	79.45	79.66	76.85
Hamilton.....	111.8	112.6	114.5	84.65	84.23	82.36
St. Catharines.....	107.4	102.6	114.4	85.03	85.73	82.40
Niagara Falls.....	114.7	107.1	112.9	74.59	76.71	73.76
Brantford.....	78.2	77.7	91.8	70.33	70.12	69.47
Guelph.....	121.6	120.6	128.8	71.86	70.95	68.12
Galt.....	118.8	118.4	117.2	69.00	69.39	65.77
Kitchener.....	122.2	119.3	126.8	72.85	72.85	70.47
Sudbury.....	149.1	148.0	142.6	89.01	89.86	86.03
Timmins.....	96.0	95.6	97.2	68.45	67.56	64.00
London.....	126.0	125.5	125.2	73.28	72.98	70.06
Sarnia.....	129.4	128.1	128.2	98.05	97.84	92.60
Windsor.....	75.2	65.5	74.5	84.01	83.97	83.40
Sault Ste. Marie.....	145.1	143.0	156.5	99.02	94.27	92.89
Ft. William—Pt. Arthur.....	117.1	117.1	120.0	79.33	79.48	74.31
Winnipeg.....	115.5	114.2	115.2	69.23	69.67	67.85
Regina.....	137.9	137.2	137.4	70.32	69.59	67.57
Saskatoon.....	148.0	146.4	146.3	67.75	68.43	66.83
Edmonton.....	198.8	194.6	198.8	72.98	73.92	70.74
Calgary.....	176.8	179.3	177.3	74.56	75.19	71.36
Vancouver.....	116.0	116.9	112.8	81.61	81.97	78.74
Victoria.....	111.1	112.4	109.2	74.63	75.07	71.64

TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1960	July 1950	Aug. 1959	Aug. 1960	July 1960	Aug. 1959
				\$	\$	\$
Mining	123.5	123.3	127.0	92.58	92.58	89.19
Metal mining.....	140.5	139.7	144.1	94.66	94.21	91.42
Gold.....	74.9	74.5	74.9	75.84	74.43	71.89
Other metal.....	201.6	200.6	208.7	101.18	101.05	97.97
Iron.....	289.7	284.0	243.6	112.28	112.14	105.08
Uranium.....				108.57	107.40	105.57
Fuels.....	88.3	91.6	93.0	93.83	94.46	89.19
Coal.....	46.1	49.3	50.3	71.13	72.72	67.73
Oil and natural gas.....	270.3	273.8	276.7	110.48	111.32	105.99
Non-metal.....	149.5	141.5	149.1	81.58	81.73	79.37
Manufacturing	111.6	110.2	113.5	77.68	78.18	75.27
Durable goods.....	111.6	111.9	114.1	84.22	83.72	81.48
Non-durable goods.....	111.5	108.8	112.9	72.18	73.39	69.98
Food and beverages.....	130.2	123.5	133.5	65.86	69.38	65.62
Meat products.....	140.8	142.8	146.6	77.33	78.91	76.48
Canned and preserved fruits and vegetables.....	194.8	144.2	218.1	50.11	56.26	52.20
Grain mill products.....	106.4	104.8	150.8	76.01	76.09	74.85
Bread and other bakery products.....	114.8	114.1	112.2	66.39	66.50	65.68
Biscuits and crackers.....	94.1	91.6	92.9	58.40	59.06	56.79
Distilled and malt liquors.....	105.6	103.3	117.1	92.39	95.73	89.00
Tobacco and tobacco products.....	78.3	78.6	83.2	80.63	81.35	75.06
Rubber products.....	101.5	98.8	108.4	80.12	80.11	78.68
Leather products.....	84.6	83.1	90.1	53.12	52.26	51.18
Boots and shoes (except rubber).....	92.6	91.2	96.3	51.06	50.25	49.19
Textile products (except clothing).....	77.0	76.5	79.3	62.53	61.79	60.58
Cotton yarn and broad woven goods.....	67.8	68.3	72.3	58.43	56.87	56.26
Woolen goods.....	63.8	62.9	64.1	59.63	59.34	58.30
Synthetic textiles and silk.....	83.7	83.5	82.6	68.81	68.87	67.43
Clothing (textile and fur).....	91.6	87.4	94.4	49.52	48.43	48.01
Men's clothing.....	91.7	88.4	94.1	47.75	46.49	47.20
Women's clothing.....	99.2	93.0	101.1	51.74	50.31	50.54
Knit goods.....	73.4	69.2	79.5	48.98	48.11	46.06
Wood products.....	108.5	109.2	94.8	67.78	67.34	63.16
Saw and planing mills.....	110.9	112.6	87.3	69.37	69.10	63.20
Furniture.....	113.1	111.0	116.4	66.77	65.59	64.95
Other wood products.....	87.9	89.7	89.1	60.77	61.00	58.52
Paper products.....	128.8	128.2	128.4	91.74	92.93	88.47
Pulp and paper mills.....	131.2	131.0	130.2	98.57	100.26	94.70
Other paper products.....	123.2	121.4	124.0	74.59	74.27	72.00
Printing, publishing and allied industries.....	123.6	123.2	121.1	84.56	84.76	82.27
Iron and steel products.....	105.5	107.0	112.9	89.10	88.79	86.42
Agriculture implements.....	63.5	67.3	76.9	84.42	91.46	80.09
Fabricated and structural steel.....	140.7	168.0	171.8	88.81	89.39	86.63
Hardware and tools.....	98.9	97.9	101.6	79.44	79.54	77.93
Heating and cooking appliances.....	99.7	97.8	112.6	76.79	76.24	74.74
Iron casting.....	89.5	89.0	103.1	84.82	83.69	81.96
Machinery, industrial.....	116.0	117.9	120.3	85.96	85.70	84.09
Primary iron and steel.....	121.2	121.4	124.2	103.14	99.91	99.61
Sheet metal products.....	113.5	111.1	117.8	89.88	90.60	88.82
Wire and wire products.....	113.3	115.8	118.8	89.53	87.77	88.45
Transportation equipment.....	96.4	94.7	103.9	88.84	87.57	85.67
Aircraft and parts.....	239.8	236.6	257.8	93.11	91.67	89.33
Motor vehicles.....	77.9	67.5	78.4	100.71	98.04	97.48
Motor vehicles parts and accessories.....	90.6	87.5	99.4	85.30	83.76	81.99
Railroad and rolling stock equipment.....	61.7	63.3	68.8	79.48	80.78	79.19
Shipbuilding and repairing.....	117.4	124.9	129.2	84.43	84.41	80.67
Non-ferrous metal products.....	132.8	131.8	130.1	90.09	90.50	85.59
Aluminum products.....	150.1	147.3	145.3	84.97	85.34	81.07
Brass and copper products.....	102.6	102.7	111.8	85.79	86.26	80.73
Smelting and refining.....	157.6	157.0	146.5	97.73	98.31	94.10
Electrical apparatus and supplies.....	132.3	133.4	138.0	84.92	84.38	81.11
Heavy electrical machinery.....	105.5	106.5	111.7	92.11	93.16	88.41
Telecommunication equipment.....	211.5	215.8	217.1	84.24	81.36	77.29
Non-metallic mineral products.....	147.4	147.9	151.6	81.67	81.17	79.44
Clay products.....	91.3	92.2	105.9	74.11	75.02	73.73
Glass and glass products.....	155.3	155.6	151.5	76.37	74.63	73.33
Products of petroleum and coal.....	140.0	140.6	140.2	114.23	115.62	110.01
Petroleum refining.....	143.0	143.7	142.1	115.04	116.53	110.87
Chemical products.....	134.4	134.5	131.8	90.63	91.36	86.75
Medicinal and pharmaceutical preparations.....	117.2	116.4	118.4	80.14	80.49	76.31
Acids, alkalis and salts.....	162.2	164.6	148.1	100.31	101.70	97.36
Miscellaneous manufacturing industries.....	132.0	130.0	130.1	69.85	69.59	66.91
Construction	145.9	144.5	154.4	83.20	83.17	77.92
Building and general engineering.....	140.0	140.1	149.4	90.38	89.40	84.82
Highways, bridges and streets.....	155.7	151.7	162.6	72.59	73.72	67.69
Electric and motor transportation.....	133.9	133.2	132.4	80.71	81.44	78.21
Service	150.6	150.7	147.5	52.32	52.15	49.36
Hotels and restaurants.....	140.2	140.4	140.3	40.63	40.52	38.98
Laundries and dry cleaning plants.....	115.5	115.6	114.1	46.34	46.07	44.27
Industrial composite	122.9	121.9	124.2	75.93	76.28	73.42

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1960	July 1960	Aug. 1959	Aug. 1960	July 1960	Aug. 1959	Aug. 1960	July 1960	Aug. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.5	41.3	40.8	2.07	2.08	2.04	85.86	86.65	83.15
Metal mining.....	41.6	41.0	40.8	2.15	2.18	2.13	89.68	89.12	87.01
Gold.....	42.5	40.8	41.1	1.66	1.68	1.63	70.41	68.63	66.92
Other metal.....	41.3	41.0	40.8	2.35	2.36	2.31	97.06	97.01	94.30
Fuels.....	40.3	41.1	39.1	1.93	1.96	1.91	78.03	80.57	74.64
Coal.....	40.2	40.9	38.2	1.71	1.74	1.72	68.78	71.09	65.65
Oil and natural gas.....	40.6	41.7	40.6	2.29	2.33	2.23	93.16	97.18	90.49
Non-metal.....	42.2	42.8	43.0	1.87	1.83	1.79	79.03	79.87	77.16
Manufacturing	40.5	40.6	41.0	1.76	1.77	1.70	71.47	72.01	69.56
Durable goods.....	40.8	40.7	41.1	1.93	1.92	1.85	78.54	77.95	76.28
Non-durable goods.....	40.3	40.5	40.8	1.62	1.64	1.56	65.29	66.64	63.65
Food and beverages.....	40.2	41.9	41.6	1.50	1.54	1.46	60.30	64.60	60.68
Meat products.....	39.8	40.7	40.7	1.83	1.84	1.79	72.78	75.03	72.98
Canned and preserved fruits and vegetables.....	41.2	43.4	44.5	1.15	1.20	1.10	47.29	51.99	48.90
Grain mill products.....	41.9	42.5	42.1	1.72	1.72	1.67	71.92	73.22	70.42
Bread and other bakery products.....	41.8	42.3	42.1	1.46	1.46	1.42	60.97	61.82	59.84
Distilled liquors.....	39.1	40.5	41.6	1.96	2.02	1.90	76.46	81.76	78.87
Malt liquors.....	39.5	41.0	40.1	2.21	2.22	2.12	87.22	91.10	84.90
Tobacco and tobacco products.....	41.1	41.6	39.4	1.84	1.84	1.74	75.38	76.41	68.54
Rubber products.....	41.1	40.0	41.2	1.81	1.85	1.78	74.24	74.10	73.59
Leather products.....	40.1	39.4	40.1	1.20	1.20	1.17	48.15	47.38	46.84
Boots and shoes (except rubber).....	40.5	39.4	40.0	1.16	1.16	1.13	46.95	45.85	45.11
Other leather products.....	39.0	39.2	40.3	1.30	1.30	1.26	50.90	51.02	50.74
Textile products (except clothing).....	41.7	41.3	42.3	1.34	1.33	1.29	56.00	55.09	54.45
Cotton yarn and broad woven goods.....	39.6	38.7	40.2	1.36	1.34	1.28	53.73	52.01	51.49
Woolen goods.....	43.5	43.6	44.5	1.26	1.25	1.21	54.70	54.51	53.96
Synthetic textiles and silk.....	42.5	42.6	43.5	1.44	1.44	1.38	61.06	61.21	60.10
Clothing (textile and fur).....	38.8	37.5	38.7	1.15	1.15	1.11	44.54	42.98	43.16
Men's clothing.....	38.1	36.6	38.3	1.16	1.15	1.13	44.01	41.99	43.32
Women's clothing.....	37.9	36.3	37.9	1.22	1.22	1.20	46.23	44.27	45.62
Knit goods.....	41.1	40.2	40.5	1.07	1.07	1.02	43.94	42.85	41.23
*Wood products.....	41.1	40.7	43.0	1.57	1.57	1.37	64.62	63.80	58.84
Saw and planing mills.....	40.1	39.9	42.8	1.67	1.66	1.37	67.03	66.30	58.86
Furniture.....	43.1	42.4	43.6	1.45	1.44	1.40	62.44	61.09	60.86
Other wood products.....	42.0	42.1	42.6	1.34	1.33	1.27	56.10	55.94	54.01
Paper products.....	41.3	41.7	41.5	2.08	2.10	2.00	86.20	87.51	83.12
Pulp and paper mills.....	41.4	42.0	41.4	2.24	2.25	2.15	92.60	94.54	89.04
Other paper products.....	41.2	40.9	41.7	1.65	1.65	1.58	68.22	67.43	65.98
Printing, publishing and allied industries.....	38.9	39.2	39.5	2.07	2.16	2.08	84.42	84.45	82.17
*Iron and steel products.....	40.5	40.9	40.9	2.08	2.06	2.02	84.49	84.37	82.70
Agricultural implements.....	37.0	41.0	37.2	2.01	2.07	1.97	74.32	84.86	73.22
Fabricated and structural steel.....	40.8	41.0	40.8	2.00	2.05	1.98	81.66	84.13	80.86
Hardware and tools.....	41.4	40.9	41.8	1.77	1.78	1.76	73.40	72.69	73.63
Heating and cooking appliances.....	40.6	39.6	41.4	1.75	1.77	1.72	71.05	69.98	71.41
Iron castings.....	40.9	40.5	40.4	1.97	1.95	1.93	80.46	79.14	78.51
Machinery industrial.....	41.7	41.8	41.9	1.93	1.92	1.90	80.28	80.19	79.14
Primary iron and steel.....	39.7	40.0	40.7	2.50	2.40	2.37	99.03	96.12	96.56
Sheet metal products.....	41.6	41.9	42.8	2.06	2.07	2.00	85.86	86.92	85.65
Wire and wire products.....	40.8	40.5	41.7	2.04	2.00	2.01	83.22	81.15	83.92
*Transportation equipment.....	40.3	40.0	40.0	2.03	2.01	1.99	81.80	81.57	79.55
Aircraft and parts.....	41.3	40.6	41.2	2.05	2.04	1.98	84.79	82.57	81.36
Motor vehicles.....	40.1	37.0	38.4	2.24	2.25	2.28	90.08	83.21	87.52
Motor vehicle parts and accessories.....	39.7	39.1	39.5	1.96	1.94	1.91	77.94	76.12	75.52
Railroad and rolling stock equipment.....	39.0	39.9	39.5	1.96	1.96	1.95	76.71	78.44	77.11
Shipbuilding and repairing.....	41.2	41.6	40.9	1.99	1.98	1.93	82.24	82.27	79.16
*Non-ferrous metal products.....	40.6	40.7	40.4	2.09	2.10	1.98	84.92	85.19	79.78
Aluminum products.....	42.3	42.0	41.4	1.80	1.82	1.71	76.19	76.60	70.92
Brass and copper products.....	40.6	41.3	40.5	1.98	1.97	1.86	80.42	81.28	75.52
Smelting and refining.....	40.1	40.3	40.1	2.31	2.31	2.20	92.76	93.02	88.21
*Electrical apparatus and supplies.....	40.5	40.1	40.5	1.84	1.84	1.77	74.57	73.97	71.80
Heavy electrical machinery and equipment.....	40.5	40.7	40.5	2.06	2.07	1.98	83.51	84.39	79.97
Telecommunication equipment.....	40.7	39.7	39.9	1.69	1.65	1.59	68.60	65.69	63.59
Refrigerators, vacuum cleaners and appliances.....	39.1	40.0	40.3	1.86	1.91	1.77	72.71	76.19	71.29
Wire and cable.....	41.9	40.9	42.2	2.04	2.01	2.01	85.74	82.22	84.68
Miscellaneous electrical products.....	40.5	39.7	40.3	1.72	1.73	1.68	69.82	68.71	67.65
*Non-metallic mineral products.....	42.8	42.5	43.5	1.80	1.79	1.73	76.95	76.13	75.14
Clay products.....	41.6	41.9	43.0	1.63	1.65	1.60	67.83	69.06	69.12
Glass and glass products.....	40.5	39.4	41.5	1.78	1.77	1.68	72.04	69.74	69.60
Products of petroleum and coal.....	39.9	41.1	40.7	2.52	2.51	2.42	100.39	103.28	98.28
Chemical products.....	40.2	40.8	40.5	1.98	1.99	1.89	79.67	81.36	76.73
Medicinal and pharmaceutical preparations.....	39.7	40.2	40.1	1.51	1.49	1.44	59.83	60.08	57.62
Acids, alkalis and salts.....	39.7	40.9	40.1	2.27	2.26	2.18	90.06	92.47	88.18
Miscellaneous manufacturing industries.....	41.5	40.9	41.7	1.47	1.48	1.41	60.95	60.56	58.66
Construction	42.8	42.7	41.7	1.93	1.93	1.83	82.37	82.24	76.97
Building and general engineering.....	42.2	41.7	41.1	2.10	2.10	2.01	88.70	87.64	82.75
Highways, bridges and streets.....	43.7	44.5	43.4	1.64	1.64	1.51	71.59	72.88	67.01
Electric and motor transportation.....	43.7	44.0	44.2	1.84	1.84	1.76	80.15	80.67	77.95
Service	39.2	39.0	39.5	1.02	1.03	0.98	40.08	39.98	38.71
Hotels and restaurants.....	39.6	39.2	39.6	0.99	0.99	0.96	39.15	38.33	37.78
Laundries and dry cleaning plants.....	39.3	39.4	39.8	1.00	1.00	0.99	39.29	39.23	38.55

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

Source: Man-Hours and Hourly Earnings, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1959 September.....	41.2	1.72	71.13	170.4	133.1
October.....	41.3	1.74	71.68	171.7	133.9
November.....	40.9	1.74	71.08	170.3	133.1
December.....	38.4*	1.78	68.45*	164.1	128.7
1960					
January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July (†).....	40.6	1.77	72.01†	172.5	134.9
August (†).....	40.5	1.76	71.46	171.2	133.3
September (†).....	40.8	1.77	72.34	173.3	133.9

Note: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings, DBS, page ii.*

* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

‡ Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960(1).....	11,944	10,866	22,810	281,484	124,255	405,739

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
SEPTEMBER 30, 1960⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				August 31, 1960	September 30, 1959
Agriculture, Fishing Trapping	1,034	205	1,239	+ 200	- 615
Forestry	1,757	4	1,761	- 1,133	- 843
Mining, Quarrying and Oil Wells	503	27	530	+ 19	+ 108
Metal Mining.....	296	11	307	+ 8	+ 61
Fuels.....	153	7	165	+ 32	+ 47
Non-Metal Mining.....	20	3	23	- 12	+ 2
Quarrying, Clay and Sand Pits.....	6	0	6	- 4	- 9
Prospecting.....	23	6	29	- 5	+ 7
Manufacturing	2,542	2,224	4,766	- 627	+ 2,207
Foods and Beverages.....	276	561	837	- 213	+ 227
Tobacco and Tobacco Products.....	10	3	13	- 3	+ 1
Rubber Products.....	12	21	33	- 7	- 29
Leather Products.....	45	97	142	- 64	- 96
Textile Products (except clothing).....	53	93	146	- 62	- 167
Clothing (textile and fur).....	120	818	938	- 10	- 803
Wood Products.....	250	53	303	- 30	- 150
Paper Products.....	246	46	292	+ 26	+ 82
Printing, Publishing and Allied Industries.....	97	59	156	- 53	- 121
Iron and Steel Products.....	426	95	521	- 29	- 406
Transportation Equipment.....	324	40	364	- 89	- 226
Non-Ferrous Metal Products.....	137	33	170	- 29	- 77
Electrical Apparatus and Supplies.....	207	87	294	- 43	- 317
Non-Metallic Mineral Products.....	68	26	94	+ 6	- 32
Products of Petroleum and Coal.....	17	13	30	+ 7	- 4
Chemical Products.....	160	75	235	- 60	- 29
Miscellaneous Manufacturing Industries.....	94	104	198	+ 26	- 60
Construction	1,295	62	1,357	- 103	- 1,242
General Contractors.....	787	36	823	- 142	- 857
Special Trade Contractors.....	508	26	534	+ 39	- 385
Transportation, Storage and Communication	627	172	799	+ 85	- 152
Transportation.....	380	76	456	- 4	- 281
Storage.....	20	8	28	- 3	- 52
Communication.....	227	88	315	+ 92	+ 181
Public Utility Operation	46	15	61	- 9	- 24
Trade	1,672	2,178	3,850	- 382	- 1,496
Wholesale.....	502	382	884	- 251	- 769
Retail.....	1,170	1,796	2,966	- 131	- 727
Finance, Insurance and Real Estate	513	482	995	- 232	- 114
Service	1,985	8,308	10,293	+ 100	- 1,619
Community or Public Service.....	300	1,865	2,165	- 269	+ 153
Government Service.....	748	530	1,278	+ 257	+ 50
Recreation Service.....	65	52	117	- 60	- 146
Business Service.....	398	298	696	- 1	- 230
Personal Service.....	474	5,563	6,037	+ 173	- 1,446
GRAND TOTAL	11,974	13,677	25,651	- 2,082	- 8,204

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT SEPTEMBER 29, 1960⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,525	1,433	2,958	5,949	1,835	7,784
Clerical Workers.....	802	2,615	3,417	14,681	47,269	61,950
Sales Workers.....	1,224	1,319	2,543	6,207	13,731	19,938
Personal and Domestic Service Workers.....	505	6,275	6,780	24,356	18,501	42,857
Seamen.....	5	—	5	1,089	1	1,090
Agriculture, Fishing, Forestry (Ex. log.).....	997	114	1,111	2,100	237	2,337
Skilled and Semi-Skilled Workers.....	5,949	1,245	7,194	101,506	15,912	117,418
Food and kindred products (incl. tobacco).....	70	18	88	1,072	405	1,477
Textiles, clothing, etc.....	99	924	1,023	1,970	9,131	11,101
Lumber and lumber products.....	2,214	1	2,215	7,791	124	7,915
Pulp, paper (incl. printing).....	35	10	45	971	512	1,483
Leather and leather products.....	28	58	86	855	900	1,755
Stone, clay and glass products.....	8	—	8	414	35	449
Metalworking.....	565	5	570	16,435	911	17,346
Electrical.....	172	16	188	2,560	1,051	3,611
Transportation equipment.....	4	—	4	1,418	32	1,450
Mining.....	187	—	187	1,367	—	1,367
Construction.....	817	—	817	22,649	3	22,652
Transportation (except seamen).....	367	16	383	16,564	130	16,694
Communication and public utility.....	36	—	36	541	4	545
Trade and service.....	139	156	295	3,817	1,598	5,415
Other skilled and semi-skilled.....	1,077	30	1,107	16,873	835	17,708
Foremen.....	55	10	65	2,089	238	2,327
Apprentices.....	76	1	77	4,120	3	4,123
Unskilled Workers.....	1,232	795	2,027	72,744	17,872	90,616
Food and tobacco.....	105	454	559	2,006	3,088	5,094
Lumber and lumber products.....	104	3	107	6,807	375	7,182
Metal working.....	69	11	80	6,036	573	6,609
Construction.....	408	1	409	30,011	—	30,011
Other unskilled workers.....	546	326	872	27,884	13,836	41,720
GRAND TOTAL.....	12,239	13,796	26,035	228,632	115,358	343,990

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1960

(SOURCE: FORM U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Sept. 29, 1960	Previous Month Sept. 1, 1960	Previous Year October 1, 1959	(1) Sept. 29, 1960	Previous Month Sept. 1, 1960	Previous Year October 1, 1959
Newfoundland	356	346	357	6,081	5,974	4,857
Corner Brook	30	25	22	1,321	1,553	1,099
Grand Falls	3	3	6	547	548	444
St. John's	323	318	359	4,213	3,873	3,314
Prince Edward Island	516	342	440	968	1,138	991
Charlottetown	156	134	85	605	657	644
Summerside	360	208	355	363	481	347
Nova Scotia	800	952	728	14,270	12,842	11,192
Amherst	17	26	13	443	557	372
Bridgewater	23	34	12	706	695	600
Halifax	411	481	459	4,182	3,813	3,761
Inverness					256	171
Kentville	149	249	95	973	985	693
Liverpool	29	40	12	369	286	210
New Glasgow	27	23	28	1,763	1,458	1,396
Springhill			1	823	346	690
Sydney	58	26	26	3,244	3,051	2,241
Truro	51	36	19	930	721	530
Yarmouth	35	37	63	619	674	528
New Brunswick	775	796	891	10,536	10,927	8,506
Bathurst	26	68	51	783	799	685
Campbellton	8	32	126	1,335	1,267	726
Edmundston	27	121	42	457	523	395
Fredericton	125	82	160	1,241	1,182	958
Minto	124	80	25	339	332	273
Moncton	210	169	213	2,272	2,425	1,847
Newcastle	4	7	1	780	799	846
Saint John	187	185	195	2,186	2,194	1,793
St. Stephen	12	32	28	526	647	404
Sussex	11	8	18	296	312	221
Woodstock	41	12	32	321	447	358
Quebec	7,211	8,182	9,872	98,810	105,226	74,455
Alma	12	9	18	967	1,321	1,094
Asbestos	1	4	8	363	278	291
Baie Comeau	221	83	49	299	304	90
Beauharnois	32	19	35	595	639	582
Buckingham	17	17	65	469	391	442
Causapscal	93	149	96	614	561	354
Chandler	8	16	38	285	175	200
Chicoutimi	133	189	560	1,385	1,266	1,026
Cowansville	34	36	9	176	265	165
Dolbeau	97	124	101	538	724	457
Drummondville	28	41	40	1,266	1,618	1,010
Farnham	87	38	299	300	328	288
Forestville	92	192	369	159	186	397
Gaspé	15	18	14	211	200	160
Granby	102	148	502	1,411	1,429	849
Hull	44	80	88	2,041	1,936	1,376
Joliette	99	101	115	2,173	2,458	1,389
Jonquière	22	34	77	1,536	1,543	1,133
Lachute	16	29	42	416	362	353
La Malbaie	297	656	15	670	331	349
La Tuque	645	851	678	445	441	559
Lévis	24	40	69	2,008	1,978	1,300
Louiseville	15	28	17	610	701	319
Magog	5	5	1	396	359	536
Maniwaki	72	36	24	257	327	177
Matane	14	17	27	299	306	298
Mégantic	1	9	3	356	302	325
Mont-Laurier	15	19	14	308	440	172
Montmagny	13	3	29	505	762	409
Montreal	2,396	2,619	3,785	43,665	47,807	32,157
New Richmond	83	7	25	303	265	214
Port Alfred	20	4	8	338	347	258
Quebec	537	491	649	7,154	7,788	5,929
Rimouski	114	110	202	1,143	1,066	835
Rivière du Loup	41	300	13	930	1,156	633
Roberval	84	127	228	698	747	499
Rouyn	49	51	82	1,554	1,579	1,210
St. Agathe	11	85	39	439	366	296
St. Anne de Bellevue	85	80	92	608	585	473
St. Thérèse	137	33	200	1,348	1,362	1,019
St. Hyacinthe	47	38	87	1,358	1,491	942
St. Jean	48	41	62	1,488	1,751	1,345
St. Jérôme	57	94	87	865	901	652
Sept-Îles	408	226	195	969	1,011	648
Shawinigan	130	105	122	1,982	2,005	1,666
Sherbrooke	253	237	187	2,991	2,987	2,369
Sorel	43	62	22	1,470	1,310	1,047
Thetford Mines	30	29	54	667	862	665
Trois-Rivières	96	130	172	2,939	2,849	1,958

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Sept. 29, 1960	Previous Month Sept. 1, 1960	Previous Year October 1, 1959	(1) Sept. 29, 1960	Previous Month Sept. 1, 1960	Previous Year October 1, 1959
Quebec—Cont'd.						
Val d'Or.....	15	27	20	1,299	1,273	962
Valleyfield.....	16	13	18	1,358	1,447	1,162
Victoriaville.....	34	34	42	1,203	1,471	832
Ville St. Georges.....	223	248	79	983	869	584
Ontario	9,021	9,204	10,484	132,286	140,429	96,176
Arnprior.....	55	7	17	184	190	106
Barrie.....	24	16	23	972	971	911
Belleville.....	46	64	50	1,212	1,261	931
Bracebridge.....	42	50	56	479	427	358
Brampton.....	32	29	31	1,155	1,211	1,339
Brantford.....	66	67	162	2,839	2,880	1,624
Brockville.....	26	19	76	543	516	225
Carleton Place.....	7	19	9	112	116	120
Chatham.....	100	116	91	1,071	1,219	1,065
Cobourg.....	57	54	22	653	678	478
Collingwood.....	5	6	12	563	649	344
Cornwall.....	100	104	109	2,372	2,220	1,768
Elliot Lake.....	19	59	69	254	308	270
Fort Erie.....	7	12	17	390	309	376
Fort Frances.....	24	27	39	195	183	223
Fort William.....	83	101	88	1,042	1,088	1,211
Galt.....	130	147	104	1,060	1,051	667
Gananogue.....	2	10	18	194	127	103
Goderich.....	23	19	37	314	267	260
Guelph.....	33	46	49	1,429	1,552	1,095
Hamilton.....	824	868	976	12,057	11,824	7,163
Hawkesbury.....	23	9	31	338	272	275
Kapuskasing.....	42	62	43	489	653	359
Kenora.....	13	27	16	277	266	257
Kingston.....	92	120	110	1,623	1,753	1,383
Kirkland Lake.....	43	56	86	783	758	573
Kitchener.....	175	135	219	2,140	2,270	1,125
Leamington.....	33	79	42	499	414	621
Lindsay.....	21	18	18	492	650	335
Listowel.....	54	26	26	202	218	111
London.....	537	575	653	4,017	3,887	3,014
Long Branch.....	186	132	196	3,257	3,125	2,428
Midland.....	13	22	15	461	423	336
Napanee.....	9	6	8	267	323	198
Newmarket.....	46	43	66	1,011	1,091	786
Niagara Falls.....	37	52	76	1,328	1,302	1,145
North Bay.....	46	40	17	1,019	1,316	813
Oakville.....	111	129	117	993	1,065	508
Orillia.....	17	20	23	738	606	457
Oshawa.....	91	104	139	6,536	10,281	3,866
Ottawa.....	888	832	992	4,704	4,310	3,434
Owen Sound.....	41	73	37	888	934	616
Parry Sound.....	2	1	—	150	127	229
Pembroke.....	99	111	101	1,066	1,010	911
Perth.....	27	26	23	197	177	170
Peterborough.....	48	66	83	2,545	2,506	1,770
Pictou.....	7	3	13	120	196	149
Port Arthur.....	168	184	147	1,548	1,535	1,480
Port Colborne.....	11	16	9	551	515	392
Prescott.....	32	33	33	413	445	334
Renfrew.....	10	16	19	266	260	239
St. Catharines.....	236	390	152	3,073	5,024	2,103
St. Thomas.....	41	134	91	739	519	584
Sarnia.....	101	125	83	1,646	1,618	1,243
Sault Ste. Marie.....	141	128	383	2,008	1,795	953
Simcoe.....	108	222	43	663	390	519
Sioux Lookout.....	25	21	12	121	121	95
Smiths Falls.....	12	10	15	267	275	183
Stratford.....	75	50	50	611	485	424
Sturgeon Falls.....	25	29	12	381	444	369
Sudbury.....	144	161	185	2,381	2,777	1,888
Tillsonburg.....	35	26	32	346	106	348
Timmins.....	34	54	128	1,280	1,473	1,010
Toronto.....	2,740	2,287	3,141	36,487	38,435	26,166
Trenton.....	88	65	138	479	538	459
Walkerton.....	55	42	75	494	567	258
Wallaceburg.....	22	18	7	343	291	367
Welland.....	109	90	32	1,577	1,426	932
Weston.....	136	234	206	3,243	3,239	2,958
Windsor.....	226	218	215	7,039	8,361	5,757
Woodstock.....	41	44	71	1,100	810	619
Manitoba.....	2,295	2,626	3,850	11,086	10,785	7,624
Brandon.....	176	283	285	725	777	687
Dauphin.....	25	43	28	323	399	314
Flin Flon.....	22	21	23	105	130	125
Portage la Prairie.....	73	67	50	333	327	386
The Pas.....	90	76	86	153	112	113
Winnipeg.....	1,909	2,136	3,373	9,447	9,040	5,999

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Sept. 29, 1960	Previous Month Sept. 1, 1960	Previous Year October 1, 1959	(1) Sept. 29, 1960	Previous Month Sept. 1, 1960	Previous Year October 1, 1959
Saskatchewan	974	1,028	1,216	6,620	6,440	5,565
Estevan.....	34	46	59	121	137	144
Lloydminster.....	29	31	37	150	152	105
Moose Jaw.....	103	94	135	590	584	549
North Battleford.....	49	54	33	424	481	324
Prince Albert.....	81	95	84	733	700	634
Regina.....	240	258	295	1,867	1,776	1,551
Saskatoon.....	269	269	390	1,738	1,653	1,424
Swift Current.....	68	59	56	201	180	211
Weyburn.....	39	34	26	118	108	92
Yorkton.....	62	88	131	678	669	531
Alberta	2,231	2,644	2,813	16,992	15,789	12,124
Blairmore.....	9	47	21	180	168	178
Calgary.....	537	744	712	6,602	5,631	4,583
Drumheller.....	15	20	47	179	202	150
Edmonton.....	1,237	1,278	1,440	7,301	7,227	5,386
Edson.....	13	36	98	261	258	336
Grande Prairie.....	73	65	—	351	447	—
Lethbridge.....	154	210	176	894	829	662
Medicine Hat.....	94	124	166	699	519	442
Red Deer.....	99	120	153	525	508	387
British Columbia	1,856	2,055	2,243	46,341	44,463	36,290
Chilliwack.....	27	34	33	961	974	656
Courtenay.....	20	26	17	787	912	449
Cranbrook.....	34	37	38	508	567	322
Dawson Creek.....	27	16	17	551	439	488
Duncan.....	24	47	19	503	797	670
Kamloops.....	10	9	7	735	594	517
Kelowna.....	18	35	18	372	565	350
Kitimat.....	34	44	50	128	230	167
Mission City.....	23	28	21	634	770	525
Nanaimo.....	10	22	11	841	901	725
Nelson.....	200	133	36	410	416	475
New Westminster.....	221	175	279	7,156	6,566	5,361
Penticton.....	21	32	21	458	611	399
Port Alberni.....	30	22	36	614	631	566
Prince George.....	32	59	95	1,391	1,393	1,318
Prince Rupert.....	16	21	7	852	544	835
Princeton.....	9	7	15	190	192	155
Quesnel.....	12	20	18	705	595	594
Trail.....	77	72	50	366	344	469
Vancouver.....	841	974	1,145	23,386	21,592	17,258
Vernon.....	16	26	38	548	660	517
Victoria.....	99	146	199	3,935	3,867	3,305
Whitehorse.....	55	70	73	310	303	169
Canada	26,035	28,175	32,954	343,990	354,013	257,780
Males.....	12,239	13,748	16,162	228,632	236,969	160,519
Females.....	13,796	14,427	16,792	115,358	117,044	97,261

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (9 months).....	768,922	517,732	251,190	50,612	185,032	261,990	165,400	105,888
1960 (9 months).....	721,584	478,821	242,763	62,954	186,336	225,626	149,976	96,692

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1 TO SEPTEMBER 30, 1969

(Source: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario			
	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	
	Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out
Agriculture.....	1		986	5	1	319	7	431	868	59	3,214	6,632	1,503	3,798	5,239	15,763	6,332	5,084	339
Forestry.....	1		8	8	1	86	72	1	1,863	1,613	4	156	4,501	12	1,736	1,157	809	24	195
Fishing and Trapping..	1								60	48	2		17			7	2		3
Mining, Quarrying and Oil Wells.....	32	13	6	2	4	150	147		238	33	2	2	312	98	78	793	552	13	119
Metal Mining.....	20	10				15	145		112	10	2	2	204	3	70	666	451	5	108
Fuels.....						15	145		217	15	1					13	12		
Non-Metal Mining.....	12	3				3	1		164	88	2	8	91	38	2	8	3		2
Quarrying, Clay and Sand Pits.....			6	2	4	2	1		7	7						23	11	7	8
Prospecting.....									1	1			6			19	10		
Manufacturing.....	1,982	1,076	188	167	35	3	1,416	1,022	1,273	839	67	15	19,136	14,777	816	248	26,635	18,801	3,073
Foods and Beverages....	24	19	162	136	32		476	318	256	208	13		2,627	2,079	191	53	7,614	5,689	782
Tobacco and Tobacco Products.....									62	50						69	28		34
Rubber Products.....									153	119						250	122		56
Leather Products.....									886	692	4	1				563	451		37
Textile Products (except clothing).....	3	3	3	2					954	736	29	13	639	29	13	639	405	60	56
Clothing (textile and fur).....	7	7				81	67		38	12	5		4,282	32	14	1,656	1,101	41	77
Wood Products.....	4	1				67	45	22	120	109	9		944	101	23	1,442	933	276	40
Paper Products.....	1,928	1,037				11	7		67	57	9		747	120	30	1,393	968	280	33
Printing, Publishing and Allied Industries.....	1	1				43	14	25	20	13	1	1	430	65	4	1,485	952	311	29
Iron and Steel Products.....	6	3	2	1		287	256	25	463	392	9	4	1,270	47	34	3,718	2,554	399	138
Transportation Equip-ment.....	1	1	16	14	2	323	222	9	263	174	3	10	1,175	33	24	1,805	1,415	159	71
Non-Ferrous Metal Products.....	1	1	2	2		13	5	2	10	3	6		451	44	25	1,014	701	117	30
Electrical Apparatus and Supplies.....	2	2				24	13		1	1			600	57	3	1,409	1,052	62	43
Non-Metallic Mineral Products.....						46	56	12	11	7	2		323	6	6	647	430	105	10
Products of Petroleum and Coal.....																			
Chemical Products.....	5	1	12	10	1				47	30	1		30	1		76	48	3	1
Miscellaneous Manu-facturing Industries.....						22	3	14	7	8	2		314	22	5	1,192	738	182	62
									9	8	2		686	45	8	1,613	1,164	168	56

Construction	904	809	12	46	318	242	56	6	1,281	908	182	117	1,363	1,094	136	34	10,966	8,467	753	684	13,355	9,558	1,961	788
General Contractors.....	851	778	6	40	204	169	28	4	983	718	125	111	1,084	871	102	34	7,277	5,502	594	495	9,200	6,795	1,225	583
Special Trade Contractors.....	53	31	6	6	114	73	28	2	298	190	57	6	279	223	34	.....	3,689	2,905	159	189	4,065	2,703	739	205
Transportation, Storage and Communication	41	18	12	28	237	28	197	4	610	147	435	32	440	253	59	11	4,546	1,090	3,192	14	5,053	1,862	2,712	52
Transportation.....	23	8	10	229	229	23	196	4	509	113	433	26	400	222	55	5	4,305	991	3,145	14	4,398	1,535	2,649	28
Storage.....	18	9	2	8	8	5	1	.....	38	33	1	6	30	24	3	9	179	72	19	.....	367	179	135	18
Communication.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	288	98	28	6
Public Utility Operation	3	3	.....	.....	1	1	.....	.....	14	10	3	.....	21	16	1	.....	100	60	8	12	342	209	40	1
Trade	275	78	23	269	159	93	.....	.....	1,520	846	333	10	1,081	690	266	1	8,042	5,055	1,127	60	14,563	8,749	2,622	325
Wholesale.....	43	15	4	46	28	17	.....	.....	459	191	210	4	420	233	166	.....	2,515	1,427	516	20	5,342	3,169	1,248	124
Retail.....	232	63	19	223	131	76	.....	.....	1,061	655	123	6	664	457	100	1	5,525	3,628	611	40	9,221	5,580	1,374	201
Finance, Insurance and Real Estate	14	6	.....	.....	15	8	1	.....	173	120	13	1	104	76	8	.....	990	589	30	1	2,066	1,138	127	38
Service	621	255	72	680	482	147	.....	.....	2,927	1,427	923	90	2,149	1,017	680	13	18,186	10,383	4,135	219	29,870	15,742	8,051	401
Community or Public Service.....	26	13	4	55	51	6	.....	.....	238	156	33	3	263	151	48	.....	1,335	905	143	8	2,576	1,508	241	68
Government Service.....	389	159	18	257	231	.....	.....	.....	518	393	60	54	244	204	97	.....	1,135	978	49	64	3,878	2,737	481	56
Recreation Service.....	5	5	.....	10	3	.....	.....	.....	43	176	26	126	1	122	6	.....	1,058	272	500	.....	2,785	1,490	1,095	27
Business Service.....	22	13	3	12	11	.....	.....	.....	146	76	47	13	169	43	13	.....	1,733	1,145	338	.....	2,395	1,365	419	63
Personal Service.....	179	65	47	346	186	133	.....	.....	1,849	776	657	19	1,451	613	454	5	13,024	7,083	3,015	139	18,306	8,003	5,815	187
Totals	3,874	2,258	1,011	48	2,718	1,391	538	58	8,497	4,524	2,093	788	9,462	6,290	1,284	3,440	75,836	46,754	13,969	8,291	109,574	63,894	23,710	3,363
Male.....	3,148	2,067	997	48	2,028	819	430	57	5,438	2,969	1,610	757	7,265	5,066	831	2,646	59,737	30,498	10,820	7,243	66,381	38,155	16,757	2,336
Female.....	426	191	14	690	572	108	.....	1	3,079	1,555	483	31	2,198	1,324	353	863	23,099	16,316	3,149	946	43,193	25,639	6,953	977

*Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1 TO SEPTEMBER 30, 1960

(Source: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out
	Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual		
Agriculture	780	471	107	1,982	1,554	47	46	3,209	2,841	132	263	27,190	3,733	23,528	55	57,730	17,464	32,787	9,638
Forestry	25	20	5	1	1	164	123	21	2	1,756	1,422	184	50	11,513	8,561	251	2,143
Fishing and Trapping	23	21	11	3	8	24	15	7	152	93	39	3
Mining, Quarrying and Oil Wells	364	336	4	104	75	5	955	724	50	19	429	403	1	12	3,781	2,597	173	239
Metal Mining.....	325	310	4	58	55	55	1	177	160	1	5	1,765	1,203	10	192
Fuels.....	88	60	5	623	480	26	18	30	27	7	1,411	739	32	34
Non-Metal Mining.....	25	13	15	12	31	31	31	211	208	420	327	88	4
Quarrying, Clay and Sand Pits.....	14	13	6	3	49	24	21	1	7	225	144	40	9
Prospecting.....	194	134	3	10	7	251	174	3
Manufacturing	4,019	2,361	866	164	1,080	675	255	2,472	1,636	459	22	6,214	4,868	540	102	64,475	46,372	7,498	1,707	
Foods and Beverages.....	641	408	123	41	489	328	113	657	356	211	5	2,357	2,165	112	3	15,303	11,706	1,660	305	
Tobacco and Tobacco Products.....	10	.....	5	.....	.....	.....	.....	116	104	.....	.....	2	.....	.....	.....	185	82	74	1
Rubber Products.....	49	22	10	.....	.....	.....	.....	14	6	.....	.....	37	19	6	.....	352	352	75	4
Leather Products.....	94	55	20	.....	.....	.....	.....	14	1	.....	.....	21	19	.....	.....	1,582	1,388	58	6
Textile Products (except clothing).....	689	946	144	4	23	19	1	70	157	2	.....	138	99	6	.....	1,799	1,314	129	70
Clothing (textile and fur).....	516	238	168	4	64	32	27	209	152	17	4	1,900	1,509	212	48	5,401	6,180	131	96	
Paper Products.....	157	107	28	4	37	35	.....	57	34	18	.....	334	174	14	10	2,740	3,983	853	121
Printing, Publishing and Allied Industries.....	227	99	80	10	47	25	9	80	47	19	.....	127	87	18	.....	2,668	1,670	528	46
Iron and Steel Products.....	670	310	200	82	172	104	43	444	322	78	.....	314	196	30	.....	7,099	5,438	831	286
Transportation Equipment.....	226	159	13	5	95	51	13	253	154	22	8	234	254	23	.....	4,749	3,541	278	198
Non-Ferrous Metal Products.....	123	84	1	.....	.....	.....	.....	35	32	.....	.....	386	254	82	23	2,195	1,554	252	79
Electrical Apparatus and Supplies.....	136	70	21	1	.....	.....	.....	21	19	.....	.....	63	38	1	.....	2,263	1,627	143	52
Non-Metallic Mineral Products.....	162	56	83	10	72	45	22	189	140	30	1	69	47	8	2	1,576	1,104	269	29	
Products of Petroleum and Coal.....	54	33	17	2	6	5	.....	41	33	2	1	23	7	.....	.....	248	156	26	4
Chemical Products.....	134	66	32	.....	52	25	15	171	114	21	2	56	35	5	.....	2,092	1,304	286	69
Miscellaneous Manufacturing Industries.....	122	76	16	.....	11	1	10	102	48	39	.....	72	40	12	.....	2,813	2,026	306	64
Construction	3,114	2,066	311	378	2,731	1,856	455	37	3,886	3,061	471	43	3,076	1,814	457	436	40,994	29,905	4,797	2,569
General Contractors.....	2,118	1,358	166	337	1,834	1,309	234	33	2,647	2,136	266	32	2,353	1,403	333	383	28,611	21,099	3,079	2,062
Special Trade Contractors.....	996	708	145	41	897	547	221	4	1,239	925	205	11	723	441	124	43	12,383	8,806	1,718	507
Transportation, Storage and Communication	1,599	826	300	179	836	485	244	86	1,287	791	327	9	1,429	585	272	16	15,778	6,085	7,750	406
Transportation.....	1,363	727	194	174	684	424	86	948	630	223	7	915	467	211	6	13,834	5,190	7,178	350	
Storage.....	205	79	106	2	125	42	78	210	90	99	.....	105	47	49	1	1,887	473	497	21
Communication.....	01	20	.....	3	27	19	.....	129	71	5	.....	109	71	12	.....	1,057	422	75	35

	151	105	15	7	44	40	3	121	112	8	103	75	10	870	631	88	20
Public Utility Operation																	
Trade	4,373	1,742	1,779	22	2,611	1,313	928	4,119	2,677	929	5,361	3,140	1,431	42,217	21,449	9,522	460
Wholesale.....	2,285	821	1,115	15	898	302	507	1,575	888	558	2,511	1,838	369	16,09	8,892	4,710	177
Retail.....	2,088	921	664	7	1,713	1,011	421	2,544	1,809	362	2,850	1,302	1,032	23,122	15,557	4,812	283
Finance Insurance and Real Estate	507	352	30	3	277	209	22	514	337	31	640	378	39	5,300	3,243	292	44
Service	5,685	1,907	2,367	18	4,798	1,758	2,310	10,945	4,546	4,150	10,879	7,289	1,765	86,710	44,806	24,600	883
Community of Public Service.....	572	280	91	2	332	199	61	1,249	518	46	883	604	72	7,529	4,385	745	121
Government Service.....	737	632	29	4	476	389	44	945	832	26	1,804	1,483	210	10,384	8,098	944	241
Recreation Service.....	427	34	270	1	545	36	501	404	83	282	1,228	75	22	5,590	2,039	3,031	31
Business Service.....	579	143	308	2	749	426	673	2,432	609	1,928	2,446	2,165	81	10,514	5,697	3,811	100
Personal Service.....	3,370	818	1,669	9	2,696	1,008	1,031	5,884	2,474	1,838	5,618	2,931	1,380	52,723	24,587	16,059	390
Totals	20,640	10,186	5,891	776	14,464	7,966	4,269	27,653	16,851	6,597	56,891	23,752	23,223	736	329,529	184,196	18,112
Male.....	13,581	6,761	3,911	738	10,355	5,628	3,484	17,731	11,055	5,222	349	12,997	10,687	704	233,364	115,985	54,879
Female.....	7,079	3,425	1,890	38	4,129	2,338	785	9,922	5,796	1,375	67	10,755	17,538	32	126,256	68,211	2,997

¹Current and deferred vacancies reported during the period.

E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
SEPTEMBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.8	15,876	348,895
Prince Edward Island.....	0.7	2,963	56,623
Nova Scotia.....	9.2	38,492	817,107
New Brunswick.....	7.6	32,125	678,914
Quebec.....	66.5	279,371	6,070,122
Ontario.....	89.9	377,449	8,861,929
Manitoba.....	6.2	26,184	553,504
Saskatchewan.....	3.7	15,326	315,924
Alberta.....	9.0	37,988	855,515
British Columbia.....	26.1	109,622	2,627,727
Total, Canada, September 1960.....	222.7	935,396	21,186,260
Total, Canada, August 1960.....	210.9	970,369	21,356,560
Total, Canada, September 1959.....	155.0	651,114	13,371,386

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, SEPTEMBER 30, 1960

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	September 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	279,531	92,828	31,710	44,572	30,313	20,696	14,950	44,462	24.4	201,598
Male.....	186,162	67,817	22,490	30,567	19,061	12,000	8,467	25,760	25.4	124,992
Female.....	93,369	25,011	9,220	14,005	11,252	8,696	6,483	18,702	22.4	76,606
Newfoundland.....	5,244	1,436	476	758	616	433	295	1,230	53.6	4,103
Male.....	4,112	1,205	387	594	475	299	220	932	54.9	3,301
Female.....	1,132	231	89	164	141	134	75	298	48.9	802
Prince Edward Island....	785	216	77	93	103	92	58	146	56.4	727
Male.....	482	150	46	50	66	53	36	81	61.8	421
Female.....	303	66	31	43	37	39	22	65	47.9	306
Nova Scotia.....	12,417	4,272	1,401	1,766	1,248	793	641	2,296	36.6	9,522
Male.....	9,632	3,528	1,122	1,347	917	550	457	1,711	37.3	7,051
Female.....	2,785	744	279	419	331	243	184	585	34.3	2,471
New Brunswick.....	9,122	2,579	1,067	1,733	1,081	590	485	1,587	51.8	7,104
Male.....	6,767	2,074	868	1,342	719	356	322	1,086	56.4	4,964
Female.....	2,355	505	199	391	362	234	163	501	38.9	2,140
Quebec.....	84,717	27,909	9,944	13,082	9,222	6,420	4,930	13,210	25.2	61,519
Male.....	56,271	20,454	7,244	8,982	5,570	3,606	2,671	7,744	26.0	38,101
Female.....	28,446	7,455	2,700	4,100	3,652	2,814	2,259	5,466	23.6	23,418
Ontario.....	105,656	35,046	11,230	17,432	11,785	8,009	5,417	16,737	19.0	74,552
Male.....	68,643	24,850	7,629	11,884	7,610	4,680	2,996	8,994	18.7	44,319
Female.....	37,013	10,196	3,601	5,548	4,175	3,329	2,421	7,743	19.5	30,233
Manitoba.....	8,837	2,826	975	1,303	921	679	541	1,592	18.0	5,450
Male.....	5,148	1,885	552	739	502	346	278	846	20.5	2,705
Female.....	3,689	941	423	564	419	333	263	746	14.5	2,745
Saskatchewan.....	4,707	1,315	524	709	536	410	300	913	40.6	3,690
Male.....	2,466	791	252	330	244	180	169	500	46.1	1,762
Female.....	2,241	524	272	379	292	230	131	413	34.4	1,928
Alberta.....	13,599	5,015	1,672	1,998	1,320	1,012	617	1,965	24.3	8,592
Male.....	8,441	3,425	1,092	1,206	713	549	323	1,133	26.7	4,890
Female.....	5,158	1,590	580	792	607	463	294	832	20.3	3,702
British Columbia.....	34,447	12,214	4,344	5,698	3,481	2,258	1,666	4,786	21.9	26,339
Male.....	24,200	9,455	3,298	4,093	2,245	1,381	995	2,733	22.4	17,478
Female.....	10,247	2,759	1,046	1,605	1,236	877	671	2,053	20.7	8,861

* Changes in the wording of this heading do not involve any change in concept.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
SEPTEMBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,894	1,252	642	1,740	1,180	560	637
Prince Edward Island.....	316	196	120	306	231	75	81
Nova Scotia.....	6,424	3,081	3,343	6,315	5,034	1,281	1,454
New Brunswick.....	3,855	2,272	1,583	4,070	3,063	1,007	931
Quebec.....	40,299	23,117	17,182	41,451	31,247	10,204	9,939
Ontario.....	51,644	30,296	24,348	56,778	44,408	12,370	13,349
Manitoba.....	4,198	2,544	1,654	4,107	3,049	1,058	859
Saskatchewan.....	2,280	1,504	776	2,175	1,518	657	546
Alberta.....	7,683	4,333	3,350	7,385	5,486	1,899	2,336
British Columbia.....	18,735	10,578	8,157	18,949	14,004	4,945	4,282
Total, Canada, September 1960.....	140,328	79,173	61,155	143,276	109,220	34,056	34,414
Total, Canada, August 1960.....	149,574	80,605	68,969	149,223	118,582	30,641	37,362
Total, Canada, September 1959.....	115,137	70,091	45,046	111,730	82,946	28,784	28,700

* In addition, revised claims received numbered 33,689.

† In addition, 34,797 revised claims were disposed of. Of these, 3,102 were special requests not granted and 1,166 were appeals by claimants. There were 6,565 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—August.....	4,025,000	3,744,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6
October.....	129.4	125.8	144.3	111.2	123.5	137.8
November.....	129.6	125.5	144.5	112.5	123.5	138.3

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1960

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Oct. 1959	Sept. 1960	Oct. 1960					
(1) St. John's, Nfld.....	114.5	114.8	115.0	109.1	115.0	110.1	111.9	129.0
Halifax.....	127.0	127.1	128.1	119.8	135.1	121.2	129.3	139.9
Saint John.....	129.0	129.2	130.0	124.7	140.4	119.7	124.2	142.8
Montreal.....	127.8	127.7	129.1	129.3	146.0	106.0	118.9	138.5
Ottawa.....	128.6	129.0	130.2	126.8	148.7	115.6	122.1	137.4
Toronto.....	130.3	130.7	132.1	126.6	153.1	114.2	124.1	140.0
Winnipeg.....	125.0	126.2	127.1	123.7	135.0	115.9	120.3	137.2
Saskatoon-Regina.....	124.6	125.6	125.7	124.5	124.9	124.0	125.5	129.1
Edmonton-Calgary.....	124.5	125.1	125.6	121.3	125.5	120.9	126.8	133.0
Vancouver.....	129.6	129.2	130.5	126.7	137.9	116.5	135.2	136.4

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 542, May issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04
August.....	30	42	10,958	129,180	0.12
September.....	27	52	11,877	114,610	0.11
October.....	30	56	9,027	90,830	0.08

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	4	294	3,310
Manufacturing.....	31	5,209	77,530
Construction.....	12	2,035	6,810
Transportation, etc.....	4	728	1,140
Public utilities.....			
Trade.....	5	761	2,040
Service.....			
All industries.....	56	9,027	90,830

TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1960, BY JURISDICTION.

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	3	876	3,110
Prince Edward Island.....			
Nova Scotia.....	4	133	1,320
New Brunswick.....	1	10	20
Quebec.....	7	2,394	27,060
Ontario.....	28	2,908	31,700
Manitoba.....	3	826	14,520
Saskatchewan.....	2	72	930
Alberta.....	3	962	10,030
British Columbia.....	2	126	1,090
Federal.....	3	720	1,050
All jurisdictions.....	56	9,027	90,830

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1960.

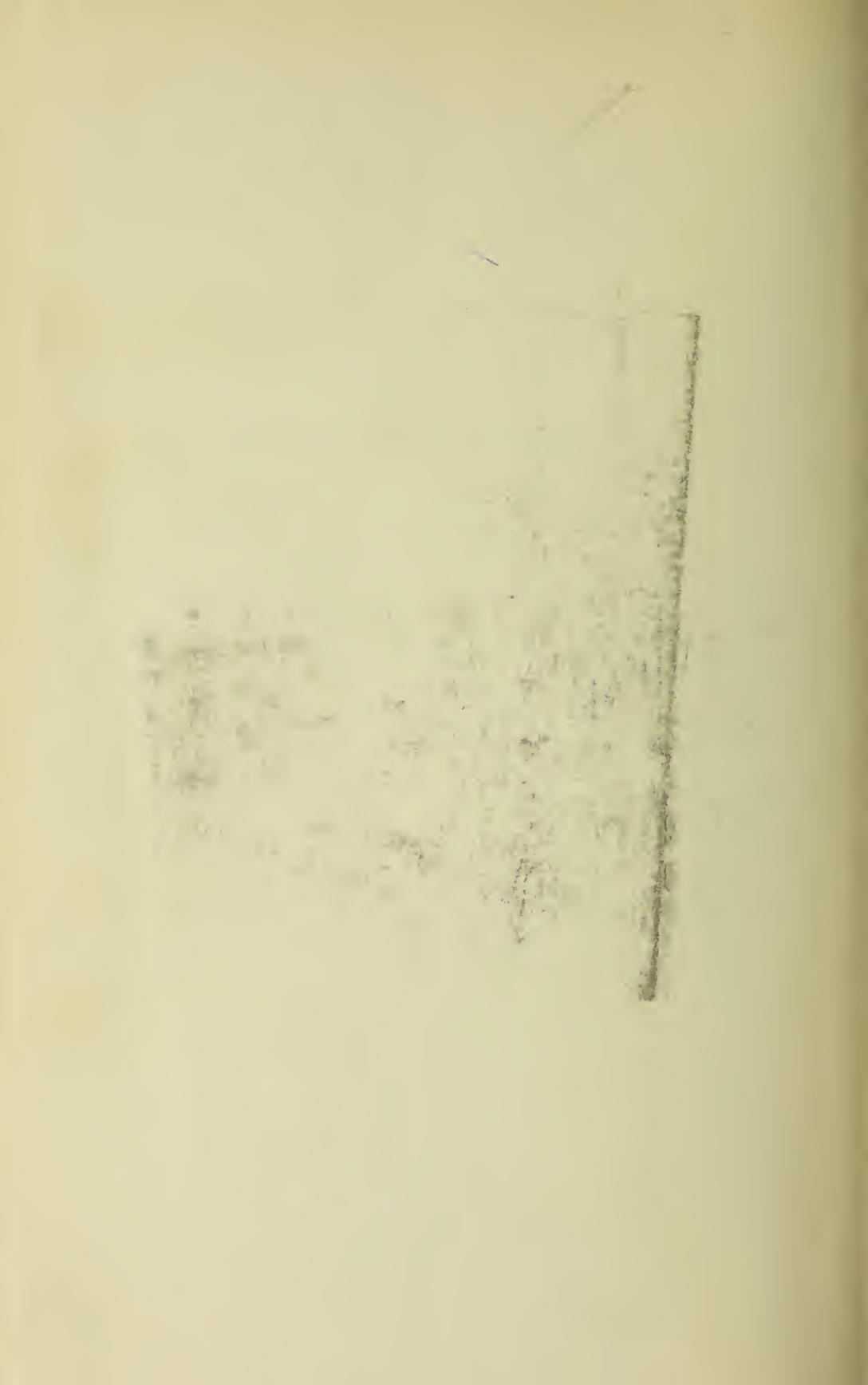
(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accu- mulated		
MINING— <i>Non-Metal Mining—</i> Newfoundland Fluorspar, St. Lawrence, Nfld.	St. Lawrence Workers' Protective Union (Ind.)	185	1,870	1,870	Oct. 14	Disciplinary dismissal of worker~
MANUFACTURING— <i>Foods and Beverages—</i> Bonavista Cold Storage, Grand Bank, Nfld.	CLC-chartered local	191	490	490	Oct. 12 Oct. 17	Dismissal of one employee~ Return of workers.
<i>Iron and Steel Products—</i> Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	292	5,840	16,530	Aug. 12	Wages, working conditions, fringe benefits~
Dominion Bridge, Mount Dennis, Toronto, Ont.	Steelworkers Loc. 3390 (AFL-CIO/CLC)	450	9,000	24,310	Aug. 15	Wages, fringe benefits~
Dominion Bridge, Lachine, Longue-Pointe, Que.	Steelworkers Loc. 2843 (AFL-CIO/CLC)	1,345	24,210	69,500	Aug. 16 Oct. 27	Wages, fringe benefits~In- crease of 8¢ an hour over two years, plus 2¢ in fringe bene- fits.
Dominion Bridge, Calgary, Alta.	Steelworkers Loc. 5044 (AFL-CIO/CLC)	302	6,040	15,100	Aug. 19	Wages, fringe benefits~
Manitoba Rolling Mills, Selkirk, Man.	Steelworkers Loc. 5442 (AFL-CIO/CLC)	385	7,700	18,460	Aug. 25	Wages, fringe benefits~
Manitoba Bridge and Engineer- ing Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	238	4,760	11,050	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	203	2,060	7,410	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Edmonton, Alta.	Steelworkers Loc. 3345 (AFL-CIO/CLC)	110	2,100	5,060	Aug. 26	Wages, fringe benefits~
<i>Transportation Equipment—</i> Lucas-Rotax, Toronto, Ont.	Machinists Loc. 1674 (AFL-CIO/CLC)	169	850	6,680	Aug. 12 Oct. 11	Wages~Increase of 5¢ an hour effective Oct. 11, 1960; 2¢ an hour Oct. 10, 1961.
<i>Non-Metallic Mineral Products—</i> Dominion Glass, Redcliffe, Alta.	Glass and Ceramic Work- ers Loc. 201 (AFL-CIO/CLC)	550	1,890	1,890	Oct. 1 Oct. 5	Wages, fringe benefits~In- creased wages, improved fringe benefits.
<i>Miscellaneous Manufacturing—</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL-CIO/CLC)	214	4,180	8,310	Sep. 15	Wages~
CONSTRUCTION— Electrical Contractors Associa- tion, Ottawa, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	175	1,880	15,890	July 22 Oct. 31	Wages~Wage increase agreed upon by a number of contrac- tors; most workers resumed work or secured jobs out of town.
Quebec Corporation of Master Electricians, Montreal, other points, Que.	I.B.E.W. Loc. 568 (AFL-CIO/CLC)	950	1,900	1,900	Oct. 17 Oct. 19	Wages~Return of workers, further negotiations.
Pentagon Construction, Carol Lake, (Labr.) Nfld.	Building trades unions, (Baie Comeau Council) (AFL-CIO)	500	750	750	Oct. 20 Oct. 22	Appointment of two outside superintendents~Return of workers on the withdrawal of objection to appointment.
McNamara Construction, Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	163	490	490	Oct. 26 Oct. 31	Inter-union dispute~Return of workers.
TRANSPORTATION ETC.— <i>Transportation—</i> N. M. Paterson, St. Lawrence and Great Lakes.	Seafarers (AFL-CIO)	550	790	790	Sep. 29 Oct. 4	Wages, hours~5% general increase, reduction in weekly hours from 48 to 44 hours.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
OCTOBER 1960.**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termina- tion Date	Major Issues ~ Result
			October	Accu- mulated		
TRANSPORTATION ETC.— <i>Conc.</i> Newfoundland Employers' Asso- ciation, St. John's, Nfld.	St. John's Longshoremen (Ind.)	140	240	240	Oct. 10 Oct. 12	Hiring of gangs to unload one ship~Return of workers.
TRADE— Eight ready-mix concrete firms, Toronto, Ont.	Teamsters Loc. 230 (Ind.)	700	1,400	1,400	Oct. 27 Oct. 31	Inter-union dispute~Return of workers.



HD
8101
A3
v. 60
cop. 2

The Labour gazette

PLEASE DO NOT REMOVE
CARDS OR SLIPS FROM THIS POCKET

UNIVERSITY OF TORONTO LIBRARY

*Government
Publications*

